

# Sierra Vista Middle School

## School Accountability Report Card

### Reported Using Data from the 2019-2020 School Year

#### Published During 2020-2021

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 and access to prior year reports, 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 the LCAP, see the CDE LCFF webpage 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).

#### **California School Dashboard**

The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

## About This School

### School Contact Information (School Year 2020-2021)

Entity	Contact Information
School Name	Sierra Vista Middle School
Street	2 Liberty
City, State, Zip	Irvine, CA 92620
Phone Number	(949) 936-6600
Principal	Jeff Morano
Email Address	jeffreymorano@iusd.org
Website	www.iusd.org/sv
County-District-School (CDS) Code	30-73650-6100879

### District Contact Information (School Year 2020-2021)

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

### School Description and Mission Statement (School Year 2020-2021)

Sierra Vista Middle School (SVMS) is a traditional calendar school in the suburban community of Irvine. SVMS, one of six traditional calendar middle schools in the Irvine Unified School District, opened its doors in 1981. Today SVMS is dedicated to serving 1100 students in grades seven and eight. SVMS has a very diverse community of students who were born in 27 countries from around the world and have native speakers representing 31 languages.

The staff of SVMS fully embraces our philosophy, which states: "Sierra Vista Middle School is what all schools strive to be: a caring, student-centered school in which learning matters." Our Mission Statement says: "Sierra Vista Middle School staff and community will purposefully make all plans and decisions based upon what is best for students. The staff will sustain a culture in which teachers share professional knowledge and skills, exchange ideas, and support each other, as authentic and research based practices are implemented in a standards based environment. The Sierra Vista staff will create a climate of professional collegiality in which every staff member works to develop the social, emotional and academic skills necessary for students to become exemplary citizens in a global society."

Parents are key partners of our school community. The SVMS PTSA coordinates parent volunteers for a number of school activities and events, including the first day of school kick-off, picture days, school dances, fundraising events, and the eighth grade promotion dance. Parent participation opportunities also exist on the SVMS School Site Council, the English Learner Advisory Committee, and for volunteers who work with individual staff members to do everything from shelving and repairing library books, to designing and making the costumes and sets for the annual school musical production, and mentoring our Science Olympiad competitors.

### Student Enrollment by Grade Level (School Year 2019-2020)

Grade Level	Number of Students
Grade 7	570
Grade 8	493
<b>Total Enrollment</b>	<b>1,063</b>

### Student Enrollment by Student Group (School Year 2019-2020)

Student Group	Percent of Total Enrollment
Black or African American	1.3
American Indian or Alaska Native	0.1
Asian	57.5
Filipino	2.4
Hispanic or Latino	8.5
Native Hawaiian or Pacific Islander	0.2
White	18.5
Two or More Races	11.2
Socioeconomically Disadvantaged	14.9
English Learners	13.4
Students with Disabilities	6
Homeless	

## 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 2018-19	School 2019-20	School 2020-21	District 2020-21
With Full Credential	39.65	55.00	40	1663.99
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence (with full credential)	2.00	3.00	1.00	80.58

## Teacher Misassignments and Vacant Teacher Positions

Indicator	2018-19	2019-20	2020-21
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 Other Instructional Materials (School Year 2020-2021)

Year and month in which data were collected: October 2020

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2020. All core textbooks and instructional materials are state-adopted.	Yes	0%
Mathematics	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2020. All core textbooks and instructional materials are state-adopted.	Yes	0%
Science	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2020. All core textbooks and instructional materials are state-adopted.	Yes	0%
History-Social Science	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2020. All core textbooks and instructional materials are state-adopted.	Yes	0%
Foreign Language	All students enrolled in a Foreign Language class is provided an individual textbook or instructional material. All textbooks purchased are board approved.		0%
Health	All students are provided an individual textbook or instructional material as determined by textbook software in October, 2020. All core textbooks and instructional materials are state-adopted.	Yes	0%
Visual and Performing Arts	All students are provided an individual textbook and/or instructional material.	Yes	0%

