## KIPP Academy of Opportunity

# California Department of Education School Accountability Report Card <br> Reported Using Data from the 2016-17 School Year 

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 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.


Shaymora Blanks, School Leader<br>- Principal, KIPP Academy of Opportunity


#### Abstract

About Our School

KIPP Academy of Opportunity aims to ensure that students develop the academic skills, character, and intellectual habits necessary to succeed in competitive high schools, colleges, and the world beyond. Our students will become leaders who take pride in their community and have access to choice and opportunity in order to enact change. At the core of our mission is providing our middle school students with academic skills in a college prep environment. Academic learning at KAO follows a California Common Core Content standards-based continuum through a yearlong scope and sequence focused on teaching grade-level standards to mastery. Data drives instruction at every step.

Our mission supports the notion that schooling should develop the character and self-identity of students. We will cultivate character strengths and teach these strengths strategically. Macro-structures are proactively planned structures and systems that we create with the goal of developing character. These examples include KAO Way Assemblies, Character Lessons, and paychecks.The KAO mission acknowledges our school does not operate in isolation. We believe in building a strong sense of partnership, pride and respect for our community. As a college preparatory middle school, we believe our role includes working with families to support them keeping their children on the path to and through college. With this in mind, KAO and KIPP Through College create family workshops aimed to increase knowledge about the path to college and learn about profiles of students from our community who have gone on to graduate from competitive high schools and colleges.


## Contact

KIPP Academy of Opportunity
8500 S. Figueroa Street
Los Angeles, CA 90003
Phone: 323-778-0125
E-mail: sblanks@kippla.org

## About This School

## Contact Information (School Year 2017-18)

## District Contact Information (School Year 2017-18)

| District Name | Los Angeles Unified |
| :--- | :--- |
| Phone Number | (213) 241-1000 |
| Superintendent | Michelle King |
| E-mail Address | $\underline{\text { michelle.king@lausd.net }}$ |
| Web Site |  |

## School Contact Information (School Year 2017-18)

| School Name | KIPP Academy of Opportunity |
| :--- | :--- |
| Street | 8500 S. Figueroa Street |
| City, State, Zip | Los Angeles, Ca, 90003 |
| Phone Number | Shaymora Blanks, School Leader |
| Principal | $\underline{\text { sblanks@kippla.org }}$ |
| E-mail Address | $\underline{\text { http://kippla.org/kao/index.cfm }}$ |
| Web Site | 19647330101444 |
| County-District-School <br> (CDS) Code |  |

## School Description and Mission Statement (School Year 2017-18)

KIPP Academy of Opportunity (KAO) is a high-performing free public charter middle school located in South Los Angeles. We serve approximately 400 students in grades five through eight. KAO enables students to become self-motivated, competent, life-long learners. Our students recognize that an outstanding education is key to achieving personal success and leading a life of infinite opportunity.

Our mission is to ensure that students develop the academic skills, character, and intellectual habits necessary to succeed in competitive high schools, colleges, and the world beyond. Our four guiding principles are: grit, honor, love, and leadership.

Student Enrollment by Grade Level (School Year 2016-17)

| Grade Level | Number of Students |
| :--- | :---: |
| Grade 5 | 86 |
| Grade 6 | 109 |
| Grade 7 | 104 |
| Grade 8 | 97 |
| Total Enrollment | 396 |



Last updated: 2/8/2018

## Student Enrollment by Student Group (School Year 2016-17)

| Student Group | Percent of Total Enrollment |
| :--- | :---: |
| Black or African American | $77.0 \%$ |
| American Indian or Alaska Native | $0.5 \%$ |
| Asian | $0.0 \%$ |
| Filipino | $0.3 \%$ |
| Hispanic or Latino | $19.4 \%$ |
| Native Haw aiian or Pacific Islander | $0.0 \%$ |
| White | $0.3 \%$ |
| Two or More Races | $0.0 \%$ |
| Other | $2.5 \%$ |
| Student Group (Other) | $87.9 \%$ |
| Socioeconomically Disadvantaged | $4.3 \%$ |
| English Learners | $13.9 \%$ |
| Students with Disabilities | $1.5 \%$ |
| Foster Youth |  |

