

Canyon View Elementary 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	Canyon View Elementary School
Street	9225 Adolphia St.
City, State, Zip	San Diego, Ca 92129-3525
Phone Number	858-484-0981
Principal	Jill Halsey
Email Address	jhalsey@powayusd.com
Website	http://www.powayusd.com/cves
County-District-School (CDS) Code	37682966106520

District Contact Information (School Year 2020-2021)

Entity	Contact Information
District Name	Poway Unified
Phone Number	858-521-2800
Superintendent	Marian Kim-Phelps, Ed.D.
Email Address	dojohnson@powayusd.com
Website	www.powayusd.com

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

We are dedicated to making Canyon View a place where each and every student will be a lifelong learner. We encourage each and every child to reach their full potential in our learner centered and future ready global society. We strive to create the conditions and culture which support a world class learning environment. In conjunction with our PUSD core values, we work to establish a foundation for our students to be successful and prepared for college, career and life level thinking, problem solving and creativity. We are engaged in multi-year professional learning and collaboration around the following areas:

1. Response to Intervention and Instructions, specifically research based first based instruction
2. K-5 Implementation of our ELA curriculum, Benchmark Universe
3. Creating the conditions and culture for world class learning, for staff and students
4. Continuing our learning and implementation of Next Generation Science Standards
5. Always being student centered and future ready, with the mantra of every student, every day, whatever it takes (From Jimmy Casas', [Culturize](#))
6. Implementation of our Innovation Station
7. Equity and Inclusion work

Located in Rancho Peñasquitos, a community of San Diego located approximately 20 minutes north of downtown San Diego, Canyon View Elementary School services students in grades TK through 5. The school opened in 1987 to meet the needs of an ever-increasing community of single family homes and apartment complexes. This year's enrollment is approximately 550 students. Our maximum class size in grades K-3 is twenty-six students and fourth and fifth grades currently average thirty-three students per class. Canyon View has a strong reputation for a nurturing yet challenging community dedicated to the education of our children. Families from a variety of ethnic backgrounds make up this community. Our English Language Learners program services 111 students who speak 33 different languages. Our goal is to assist our students in becoming fully proficient in English as they participate in academic activities. Our diverse background and cultural heritage add to the richness of our learning environment and strengthen our day to day curriculum.

Students receive instruction and participate in learning activities in a variety of curriculum and subject areas. There is an emphasis at all grade levels on developing skills in literacy, writing, communication, math computation and problem solving with a special concentration on aligning our educational practices to the California State Standards. We strive to meet the needs of each child through the collaborative efforts of parents, teachers, support staff and students. There are no invisible children at Canyon View.

The Canyon View staff is the heart and soul of the school. Students walking onto campus feel the energy and enthusiasm that supports their well-being and their success in all academic endeavors. Our staff is composed of teachers with diverse interests that benefit our students with a wide variety of teaching experiences and classified personnel who work diligently to support the education of all our students.

Extended Student Services (ESS) provides on site childcare from 6:30 a.m. until 6:00 p.m. for approximately 125 students.

Our TEAM Canyon View has over 375 members who log more than 10,000 volunteer hours per year.

Communication and collaboration thrives at Canyon View. Teacher newsletters, our monthly Catching Up With the Coyotes, our Canyon View website, PTO and Foundation websites, teacher MyConnect sites and/or websites, Connect5 messages, frequent flyers, our increased presence on social media and our marquee represent the partnership that exists between parents, teachers and students. We are a vibrant learning community whose energy permeates all we do with an abundance of positive opportunities for all students. Learning doesn't happen in isolation, it a result of all stakeholders working together. Our school is extraordinary because we are a hardworking, dedicated school community that has come together holding one vision – the education of all our students!

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

Grade Level	Number of Students
Kindergarten	99
Grade 1	81
Grade 2	79
Grade 3	79
Grade 4	87
Grade 5	82
Total Enrollment	507

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

Student Group	Percent of Total Enrollment
Black or African American	1.8
Asian	22.5
Filipino	10.1
Hispanic or Latino	13
White	39.3
Two or More Races	11.8
Socioeconomically Disadvantaged	14.8
English Learners	16.8
Students with Disabilities	12.4
Homeless	1

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	22	22	17	1471
Without Full Credential	0	1	0	0
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

