

# Eastshore Elementary School

## School Accountability Report Card

### Reported Using Data from the 2018-19 School Year

#### Published During 2019-20

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 <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF web page at <https://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 <https://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

### School Contact Information (School Year 2019-20)

Entity	Contact Information
<b>School Name</b>	Eastshore Elementary School
<b>Street</b>	155 Eastshore
<b>City, State, Zip</b>	Irvine, CA 92604
<b>Phone Number</b>	(949) 936-5705
<b>Principal</b>	Lisa Kadam
<b>Email Address</b>	lisakadam@iusd.org
<b>Website</b>	www.iusd.org/ea
<b>County-District-School (CDS) Code</b>	30-73650-6100317

Entity	Contact Information
<b>District Name</b>	Irvine Unified School District
<b>Phone Number</b>	(949) 936-5000
<b>Superintendent</b>	Mr. Terry Walker
<b>Email Address</b>	TerryWalker@iusd.org
<b>Website</b>	www.iusd.org

### School Description and Mission Statement (School Year 2019-20)

As a committed learning community, we ensure growth and learning in all students. This is the mission statement of the staff at Eastshore Elementary School.

Upon review of Eastshore School’s Accountability Report Card evidence of a school built upon this premise is evident. The commitment to each student is apparent in the dedication of our teaching staff to ongoing professional growth opportunities designed to enhance their instructional skills and assessment techniques to assure that students are provided an exemplary educational program. The staff at Eastshore works collaboratively as a professional learning community. Time is provided during the instructional day on a weekly basis for teachers to analyze student work, develop common formative and summative assessments and design improved instructional practices and interventions to ensure academic growth in each student. Exposure to current research generates dialogue resulting in analysis of the quality of instruction and curriculum planning. Our support staff provides enrichment in music, art, and science with additional staff providing reinforcement of essential skills. Assessment is ongoing in all grades with published results of CAASP testing, ELPAC testing, and Physical Fitness testing as other indicators of the quality instructional program provided every student at Eastshore Elementary School.

We are committed to the ongoing academic, social, and emotional well-being of every student. Our programs include the Alternative Program for Academically Accelerated Students (APAAS) classes, GATE clusters in general education classrooms, Specialized Academic Instructional support, Speech and Language support, ELD instructional support for our English Language Learners, the Early Intervention Reading Model for emerging readers, Response to Instruction at every grade level and general education classes. In every academic setting we provide a learning environment emphasizing individual initiative and creativity as well as group cooperation and communication skills. We have a school wide focus and motto of RIR; focusing on the values of respect, integrity and responsibility to instill good citizenship and pride in all students and staff. Our staff carefully monitors each student and celebrates his/her successes and uniqueness during regular classroom recognition sessions and at our monthly Dolphin Salute.

### Student Enrollment by Grade Level (School Year 2018-19)

Grade Level	Number of Students
<b>Kindergarten</b>	65
<b>Grade 1</b>	84
<b>Grade 2</b>	82
<b>Grade 3</b>	77
<b>Grade 4</b>	95
<b>Grade 5</b>	122
<b>Grade 6</b>	122
<b>Total Enrollment</b>	647

## Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	1.7
Asian	36.5
Filipino	2.3
Hispanic or Latino	14.2
Native Hawaiian or Pacific Islander	0.2
White	33.8
Two or More Races	10.7
Socioeconomically Disadvantaged	19
English Learners	20.9
Students with Disabilities	9.3
Foster Youth	0.3
Homeless	0.5

## 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 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	26.34	26.30	26	1797.99
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence (with full credential)	0	1.23	0	75.64

### Teacher Misassignments and Vacant Teacher Positions

Indicator	2017-18	2018-19	2019-20
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 2019-20)