## 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 |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | $\mathbf{2 0 1 5 -}$ <br> $\mathbf{1 6}$ | $\mathbf{2 0 1 6 -}$ <br> $\mathbf{1 7}$ | $\mathbf{2 0 1 7}$ <br> $\mathbf{1 8}$ | $\mathbf{2 0 1 7 -}$ <br> $\mathbf{1 8}$ |
| With Full Credential | 14 | 17 | 15 | 21842 |
| Without Full Credential | 7 | 7 | 9 | 866 |
| Teachers Teaching Outside Subject <br> Area of Competence (with full <br> credential) | 0 | 0 | 0 | 2830 |



Last updated: 2/8/2018

## Teacher Misassignments and Vacant Teacher Positions

| Indicator | 2015- <br> $\mathbf{1 6}$ | 2016- <br> $\mathbf{1 7}$ | 2017- <br> $\mathbf{1 8}$ |
| :--- | :---: | :---: | :---: |
| Misassignments of Teachers of English <br> Learners | 0 | 0 | 0 |
| Total Teacher Misassignments* | 0 | 0 | 0 |
| Vacant Teacher Positions | 0 | 0 | 1 |



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.

Year and month in which the data were collected: January 2018

| Subject | Textbooks and Instructional Materials/year of Adoption | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
| :---: | :---: | :---: | :---: |
| Reading/Language Arts | Wheatley | Yes | 0.0 \% |
| Mathematics | Bridges (5th grade) and Hapara (6th - 8th grade) | Yes | 0.0 \% |
| Science | Amplify | Yes | 0.0 \% |
| History-Social Science | Science: Amplify | Yes | 0.0 \% |
| Foreign Language | N/A |  | 0.0 \% |
| Health | McGraw-Hill: Teen Health |  | 0.0 \% |
| Visual and Performing Arts | N/A |  | 0.0 \% |
| Science Lab Eqpmt (Grades 9-12) | N/A | N/A | 0.0 \% |

## School Facility Conditions and Planned Improvements

For the 2017-2018 school year, KIPP Academy of Opportunity relocated to it's own campus located at 8500 S. Figueroa Street in South Los Angeles. This new facility includes large vibrant classroom spaces, a multipurpose area and play area for students to engage in physical activities. The new building is three stories and ajacent to another KIPP LA elementary school.

## School Facility Good Repair Status

Year and month of the most recent FIT report: January 2018

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

## Overall Facility Rate

Year and month of the most recent FIT report: January 2018

## 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 ELA and Mathematics for All Students

## Grades Three through Eight and Grade Eleven (School Year 2016-17)

| Subject | Percentage of Students Meeting or Exceeding the State Standards |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | School |  | District |  | State |  |
|  | 2015-16 | 2016-17 | 2015-16 | 2016-17 | 2015-16 | 2016-17 |
| English Language Arts / Literacy (grades 3-8 and 11) | 38\% | 43\% | 39\% | 40\% | 48\% | 48\% |
| Mathematics (grades 3-8 and 11) | 24\% | 21\% | 29\% | 30\% | 36\% | 37\% |

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 2016-17)

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 369 | 369 | 100.00\% | 43.36\% |
| Male | 178 | 178 | 100.00\% | 38.20\% |
| Female | 191 | 191 | 100.00\% | 48.17\% |
| Black or African American | 282 | 282 | 100.00\% | 40.78\% |
| American Indian or Alaska Native | -- | -- | -- |  |
| Asian |  |  |  |  |
| Filipino | -- | -- | -- |  |
| Hispanic or Latino | 74 | 74 | 100.00\% | 56.76\% |
| Native Hawaiian or Pacific Islander |  |  |  |  |
| White | -- | -- | -- |  |
| Two or More Races |  |  |  |  |
| Socioeconomically Disadvantaged | 327 | 327 | 100.00\% | 43.12\% |
| English Learners | 31 | 31 | 100.00\% | 41.94\% |
| Students with Disabilities | 52 | 52 | 100.00\% | -- |
| Students Receiving Migrant Education Services |  |  |  |  |
| 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 2016-17)