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

## School Facility Conditions and Planned Improvements

Sierra Vista's extensive facility modernization project was completed in 2008. The scope of the project included a face lift to all classrooms, removal of open walls in favor of closed walls in all classrooms, ADA upgrades for all restrooms, sinks and drinking fountains, two room conversions to new science labs, and new configuration in the media center to maximize usable space. In the spring of 2014, the entire campus was upgraded for internet bandwidth capability. The new hardware was installed to allow each student access to the internet using a minimum of 2 wireless devices, for use in the classroom under teacher supervision. In 2017 the entire campus received an additional upgraded installation of hardware for internet usage increasing the bandwidth, the internet speed, and ensuring that all wireless devices on campus will be available without "dropping" service. Voters in Irvine passed a facilities bond measure in 2016 and Sierra Vista received a new science facility with four classrooms (labs) and teacher work spaces. The science building construction project began in the summer of 2018 and opened to students in August of 2019. During 2019, we invested in new classroom furniture for 6 different classrooms on campus. We have extended this improvement effort in 2020 with an additional 2 sets of new classroom furniture, 2 new sets of conference room furniture, and we have painted the lounge and conference rooms in the school colors. Additionally in 2020, we installed an outdoor shade structure in the PE area to accommodate for both PE and outdoor learning environments appropriate during Covid and Non-Covid learning.

### School Facility Good Repair Status

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 rate for each system inspected
- The overall rating

Year and month of the most recent FIT report: 12/8/2020

System Inspected	Rating	Repair Needed and Action Taken or Planned
<b>Systems: Gas Leaks, Mechanical/HVAC, Sewer</b>	Good	
<b>Interior: Interior Surfaces</b>	Good	B 11/ OFC: 4. WATER STAIN CEILING TILES CONF: 4. WATER STAIN CEILING TILES E 3: 4. WATER STAIN CEILING TILES E 5: 4. WATER STAIN CEILING TILES E 7: 4. WATER STAIN CEILING TILES MPR: 4. WATER STAIN CEILING TILES NURSE: 4. WATER STAIN CEILING TILES
<b>Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation</b>	Good	
<b>Electrical: Electrical</b>	Good	A1: 7. OUTLET IS LOOSE ON WEST WALL E 6: 7. LIGHT PANEL IS FLICKERING H6: 7. LIGHT PANEL IS FLICKERING
<b>Restrooms/Fountains: Restrooms, Sinks/ Fountains</b>	Good	

System Inspected	Rating	Repair Needed and Action Taken or Planned
<b>Safety: Fire Safety, Hazardous Materials</b>	Good	J 1: 11. PAINT IS CHIPPING ON RAILING 12. DRY ROT ON WEST SIDING J 5: 11. PAINT IS CHIPPING ON RAILING KITCHEN: 11. PAINT IS CHIPPING ON DOORS
<b>Structural: Structural Damage, Roofs</b>	Good	J 1: 11. PAINT IS CHIPPING ON RAILING 12. DRY ROT ON WEST SIDING
<b>External: Playground/School Grounds, Windows/Doors/Gates/Fences</b>	Good	
<b>Overall Rating</b>	Good	

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

### CAASPP Test Results in ELA and Mathematics for All Students

#### Grades Three through Eight and Grade Eleven

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

Subject	School 2018-19	School 2019-20	District 2018-19	District 2019-20	State 2018-19	State 2019-20
<b>English Language Arts/Literacy (grades 3-8 and 11)</b>	79	N/A	78	N/A	50	N/A
<b>Mathematics (grades 3-8 and 11)</b>	74	N/A	74	N/A	39	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

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 2019-2020)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

**CAASPP Test Results in Mathematics by Student Group  
Grades Three through Eight and Grade Eleven (School Year 2019-2020)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

**CAASPP Test Results in Science for All Students  
Grades Five, Eight, and High School  
Percentage of Students Meeting or Exceeding the State Standard**

Subject	School 2018-19	School 2019-20	District 2018-19	District 2019-20	State 2018-19	State 2019-20
Science (grades 5, 8 and high school)	64	N/A	64	N/A	30	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

Note: The new California Science Test (CAST) was first administered operationally in the 2018-2019 school year.

**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 2019-2020)**

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	N/A	N/A	N/A
7	N/A	N/A	N/A
9	N/A	N/A	N/A

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

Note: The 2019–2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-56-20 was issued which waived the requirement to administer the physical fitness performance test for the 2019–2020 school year.



## 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 2020-2021)

The SVMS PTSA coordinates parent volunteers for a number of school activities and events beginning in the summer with the first day of school kick-off, picture days, school dances, fundraising events, and in the spring, the eighth grade promotion dance. Parent participation opportunities also exist on the SVMS School Site Council, the English Learner Advisory Committee (ELAC), and volunteers who work with individual teachers such as band/orchestra, musical theater, Science Olympiad, robotics, Speech and Debate, and Math Counts.