Year and month in which data were collected: October 2019

<b>Subject</b>	<b>Textbooks and Other Instructional Materials/year of Adoption</b>	<b>From Most Recent Adoption?</b>	<b>Percent Students Lacking Own Assigned Copy</b>
<b>Reading/Language Arts</b>	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2019. All core textbooks and instructional materials are state-adopted.	Yes	0%
<b>Mathematics</b>	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2019. All core textbooks and instructional materials are state-adopted.	Yes	0%
<b>Science</b>	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2019. All core textbooks and instructional materials are state-adopted.	Yes	0%
<b>History-Social Science</b>	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2019. All core textbooks and instructional materials are state-adopted.	Yes	0%
<b>Foreign Language</b>	N/A		0%
<b>Health</b>	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2019. All core textbooks and instructional materials are state-adopted.	Yes	0%
<b>Visual and Performing Arts</b>	All students are provided an individual textbook and/or instructional material.	Yes	0%
<b>Science Laboratory Equipment (grades 9-12)</b>	N/A		0%

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

Eastshore Elementary School was built in 1979. Since that time, eight portable classrooms have been added to the site. The facilities reflect the pride that this community has in this school. All classrooms are connected to the District Wide Area Network through T-1 lines. There are 90 networked computers in the school. We also have 150 chromebooks on six carts and 90 iPads on carts, all of which are connected to the local area network. The media center has a comprehensive library along with two innovative spaces, one of which is designated for technology usage. Two entire upper grade classrooms can visit the media center for instruction, research, and to work on class assignments and projects. Our custodial staff is committed to the clean appearance of the school and is supported by the district's Maintenance and Operations Department. Classroom furniture is replaced as needed. Classroom audio visual equipment is consistently upgraded to reflect changing technology which includes LCD projectors and screens in every classroom, document cameras in each classroom and access to a variety of websites for support in classroom instruction.

During the summer of 2019, Measure E improvements were completed, resulting in a new Kindergarten and First Grade wing as well as the establishment of a Design Lab.

### 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

**Year and month of the most recent FIT report:** 11/19/2019

System Inspected	Rating	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	Good	
<b>Interior:</b> Interior Surfaces	Good	K 14: 4. SMALL WATER STAIN CEILING TILE 7. WATER STAIN IN LIGHT DIFFUSER P3: 4. CABINET DOORS WILL NOT CLOSE PROPERLY ( PER TEACHER) P4: 4. WATER STAIN CEILING TILES
<b>Cleanliness:</b> Overall Cleanliness, Pest/ Vermin Infestation	Good	
<b>Electrical:</b> Electrical	Good	K 14: 4. SMALL WATER STAIN CEILING TILE 7. WATER STAIN IN LIGHT DIFFUSER
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	Good	
<b>Safety:</b> Fire Safety, Hazardous Materials	Good	
<b>Structural:</b> Structural Damage, Roofs	Good	
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	OUTDOOR COURTS: 14. ASPHALT HAS DEEP CRACKS THROUGHOUT COURTS/ TRIP HAZARD PICNIC AREA: 14. ASPHALT HAS HOLES AT PLAYGROUND AREA/ TRIP HAZARD/ OUTSIDE ELECTRICAL COVER IS LOOSE/ TRIP HAZARD
<b>Overall Rating</b>	<b>Exemplary</b>	

## 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

#### Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
English Language Arts/Literacy (grades 3-8 and 11)	79	74	77	78	50	50
Mathematics (grades 3-8 and 11)	73	74	74	74	38	39

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 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	419	406	96.90	3.10	73.89
Male	193	190	98.45	1.55	68.42
Female	226	216	95.58	4.42	78.70
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	168	162	96.43	3.57	87.04
Filipino	--	--	--	--	--
Hispanic or Latino	51	47	92.16	7.84	42.55
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	132	130	98.48	1.52	66.92

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Two or More Races	54	54	100.00	0.00	79.63
Socioeconomically Disadvantaged	85	81	95.29	4.71	43.21
English Learners	100	94	94.00	6.00	61.70
Students with Disabilities	41	36	87.80	12.20	33.33
Students Receiving Migrant Education Services					
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

