

# Big Pine High 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>	Big Pine High School
<b>Street</b>	500 South Main Street
<b>City, State, Zip</b>	Big Pine, California 93513
<b>Phone Number</b>	760.938.2222
<b>Principal</b>	Ed Dardenne-Ankringa
<b>E-mail Address</b>	<a href="mailto:eankringa@bp.k12.ca.us">eankringa@bp.k12.ca.us</a>
<b>Web Site</b>	<a href="http://bigpineschools.org">http://bigpineschools.org</a>
<b>CDS Code</b>	14632481431352

<b>District Contact Information</b>	
<b>District Name</b>	Big Pine Unified School District
<b>Phone Number</b>	760.938.2005
<b>Superintendent</b>	Pamela Jones
<b>E-mail Address</b>	pjones@bp.k12.ca.us
<b>Web Site</b>	<a href="http://bigpineschools.org">http://bigpineschools.org</a>

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

Big Pine High School offers a comprehensive high school program including courses that meet UC system A-G requirements, as well as electives. We have a career and college readiness program that allows every student to graduate with a post-secondary plan. Small class sizes and a sense of community provide a nurturing environment along with a powerful learning opportunity. Our ongoing improvement process continues this year with teacher collaboration and development of Student Led Conference portfolios for students to track their academic progress. We are in our fifth year with EL Education and have implemented Expeditions and Case Studies in all grades. All teachers have participated in EL Education training with the goal of transforming the learning experience to one of appropriate rigor, hands-on learning experiences and the collaborative skills needed for the 21st Century workplace. Students may participate in student government, volleyball, basketball, football, softball and baseball. Students also have the opportunity to learn through fieldwork experiences, where they are able to take advantage of the geology and history of the area. During the ski season, students may participate in the Learn to Ski program.

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

<b>Grade Level</b>	<b>Number of Students</b>
Grade 9	7
Grade 10	13
Grade 11	13
Grade 12	6
<b>Total Enrollment</b>	<b>39</b>

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

<b>Student Group</b>	<b>Percent of Total Enrollment</b>
Black or African American	0
American Indian or Alaska Native	46.2
Asian	0
Filipino	0
Hispanic or Latino	23.1
Native Hawaiian or Pacific Islander	0
White	30.8
Two or More Races	0
Socioeconomically Disadvantaged	84.6
English Learners	0
Students with Disabilities	12.8
Foster Youth	0

## 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	6	6	5	16
Without Full Credential	1	1	1	2
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

### Teacher Misassignments and Vacant Teacher Positions

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

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

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

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

Location of Classes	Percent of Classes In Core Academic Subjects	
	Taught by Highly Qualified Teachers	Not Taught by Highly Qualified Teachers
This School	100.0	0.0
All Schools in District	100.0	0.0
High-Poverty Schools in District	100.0	0.0
Low-Poverty Schools in District	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: September, 2016

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	"Holt Language Arts" Anthology, 2010 Grade level specific	Yes	0

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
<b>Mathematics</b>	Common Core Integrated Math, 2014 Algebra I, 2008 Algebra II with Trigonometry, 2001 Geometry, 2003 Calculus: Graphical, Numerical, Algebraic, 2007	Yes	0
<b>Science</b>	Earth Science, 2014 Chemistry, 2104 Biology, 2005 Nutrition & Cell Biology Flex Book, 2010 Astronomy Flex Book, 2010 Physical Science, 2006	Yes	0
<b>History-Social Science</b>	CA, The Americans - Reconstruction to the 21st Cent., 2006 CA Modern World History, 2006 United States Government, Democracy in Action, 2002	Yes	0
<b>Foreign Language</b>	Spanish Level I, II, III, 2016 Spanish for Native Speakers I, II, 2016	Yes	0
<b>Health</b>	Glencoe Health & Fitness, On-line, 2011	Yes	0
<b>Science Laboratory Equipment (grades 9-12)</b>	Science Lab Equipment is up to date and aligned with materials taught. Ongoing funds are made available for replacement of consumables.	Yes	0

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

In 2012 the Big Pine School District installed a 200 KW solar plant. During the summer of 2013, curtains were installed in all classrooms to increase the safety of students in potential lockdown situations. The K-1 Building was remodeled. Roofs were replaced on the K-1 Building, Learning Center, Band Room and Preschool. Stucco repair and painting of exteriors, as well as bathroom remodels, were accomplished. In 2014-15 the gymnasium HVAC replacement was completed. The Fire Alarm System was upgraded, and an Assistive Listening System installed. The asphalt paving around the school site and the parking area was repaired, patched and resurfaced in July, 2014. The Alice Piper bronze statue was installed and dedicated in June of 2014, memorializing the historic effort of our local Paiute tribe to establish access for Native Americans to attend public school in the State of California.