### 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

(data collected between July through June, each full school year respectively)

Rate	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Suspensions	0.7	1.4	1.2	1.0	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.1	0.1

### Suspensions and Expulsions for School Year 2019-2020 Only

(data collected between July through February, partial school year due to the COVID-19 pandemic)

Rate	School 2019-20	District 2019-20	State 2019-20
Suspensions	5	277	
Expulsions	0	5	

Note: The 2019-2020 suspensions and expulsions rate data are not comparable to prior year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to prior years.

## School Safety Plan (School Year 2020-2021)

Sierra Vista School has developed a comprehensive Safe School Plan. Our plan is evaluated yearly and amended, as needed, by the assistant principal and SVMS School Site Council. Key elements of the plan include: 1. Assessing the current status of school crime, 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. One of our ongoing goals is to increase our disaster supplies so that students can be taken care of should an emergency occur. In addition, we practice evacuating the buildings and simulating a crisis situation in order to help assure that all staff and students understand the procedures. Sierra Vista students and staff participate in the Southern California Great American Shake Out disaster preparation drill annually. The staff regularly participates in training sessions in conjunction with the Irvine Police Department to design and practice procedures for lock-down and violent intruder situations that could arise on a school site. Continuing drills take place annually. Additional student instruction includes training provided by counselors on recognizing and valuing diversity of all types, as well as on recognizing and respecting differences. Our continuing focus is to educate students about dealing with bullying situations, at home, school and electronically. This year the Sierra Vista staff is continuing with the ninth year of implementation for PBIS (Positive Behavior Intervention and Supports). The programmatic vision is to reduce the number of inappropriate behavior issues so that students and staff may spend more quality time focused on academics. The three key words for our PBIS program are responsibility, integrity, and respect. The school's slogan for PBIS is to Charge the Way, and we focus on the positives by stressing, "It's a great day to be a Charger". We employ a full time campus control supervisor to assist with school climate and to help promote a safe school environment for our students.

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

Subject	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20
	Average Class Size	# of Classes* 1-20	# of Classes* 21-32	# of Classes* 33+	Average Class Size	# of Classes* 1-20	# of Classes* 21-32	# of Classes* 33+	Average Class Size	# of Classes* 1-20	# of Classes* 21-32	# of Classes* 33+
English Language Arts	31	3	6	19	28	6	18	11	27	5	13	9
Mathematics	31	3	7	17	29	3	20	8	29	4	21	12
Science	35		2	23	32		15	14	32		17	17
Social Science	33		8	17	32		14	14	32	2	15	16

\*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.

### Ratio of Pupils to Academic Counselor (School Year 2019-2020)

Title	Ratio
Academic Counselors*	1063

\*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 2019-2020)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	1
Library Media Teacher (Librarian)	1

Title	Number of FTE* Assigned to School
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	0.8
Speech/Language/Hearing Specialist	1
Resource Specialist (non-teaching)	
Other	2.7

\*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 2018-2019)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$5,514	\$266	\$5,248	\$82,232
District	N/A	N/A	\$5,857	\$84,323
Percent Difference - School Site and District	N/A	N/A	-11.0	-2.5
State	N/A	N/A	\$7,750	\$83,052
Percent Difference - School Site and State	N/A	N/A	-38.5	-1.0

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

### Types of Services Funded (Fiscal Year 2019-2020)

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. IUSD 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 2018-2019)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$49,234	\$50,029
Mid-Range Teacher Salary	\$87,931	\$77,680
Highest Teacher Salary	\$113,662	\$102,143
Average Principal Salary (Elementary)	\$138,075	\$128,526
Average Principal Salary (Middle)	\$150,886	\$133,574
Average Principal Salary (High)	\$171,949	\$147,006
Superintendent Salary	\$330,377	\$284,736
Percent of Budget for Teacher Salaries	33.0	33.0
Percent of Budget for Administrative Salaries	5.0	5.0

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

### Professional Development (Most Recent Three Years)

Measure	2018-19	2019-20	2020-21
Number of school days dedicated to Staff Development and Continuous Improvement	12	15	12

All staff were provided a survey asking them to identify desired areas of growth and professional development. The PD plan for the year directly resulted from this survey. The site Leadership Team examined the District's Continuous Improvement Efforts, Annual Survey data, and Social Justice standards in order to come up with an appropriate schoolwide goal. The objective for the year is focused on teaching active and respectful speaking and listening using the Social Justice Standards as a lens for this work. In paying close attention to celebrating diversity and acceptance of one's identity, we will use classroom and schoolwide structures to teach and reinforce these dialogic skills.

Staff Development days will occur once each month for 90 minutes.