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 369 | 369 | 100.00\% | 21.41\% |
| Male | 178 | 178 | 100.00\% | 19.10\% |
| Female | 191 | 191 | 100.00\% | 23.56\% |
| Black or African American | 282 | 282 | 100.00\% | 16.67\% |
| American Indian or Alaska Native | -- | -- | -- |  |
| Asian |  |  |  |  |
| Filipino | -- | -- | -- |  |
| Hispanic or Latino | 74 | 74 | 100.00\% | 39.19\% |
| Native Hawaiian or Pacific Islander |  |  |  |  |
| White | -- | -- | -- |  |
| Two or More Races |  |  |  |  |
| Socioeconomically Disadvantaged | 327 | 327 | 100.00\% | 21.41\% |
| English Learners | 31 | 31 | 100.00\% | 32.26\% |
| Students with Disabilities | 52 | 52 | 100.00\% | -- |
| Students Receiving Migrant Education Services |  |  |  |  |
| 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 Scoring at Proficient or Advanced |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | School |  | District |  | State |  |
|  | 2014-15 | 2015-16 | 2014-15 | 2015-16 | 2014-15 | 2015-16 |
| Science (grades 5, 8, and 10) | 26.0\% | 39.0\% | 46.0\% | 46.0\% | 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.

Note:The 2016-17 data are not available. The California Department of Education is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The new California Science Test (CAST) was piloted in spring 2017. The CST and CMA for Science will no longer be administered.

## State Priority: Other Pupil Outcomes

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

- Pupil outcomes in the subject area of physical education


## California Physical Fitness Test Results (School Year 2016-17)

|  |  | Percentage of Students Meeting Fitness Standards |  |  |
| :--- | :---: | :---: | :---: | :---: |
|  |  |  |  |  |
| Grade Level | Four of Six Fitness Standards | Five of Six Fitness Standards | Six of Six Fitness Standards |  |
| 5 | $21.5 \%$ | $30.4 \%$ | $13.9 \%$ |  |
| 7 | $23.8 \%$ | $31.7 \%$ | $25.7 \%$ |  |

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 schoolsite


## Opportunities for Parental Involvement (School Year 2017-18)

There are a number of ways that parents can be involved with KAO. It Takes a Village is a monthly meeting held by our Parent Liaison that provides parents the opportunity to identify and address issues and opportunities for KAO students over the course of the year. Parents may also schedule teacher meetings or "Shadow Days" for their students or volunteer in a number of ways on campus. For additional information, please contact the main office.

## State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates; and
- High school graduation rates


## 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

|  | School |  |  | District |  |  | State |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Rate | 2014-15 | 2015-16 | 2016-17 | 2014-15 | 2015-16 | 2016-17 | 2014-15 | 2015-16 | 2016-17 |
| Suspensions | 5.4\% | 5.5\% | 2.9\% | 0.9\% | 0.9\% | 0.8\% | 3.8\% | 3.7\% | 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 2017-18)

To ensure our students and staff are prepared in the event of an emergency, regular emergency (earthquake, fire, lockdown) and egress drills are facilitated on a monthly basis. Safety plans are reviewed annually and revised as needed.

## 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 2017-18)

|  | Indicator | School |
| :--- | :---: | :---: |
| Program Improvement Status | District |  |
| First Year of Program Improvement | Not in PI |  |
| Year in Program Improvement | In PI |  |
| Number of Schools Currently in Program Improvement | N/A |  |
| Percent of Schools Currently in Program Improvement | N/A |  |

Last updated: 2/8/2018

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

| Grade Level | 2014-15 |  |  |  | 2015-16 |  |  |  | 2016-17 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  |
|  |  | 1-20 | 21-32 | 33+ |  | 1-20 | 21-32 | 33+ |  | 1-20 | 21-32 | 33+ |
| K | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 1 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 2 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 3 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 4 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 5 | 26.0 | 0 | 24 | 0 | 32.0 | 0 | 15 | 1 | 30.0 | 0 | 24 | 0 |
| 6 | 25.0 | 0 | 32 | 0 | 26.0 | 8 | 24 | 0 | 28.0 | 0 | 32 | 0 |
| Other | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |

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


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

| Subject | 2014-15 |  |  |  | 2015-16 |  |  |  | 2016-17 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  |
|  |  | 1-22 | 23-32 | $33+$ |  | 1-22 | 23-32 | 33+ |  | 1-22 | 23-32 | $33+$ |
| English | 24.0 | 0 | 8 | 0 | 24.0 | 1 | 7 | 0 | 26.0 | 0 | 8 | 0 |
| Mathematics | 24.0 | 0 | 8 | 0 | 24.0 | 1 | 7 | 0 | 26.0 | 0 | 8 | 0 |
| Science | 24.0 | 0 | 8 | 0 | 24.0 | 1 | 7 | 0 | 26.0 | 0 | 8 | 0 |
| Social Science | 24.0 | 0 | 8 | 0 | 24.0 | 1 | 7 | 0 | 26.0 | 0 | 8 | 0 |