In 2015 we remodeled the Kitchen and constructed a new heating and air conditioning system for the Gymnasium building. Classroom carpeting and painting continues. In 2016 new furniture was purchased for all middle and high school classrooms. Visitors frequently comment on how clean, well kept and attractive our facilities are.

### 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: 09/01/2016				
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			

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 09/01/2016				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<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: 09/01/2016				
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
<b>English Language Arts/Literacy</b>	--	15	23	18	44	48
<b>Mathematics</b>	--		21	22	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	11	14	13	92.9	15.4
Socioeconomically Disadvantaged	11	11	10	90.9	20.0

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard on the CAAs divided by the total number of students who participated in both assessments.

Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

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

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	11	14	13	92.9	
Socioeconomically Disadvantaged	11	11	10	90.9	

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)	--	13	15	23	23	26	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	27	26	96.3	15.4
Male	14	14	100.0	14.3
Female	13	12	92.3	16.7
Socioeconomically Disadvantaged	23	22	95.7	13.6

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.

**Career Technical Education Programs (School Year 2015-16)**

Our school-to-career program begins in the elementary grades, and is integrated with the core program. Students meet with the career counselor each month to work on interest and aptitude inventories, job skills, and vocational training requirements. Students begin to develop their career/academic portfolio in the middle school. The completed Senior Portfolio will contain the student’s resume, academic transcripts, a competency-based assessment of skills and experience, certifications, and letters of recommendation.

Our career center also prepares students in interviewing skills, letter writing, professional dress and behavior, and other workforce skills. Senior students participate in an internship program that allows them to work with a professional in the field. Students have hands-on opportunities to experience a profession they are interested in pursuing.

Students participate in all career technical education courses offered at the comprehensive high school. Courses allow students to explore and develop job skills in the areas of commercial and graphic arts, and entrepreneurship. Our CTE advisory committee consists of two teachers, one administrator, a County Representative and the Career/Academic Counselor. The lead on this advisory committee is our CTE funded teacher. CTE activities are integrated in ROP and regular education classes.

**Career Technical Education Participation (School Year 2015-16)**

Measure	CTE Program Participation
Number of pupils participating in CTE	39
% of pupils completing a CTE program and earning a high school diploma	100.0
% of CTE courses sequenced or articulated between the school and institutions of postsecondary education	100.0

**Courses for University of California (UC) and/or California State University (CSU) Admission**

UC/CSU Course Measure	Percent
2015-16 Pupils Enrolled in Courses Required for UC/CSU Admission	97.78
2014-15 Graduates Who Completed All Courses Required for UC/CSU Admission	100.0

**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

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)

Parents are encouraged to participate in their child's educational program. There are a variety of opportunities for becoming part of the school community. Many parents volunteer to help in the classroom. Our District Advisory Council (DAC) is active, and provides opportunity to be part of the school improvement process. Each fall and spring, Parent Conference Week is set aside for parents to meet with their child's teacher to discuss their child's progress. Back-to-School Night in the fall, Open House in the spring and Community Meetings also provide opportunities for parents to learn about their child's school. Twice annually we conduct Student Led Conferences and parent participation is strong.

The Native American community is involved with the school through the Indian Education Center and our Title VII program. Staff and the tribe work collaboratively to meet the needs of our Native American students.

For more information on how to become involved, contact Ms. Ana Gadea at (760) 938-2222.

### State Priority: Pupil Engagement

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

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

#### Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

Indicator	School			District			State		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
<b>Dropout Rate</b>	0.00	0.00	0.00	0.00	22.20	0.00	11.40	11.50	10.70
<b>Graduation Rate</b>	100.00	57.14	88.89	100.00	44.44	88.89	80.44	80.95	82.27



**Completion of High School Graduation Requirements - Graduating Class of 2015 (One-Year Rate)**

Group	Graduating Class of 2015		
	School	District	State
All Students	100	100	86
Black or African American	0	0	78
American Indian or Alaska Native	100	100	78
Asian	0	0	93
Filipino	0	0	93
Hispanic or Latino	0	0	83
Native Hawaiian/Pacific Islander	0	0	85
White	100	100	91
Two or More Races	0	0	89
Socioeconomically Disadvantaged	0	0	66
English Learners	0	0	54
Students with Disabilities	83	83	78

**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	0.0	31.3	10.6	3.3	12.1	4.7	4.4	3.8	3.7
Expulsions	2.2	0.0	2.1	0.0	0.0	0.5	0.1	0.1	0.1

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

The School Safety Plan is reviewed and updated yearly. Staff is provided a copy and training each year. The plan covers medical emergencies, natural disasters, bomb threats, active shooter response, earthquakes, fire, and chemical spills/accidents. The plan is complete, and coordinated with local emergency personnel and agencies. Teachers have first aid and emergency backpacks and buckets in their classrooms. The District requires school visitors to check in at the main office and wear identification badges. The campus is fully fenced preventing strangers from easily accessing student areas during school sessions. The District has and enforces all current State policy in regard to student safety issues. The Emergency Preparedness Plan was last reviewed by faculty in September, 2016 and approved by the Board on September 14, 2016.