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: 6/29/2020

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Each pupil, including English learners, has a textbook or reading language arts material, or both, as required by the state of California. Appropriate materials and textbooks are available for each child to use in class and to take home to complete required homework assignments. All textbooks are aligned to the California Content Standards and approved for use by the State and the Poway Unified Board of Education.	Yes	0
Mathematics	Each pupil, including English learners, has a textbook or math material, or both, as required by the state of California. Appropriate materials and textbooks are available for each child to use in class and to take home to complete required homework assignments. All textbooks are aligned to the California Content Standards and approved for use by the State and the Poway Unified Board of Education.	Yes	0
Science	Each pupil, including English learners, has a textbook or science/health material, or both, as required by the state of California. Appropriate materials and textbooks are available for each child to use in class and to take home to complete required homework assignments. All textbooks are aligned to the California Content Standards and approved for use by the State and the Poway Unified Board of Education.	Yes	0
History-Social Science	Each pupil, including English learners, has a textbook or History/Social Science material or both, as required by the state of California. Appropriate materials and textbooks are available for each child to use in class and to take home to complete required homework assignments. All textbooks are aligned to the California Content Standards and approved for use by the State and the Poway Unified Board of Education.	Yes	0

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

School Facility Conditions and Planned Improvements

The Poway Unified School District ensures that students attend clean and safe facilities. In accordance with Education Code Section 17070.75(e), the District uses a School Facilities Inspection System developed by the State of California to ensure that each of its schools is maintained in good repair. A work order process is used to ensure efficient service and that emergency repairs are given the highest priority. Daily cleaning schedules ensure that classrooms, offices and bathrooms are clean and well maintained. Playgrounds and fields are ample and well maintained. A full time custodian is on every campus throughout every school day. A night custodial crew cleans classrooms, restrooms and offices daily. The district has adopted cleaning standards for all schools. A summary of these standards is available at the district offices.

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: 01/2021

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	Fair	Track asphalt deteriorating. Needs new asphalt and seal. Parking lot is cracked.
Overall Rating	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
English Language Arts/Literacy (grades 3-8 and 11)	77	N/A	76	N/A	50	N/A
Mathematics (grades 3-8 and 11)	75	N/A	70	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

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
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
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)	57	N/A	58	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)

Canyon View recognizes the importance of the partnership between home and school. Together, we always achieve more. Our team and community remains committed to supporting the village approach to teaching and learning. Parents have been included in the improvement process and serve in an advisory capacity on committees. Canyon View's parent community is rich in resources in a multitude of ways. Our PTO and Foundation work collaboratively with staff to raise funds, sponsor family activities, provide enrichment and remedial support to our academic program, and foster a community of learning where all students will reach their full potential. The following are examples of parent involvement at CVES.

Due to COVID-19, some of these involvement opportunities are on hold to ensure the health and wellness of our staff, learners and community at large.

1. PTO and Foundation focuses on supporting SPSA School-wide goals for improving student achievement through the coordinated funding of educational programs.
2. SSC reviews SPSA plan, makes recommendations and approves. SSC also collaborates with staff on our Safety Plan, Student Handbook, any new initiatives up for consideration. They also approve any changes to the budget throughout the year.

3. PTO sponsors Kick-Off Ice Cream Social and Pancake Breakfast, Family Lunches, Family Movie Nights, a winter dance, Coyote Round-up, Science Fair, our yearly Canyon View's Got Talent Show, and Around the World Night with the goal to bring families together in a fun environment.
4. Parent/Teacher Conferences.
5. Back to School Night.
6. Parent tutors and proctors for the Math Olympiad.
7. Parent participation on Field Trips is encouraged.
8. Parent/Teacher committee assists in maintaining a science room with standards based science activities and experiments for all grade levels.
9. Book Fair
10. Classroom support under the teacher's direction.
11. Volunteer parents come to read with struggling students.
12. Everyone A Reader Program
13. Principal Coffee Chats with a variety of focus topics, for example student safety, science, innovation
14. Always an open door policy for all stakeholders.