* 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 2016-17)

| Title | Number of FTE* Assigned to School | Average Number of Students per Academic Counselor |
| :--- | :---: | :---: | :---: |
| Academic Counselor |  |  |
| Counselor (Social/Behavioral or Career Development) |  | N/A |
| Library Media Teacher (Librarian) | 2.0 | $\mathrm{~N} / \mathrm{A}$ |
| Library Media Services Staff (Paraprofessional) | 0.4 | $\mathrm{~N} / \mathrm{A}$ |
| Psychologist | 1.0 | $\mathrm{~N} / \mathrm{A}$ |
| Social Worker | 1.2 | $\mathrm{~N} / \mathrm{A}$ |
| Nurse | 0.3 | $\mathrm{~N} / \mathrm{A}$ |
| Speech/Language/Hearing Specialist | 3.0 | $\mathrm{~N} / \mathrm{A}$ |
| Resource Specialist (non-teaching) | 0.3 | $\mathrm{~N} / \mathrm{A}$ |
| Other |  | $\mathrm{N} / \mathrm{A}$ |

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.

Last updated: 2/8/2018
Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2015-16)

| Level | Total Expenditures Per Pupil | Expenditures Per Pupil (Restricted) | Expenditures Per Pupil (Unrestricted) | Average Teacher Salary |
| :---: | :---: | :---: | :---: | :---: |
| School Site | \$12091.0 | \$2816.0 | \$9274.0 | \$60742.0 |
| District | N/A | N/A | \$7038.0 | \$73658.0 |
| Percent Difference - School Site and District | N/A | N/A | -32.8\% | -19.2\% |
| State | N/A | N/A | \$6574.0 | \$79228.0 |
| Percent Difference - School Site and State | N/A | N/A | 34.1\% | -26.4\% |

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

## Types of Services Funded (Fiscal Year 2016-17)

KAO offers an ASES funded afterschool program to assist and support our students. The goal of our program is to continue the support students are receiving during the regular school day in a safe constructive environment during after school hours. Our program provides literacy and enrichment activities for 130 students, grades 5 to 8 . Every student in our program participates in a daily literacy and enrichment component. Our literacy programs provide tutoring and homework help in the core areas of reading, language arts, mathematics, and science. Students use software to make sure they are reading and completing math at their individual levels. Students participate in at least 1 hour daily in a literacy element. Our educational enrichment programs align with the school's academic program and include, but are not limited to, recreation and prevention activities such as football and cheerleading, youth development strategies like performing arts, music, and dance. Other enrichment activities are implemented based on the students' needs and interests.

Last updated: 2/8/2018

## Teacher and Administrative Salaries (Fiscal Year 2015-16)

| Category | District Amount | State Average For Districts In Same Category |
| :--- | :--- | :--- |
| Beginning Teacher Salary | $\$ 43,913$ | $\$ 47,808$ |
| Mid-Range Teacher Salary | $\$ 70,141$ | $\$ 73,555$ |
| Highest Teacher Salary | $\$ 87,085$ | $\$ 95,850$ |
| Average Principal Salary (Elementary) | $\$ 116,684$ | $\$ 120,448$ |
| Average Principal Salary (Middle) | $\$ 131,969$ | $\$ 125,592$ |
| Average Principal Salary (High) | $\$ 133,725$ | $\$ 138,175$ |
| Superintendent Salary | $\$ 350,000$ | $\$ 264,457$ |
| Percent of Budget for Teacher Salaries | $32.0 \%$ | $35.0 \%$ |
| 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/ .



Last updated: 2/8/2018

## Professional Development

Every week, teachers participate in professional development that focus on a number of themes including teaching and learning, data driven instruction, and student culture. This support is provided in a number of ways, thorugh after-school workshops, content team meetings and grade level meetings. Each teacher is assigned to an Administrator and/or Instructional Support Coordinator, who provide regular observation and coaching sessions to support teachers instructional development.