## 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		2013-2014
Year in Program Improvement*		Year 1
Number of Schools Currently in Program Improvement	N/A	1
Percent of Schools Currently in Program Improvement	N/A	100.0

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	3	12		7	6		7	6				
Mathematics	5	8		8	5		8	5				
Science	7	3		12	2		12	2				
Social Science	5	6		9	3		9	3				

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	39
Counselor (Social/Behavioral or Career Development)	0	N/A
Library Media Teacher (Librarian)	0	N/A
Library Media Services Staff (Paraprofessional)	0.5	N/A
Psychologist	0.1	N/A
Social Worker	0	N/A
Nurse	0.1	N/A
Speech/Language/Hearing Specialist	.6	N/A
Resource Specialist	.4	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	\$23,451.40	\$3,070.12	\$20,381.28	\$61,854.80
District	N/A	N/A	\$31,705.19	\$62,696
Percent Difference: School Site and District	N/A	N/A	-35.7	-2.8
State	N/A	N/A	\$5,677	\$60,705
Percent Difference: School Site and State	N/A	N/A	281.1	4.0

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

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

Over 80% of our funds are spent on staff salaries. The District supports full class size reduction, and also provides instructional assistants, a music specialist, and a library program. Computers are available with internet access in every classroom and document cameras and projectors are installed as well. We have a 1:1 Chromebook program for all students K-12. We maintain an after school care program for working parents. We fund an agreement with our educational partners, EL Education, and we provide discretionary classroom budgets for every teacher annually. Online learning programs, including odysseyware and online textbooks, annual purchases of instructional materials aligned to standards, Renaissance Learning subscriptions, and benchmark data services services are all examples of the many supports we provide for instruction and support of students.

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

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$37,248	\$40,430
Mid-Range Teacher Salary	\$62,737	\$58,909
Highest Teacher Salary	\$79,787	\$77,358
Average Principal Salary (Elementary)	\$83,383	\$94,634
Average Principal Salary (Middle)		\$97,839
Average Principal Salary (High)		\$100,453
Superintendent Salary	\$90,957	\$123,728
Percent of Budget for Teacher Salaries	28%	32%
Percent of Budget for Administrative Salaries	3%	6%

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

**Advanced Placement (AP) Courses (School Year 2015-16)**

Subject	Number of AP Courses Offered*	Percent of Students In AP Courses
Computer Science		N/A
English		N/A
Fine and Performing Arts		N/A
Foreign Language		N/A
Mathematics		N/A
Science		N/A
Social Science		N/A
All courses		

Cells with N/A values do not require data.

\*Where there are student course enrollments of at least one student.

## Professional Development (Most Recent Three Years)

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EL Education and implementation of the Common Core State Standards are the common themes to staff development activities. Annual review of student achievement data drives our goals and strategies, and professional development is designed to support those. Annually there is a full review of external factors. In 2010-11 analysis of factors such as declining enrollment and economic uncertainty resulted in a full staff consensus to pursue EL Education as our transformative model of education. Teachers have three paid noninstructional days during the school year that are used for full staff workshops. We also contract with a school designer who provides mentoring and specialized, just-in-time workshops which teachers attend using substitute release time. Teachers are also sent to institutes, conferences and site visits to further our knowledge of expeditionary learning. Two countywide professional development days each year are provided by the County and keep the staff in touch with topics such as Common Core, new State Assessments, and Positive Behavioral Support. Teachers who return from conferences or training share their information with appropriate staff during staff meetings. All staff meetings are designed to provide professional development. Teachers are encouraged and supported in their efforts to pursue advanced degrees and specialized credentials. Our School Improvement Plan, tied to our Western Association of Schools and Colleges (WASC) accreditation, focuses our teacher training on student achievement through assessment, quality instructional methodology, and meeting the needs of a diverse student population. Each Monday is an early release day to provide time for staff to engage in student achievement data discussion and collaboration.

Teachers are asked to provide evidence of implementation in support of our workplan. Student Led Conference Portfolios for each student, including achievement data, are available for review by administration and use at team meetings, and walk through observations are targeted to specific areas of focus that demonstrate implementation of learned strategies.