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 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	419	410	97.85	2.15	73.90
Male	193	191	98.96	1.04	73.82
Female	226	219	96.90	3.10	73.97
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	168	165	98.21	1.79	87.88
Filipino	--	--	--	--	--
Hispanic or Latino	51	48	94.12	5.88	37.50
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	132	130	98.48	1.52	65.38
Two or More Races	54	54	100.00	0.00	85.19
Socioeconomically Disadvantaged	85	82	96.47	3.53	42.68
English Learners	100	97	97.00	3.00	65.98
Students with Disabilities	41	36	87.80	12.20	36.11
Students Receiving Migrant Education Services					

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

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

#### Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Science (grades 5, 8 and high school)	N/A	N/A	N/A	N/A	N/A	N/A

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

Note: This is a placeholder for the California Science Test (CAST) which was administered operationally during the 2018-19 school year. However, these data are not available for inclusion in the 2018-19 SARC posting due February 1, 2020. These data will be included in the 2019-20 SARC posting due February 1, 2021.

## 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 2018-19)

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
5	13.0	28.5	42.3

Note: Percentages are not calculated and double dashes (--) appear in the table 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 2019-20)

Eastshore Elementary School thrives in a community that believes education is a partnership between the home and the school. The PTA, the School Site Council, parent volunteers, and support from the business community are integral to the ongoing success of our students. PTA provides enrichment opportunities through assemblies focusing on the arts and character education, financial support for programs and teachers and community events which foster connectedness. The School Site Council participates in the monitoring of our Site Plan for Student Achievement and the expenditure of funds to enrich our curricular focus. Parent volunteers contribute many hours to the classroom through tutorial and clerical support. The business community is also involved by supplying our school with resources to purchase equipment and other supplies through matching donations as well as assemblies which benefit the entire school community. Both our PTA and our School Site Council weigh in on the LCAP annually, providing valuable input related to fiduciary expenditures on a district level.

### 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 2016-17	School 2017-18	School 2018-19	District 2016-17	District 2017-18	District 2018-19	State 2016-17	State 2017-18	State 2018-19
Suspensions	0.9	0.6	0.4	1.6	1.2	1.0	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

### School Safety Plan (School Year 2019-20)

Eastshore School has developed a comprehensive Safe School Plan. Our plan is evaluated yearly and amended, as needed, by the School Site Council and by the leaders of the Safe School Plan committee. Key elements of the plan include: 1. Assessing the current status of school crime committed on the school campus and at school-related functions, 2a. Child Abuse Reporting Procedures, 2b. Disaster Procedures-Routine and Emergency, 2c. Policies for Suspension, Expulsion and Mandatory Expulsion, 2d. Procedures for Notification of Staff Regarding Dangerous Students, 2e. Policies on Sexual Harassment, 2f. Policy Relating to School Dress Code (especially gang-related apparel), 2g. Procedures for Safe Ingress and Egress of Pupils, Parents, and School Employees To and From School, 2h. Procedures that Create a Safe and Orderly Environment Conducive to Learning at School, 2i. Rules and Procedures on School Discipline.

In addition, monthly fire/evacuation drills, a full simulation earthquake drill, and two shelter in place drills are scheduled and implemented throughout the school year to assess our level of preparedness. We purchase and replenish our emergency supplies annually with the help of the PTA to ensure that all students and adults on campus will be cared for in case of any disaster. These emergency supplies (food, water, blankets, first aide, and all other emergency equipment) are kept in our emergency storage shed for immediate access if needed.

Staff has also participated in CPR and First Aid Training provided through the district. We have updated our plan accordingly and continue to do so after each drill to ensure a fine tuned response system.

## 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	2016-17	2016-17	2016-17	2016-17	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19
	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+
K	25		3		25		3		22	1	2	
1	31		2		28		3		28		3	
2	31		2		27		2		27		3	
3	26		3		27		3		26		3	
4	31		3	1	29		3	1	32		2	1
5	30		3	1	30		3	1	31		3	1
6	34			3	30		3	1	31		3	1
Other**												

\*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.

### Ratio of Academic Counselors to Pupils (School Year 2018-19)

Title	Ratio
Academic Counselors*	.0

\*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.

### Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	.2
Speech/Language/Hearing Specialist	.8
Resource Specialist (non-teaching)	.5
Other	

\*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 2017-18)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$5,391	\$222	\$5,169	\$82,132
District	N/A	N/A	\$5,630	\$81,988.00
Percent Difference - School Site and District	N/A	N/A	-8.5	0.2
State	N/A	N/A	\$7,506.64	\$82,403.00
Percent Difference - School Site and State	N/A	N/A	-36.9	-0.3

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 2018-19)

The Local Control Funding Formula has replaced California's previous method of allocating funds to school districts. In place of more than 40 specific funding categories, the new model has established three sources of state funding with increased local discretion to determine how best to spend those funds in the service of students. All districts receive a BASE of per-student funding that varies slightly depending on grade level. All districts also receive SUPPLEMENTAL funding. IUUSD has used BASE and SUPPLEMENTAL funding to support the following programs:

Site Programs and Services: 1) Support professional learning and teacher coaching through induction program, content TOSAs and teacher mentor program, 2) provide summer school and summer athletic programs, 3) Allocating site funding and staffing to support student achievement through support of Professional Learning Communities (PLC) and site PLC coaches, 4) Elementary P.E. paraprofessionals, 5) Support for English language learners, 6) Elementary science, music, and art programs, 7) Purchase textbooks and instructional materials, 8) Develop a technology rich learning environment including; Technology matching programs, Technology Maintenance fund and site technology support staff, 9) Maintain previously implemented class-size reduction, 10) Additional secondary sections to reduce class size, 11) Middle school zero period program, 12) Maintain positive behavioral intervention and support program, 13) Maintain site staffing with full-time assistant principals, 14) 450:1 counseling ratio, support for large elementary schools and elementary classroom aides, 15) Support interventions and supplemental programs impacting English learners, low income and foster youth, 16) Continue to build Career-Technical Education pathways and blended On-line learning opportunities for students, 17) Develop mental health and wellness programs and hire district and site based staff including support for the Irvine Family Resource Center.

Finally, CONCENTRATION grant funding equal to 50 percent of the base is provided to districts in which English-learners, low-income students and foster youth exceed 55 percent of the total enrollment. Irvine Unified School District is not eligible for concentration funding because its enrollment does not exceed the 55 percent threshold.

## Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$47,823	\$48,612
Mid-Range Teacher Salary	\$85,411	\$74,676
Highest Teacher Salary	\$110,405	\$99,791

Category	District Amount	State Average For Districts In Same Category
Average Principal Salary (Elementary)	\$121,327	\$125,830
Average Principal Salary (Middle)	\$147,385	\$131,167
Average Principal Salary (High)	\$165,402	\$144,822
Superintendent Salary	\$320,910	\$275,796
Percent of Budget for Teacher Salaries	34%	34%
Percent of Budget for Administrative Salaries	6%	5%

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

### Professional Development (Most Recent Three Years)

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement	9	9	9

Eastshore staff participates in eighteen hours of mandated staff development each year. The focus for the 2018-2019 school year was behavioral support and technology. Our district adopted the practice of Professional Learning Communities twelve years ago and through survey data determined that PLCs have been conducted with a lack of fidelity and commitment. The district wide effort has great implications at our site where PLC practice has been in place for 13 years. The additional training and re-defining of expectations has supported our staff in collectively working toward effective planning time using data to inform instruction. Two teams will participate each year in the Power Up Your PLC Training provided by district personnel. Additional staff development during the 2018-2019 school year included safety training related to sheltering in place, and CPR training. The 2019-2020 staff development focus is on Restorative Practices and Standards Based Mindset. Staff has noticed an increase in significant behavioral issues with some of our students. Several staff members attended this training at OCDE during the 2018-2019 school year and reported positive results. Consequently we have devoted three of our six afternoon staff development days to Restorative Practices. Our October staff development day in 2019 will be devoted to learning about a Standards Based Mindset. We will also provide two technology trainings as we move away from traditional grading practices to standards based grading and learn how to use AERIES to reflect our changing practices.