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	0.2	1.0	1.6	1.4	3.5	3.5
Expulsions	0.0	0.0	0.1	0.1	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	0.19	.86	
Expulsions	0	0.05	

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)

Canyon View places strong emphasis on safety for students and staff. Emergency plans are reviewed yearly. Annual training procedures and drills for earthquakes, fire, lock down/secure campus and bus evacuation are held. All monthly and semester drills are conducted and recorded per California State Law. Maintenance staff work with a scheduled preventive program to offset costly repairs. Extended Student Services are available to students for before and after school childcare. We have a School Safety Patrol sponsored by the San Diego Police Department and Gatekeepers assist students on campus. Canyon View students are aware of behavior expectations as they are clearly stated in the Student Handbook, which is distributed to all students and parents at the beginning of the year. We have incorporated the Six Pillars of Good Character throughout our school. Our rules are discussed in class, in behavior assemblies and communicated to parents, whose signatures are required in support of our policy. We have zero tolerance when it comes to violence and hateful language. Students receive "Character Adjustment Tickets" for minor infractions, while more serious behaviors warrant a referral to the principal. These strategies are presented in library presentations. Our counselor presents lessons in the classroom and also meets with students individually or in small groups to talk about social skills. Every morning on the intercom, a Project Wisdom message is read which encourages students to make good choices. Our noon duties have attended inservices on helping students with conflict and have learned positive behavior interventions. Before and after school, we have a group of students who serve as Gatekeepers, reminding their classmates of appropriate behavior. We celebrate kindness throughout our school and classrooms. One way students are recognized for kindness is through Bucketfilling cards and rewards and are recognize weekly on our morning announcements.

Our 19-20 School Safe Plan goals are:

Social Emotional: Implement Social Thinking lessons TK-5 on size of the problem, whole body listening and perspective taking.

Physical: Continue to increase situational awareness and options based training for all key stakeholders.

Our 20-21 School Safe Plan goals are:

Social Emotional: CVES will complete ADL approved No Place for Hate activities and reflections to increase inclusivity on our campus.

Physical: In the best interest of our school community and in collaboration with staff, students, and parents, we are continuing to dedicate efforts to ensure our campus continues to remain safe and secure by facilitating learning around Options Based Training for staff, students, and community.

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	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* 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	20	1	4		21	1	4		24	1	3	
1	26		3		23		3		26		3	
2	24		3		25		3		25		3	
3	26		3		21	1	3		25		3	
4	32		1	1	32		2		33		1	
5	26	1	3		26	1	2	1	48		2	1
Other**	9	1							14	3	1	

*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 Pupils to Academic Counselor (School Year 2019-2020)

Title	Ratio
Academic Counselors*	1014

*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)	0.5
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	0.5
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	2.1
Resource Specialist (non-teaching)	
Other	2

*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	11,689	3,916	7,773	88,443.85
District	N/A	N/A	7,536.45	\$79,856
Percent Difference - School Site and District	N/A	N/A	3.1	10.2
State	N/A	N/A	\$7,750	\$83,052
Percent Difference - School Site and State	N/A	N/A	0.3	6.3

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

Types of Services Funded (Fiscal Year 2019-2020)

The district's general fund includes monies for:

1. General operations—salaries, benefits, services, materials, and support to the general education
2. Special education—programs offering appropriate, individualized education to students with special needs
3. Supplemental grants used to increase or improve services to unduplicated pupils
4. Special projects/grants
5. Transportation
6. Facilities, Maintenance and operations
7. District administration

Each school in the district receives an instructional budget based on enrollment, programs, and on formulas set by the Board of Education policy, state law, agreements with employee bargaining units, and guidelines of outside funding agencies.

Teacher and Administrative Salaries (Fiscal Year 2018-2019)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$48,222	\$50,029
Mid-Range Teacher Salary	\$76,281	\$77,680
Highest Teacher Salary	\$104,465	\$102,143
Average Principal Salary (Elementary)	\$136,043	\$128,526
Average Principal Salary (Middle)	\$142,514	\$133,574
Average Principal Salary (High)	\$148,318	\$147,006
Superintendent Salary	\$298,625	\$284,736
Percent of Budget for Teacher Salaries	34.0	33.0
Percent of Budget for Administrative Salaries	4.0	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	6	6	4

Research supports the positive effects professional learning has on increasing student growth and achievement. All teaching staff is afforded the opportunity to participate in district and site sponsored professional learning. These workshops are presented in a semester or year-long series and support a wide variety of professional development. These include the use of effective instructional strategies for implementing the California State Standards, Benchmark Universe, CAASPP interim assessments, NGSS, STEAM tools and mathematics strategies, effective use of assessments, positive discipline in-services, RTI, CORE assessments and beginning stages of cultural proficiency conversations. Teachers and administrators are actively involved in professional learning activities at the school, district, state, and national level. The Poway Professional Assistance Program (PPAP) provides support for new teachers. Teachers are encouraged to participate in the National Board Certification process and recognized by the Poway Unified School District when they earn NBCT status.