

Oak Valley Middle School

School Accountability Report Card

Reported Using Data from the 2017-18 School Year

Published During 2018-19

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 2018-19)

School Contact Information	
School Name	Oak Valley Middle School
Street	16055 Winecreek Road
City, State, Zip	San Diego, CA 92127
Phone Number	858-487-2939
Principal	Casey Currigan
E-mail Address	ccurrigan@powayusd.com
Web Site	http://www.powayusd.com/ovms
CDS Code	95-6002452

District Contact Information	
District Name	Poway Unified
Phone Number	858-521-2800
Superintendent	Marian Kim-Phelps, Ed.D.
E-mail Address	dojohnson@powayusd.com
Web Site	www.powayusd.com

School Description and Mission Statement (School Year 2018-19)

Oak Valley Mission Statement: Students are at the heart of Oak Valley, and meeting their needs is our first priority.

Oak Valley Middle School is in the City of San Diego, California, nestled within a beautifully master planned community of 4S Ranch. Our student population comes from a diverse socioeconomic background. The ethnic distribution is approximately 8% Hispanic, 9 % Indian, 12% Chinese, 2% African American, 8% Filipino, 46% Caucasian, and 15% other.

Oak Valley runs on a block schedule. Students attend four classes a day, not including lunch. Classes rotate on an odd/even schedule. Each Tuesday, students arrive at school later, giving staff the opportunity for 70 minutes of collaboration. The collaboration that takes places includes meetings among grade level teams as well as department teams. Our staff focuses on building positive relationships between teachers, students, parents, and community. Teachers have an opportunity to interact with students in a variety of ways that build a strong sense of community. Students who are not performing at grade level are supported through courses that meet on a regular basis. Music, Spanish, Art and Engineering are the electives currently being offered.

Two Student Services Specialists work to support student well-being in areas of alcohol and other drug use prevention, tobacco use prevention, assists teachers in presenting anti-bullying education, anger management, and conflict mediation. Our Falcon Center, a student recreation/game center, is a place where students can get together during lunch and other free time to relax, talk to friends, make new friends, read, do homework and play games. This type of facility fosters a greater sense of community among students and creates a relaxing atmosphere in which to bond. Studies show that when students feel a sense of connectedness to school they perform better academically.

Another exciting program we have at Oak Valley is the OVPL (Oak Valley Peer Leaders) program, which 8th period to work on strategies to support all students. OVPL students tutor, mentor, and assist peers with academic and social concerns. The OVPL students provide free student-to-student tutoring three days a week in the Library. As a group they organize and lead large group forums once a month to tackle topics like bullying and academic honesty.

The physical education department delivers curriculum, which include components that shift the physical education paradigm of teaching students sports to concentrating on student learning life-long health and fitness skills and concepts. The P.E. Program provides a Fitness Lab to teach students how their bodies work and show them the effects of exercise on their bodies.

Currently, Oak Valley has an English Language Learners Program. Students who are Intermediate and above in their English skills are placed in clusters in the general education classroom with support provided by an instructional assistant. 24 students with beginning English skills are in a self-contained classroom with a CLAD certified teacher for language arts, social studies and science in grade 6-8. All teachers at Oak Valley are fully certificated to teach ELL students.

To further support our goal of personal and intellectual development we have three AVID classes and we implement the use of AVID strategies school-wide. We are committed to college readiness for all of our students, modeling our belief through University Day every Friday. Staff members wear college alumni clothing.

The Oak Valley Middle School Library strives to provide a rich selection of resources that support state standards, diverse interests, and multiple reading levels and learning styles. Online resources available throughout the campus and students home include DESTINY (library catalog), World Book Encyclopedia (encyclopedia, atlases, web-links, Spanish language encyclopedia), Synagog Learning-Infatuate (newspapers, magazines, e-books, primary sources, literature databases and reference resources), Today's Science (science news written specifically for students), Noodle Tools (the most comprehensive and accurate MLA and APA-style bibliography composer on the WEB). The library has four computer stations with access to the resources and Microsoft suite (Word, Excel, and PowerPoint) and three computers with access to DESTINY (library catalog). At present, the OVMS library has approximately 13,658 books, 19 magazine subscriptions, and a collection of DVDs and videos for the classrooms.

Student Enrollment by Grade Level (School Year 2017-18)

Grade Level	Number of Students
Grade 6	476
Grade 7	488
Grade 8	497
Total Enrollment	1,461

Student Enrollment by Group (School Year 2017-18)

Student Group	Percent of Total Enrollment
Black or African American	1.7
American Indian or Alaska Native	0.1
Asian	34.1
Filipino	6.4
Hispanic or Latino	8.6
Native Hawaiian or Pacific Islander	0.4
White	42.2
Socioeconomically Disadvantaged	8.7
English Learners	4.7
Students with Disabilities	9.2
Foster Youth	0.0

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair.

Teacher Credentials

Teachers	School			District
	2016-17	2017-18	2018-19	2018-19
With Full Credential	55	58	62	1625
Without Full Credential	0	0	0	10
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2016-17	2017-18	2018-19
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 2018-19)

Year and month in which data were collected: 03/1/2016

Each pupil, including English learners, has textbooks or other materials, 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.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of 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. Adopted 14/15	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
Foreign Language	Each pupil, including English learners, has a textbook or foreign language 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

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Health	<p>Comprehensive sexual health education and HIV prevention education shall be offered to all students in grades 7-12, including at least once in junior high or middle school and at least once in high school. (Education Code 51934).</p> <p>The district's curriculum shall support the purposes of the California Healthy Youth Act as specified in Education Code 51930-51939, be unbiased and inclusive of all students in the classroom, and be aligned with the state's content standards.</p>	Yes	0

School Facility Conditions and Planned Improvements (Most Recent Year)

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 (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

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: 08/20/2018		
System Inspected	Repair Status	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	

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: 08/20/2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Fair	Grounds in need of repair

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: 08/20/2018	
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 English Language Arts/Literacy (ELA) and Mathematics for All Students Grades Three through Eight and Grade Eleven

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
English Language Arts/Literacy (grades 3-8 and 11)	84.0	83.0	74.0	74.0	48.0	50.0
Mathematics (grades 3-8 and 11)	70.0	74.0	66.0	67.0	37.0	38.0

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 2017-18)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	1453	1412	97.18	82.71
Male	760	738	97.11	79.38
Female	693	674	97.26	86.35
Black or African American	25	25	100.00	60.00

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
American Indian or Alaska Native	--	--	--	--
Asian	506	501	99.01	90.02
Filipino	80	78	97.50	88.46
Hispanic or Latino	120	119	99.17	66.39
Native Hawaiian or Pacific Islander	--	--	--	--
White	608	577	94.90	79.34
Two or More Races	103	101	98.06	87.13
Socioeconomically Disadvantaged	127	124	97.64	49.19
English Learners	293	280	95.56	72.86
Students with Disabilities	116	102	87.93	29.70
Foster Youth	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAAs divided by the total number of students who participated in both assessments.

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

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

CAASPP Test Results in Mathematics by Student Group Grades Three through Eight and Grade Eleven (School Year 2017-18)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	1,454	1,419	97.59	74
Male	761	741	97.37	74.63
Female	693	678	97.84	73.3
Black or African American	25	24	96	20.83
American Indian or Alaska Native	--	--	--	--
Asian	506	505	99.8	88.12
Filipino	80	79	98.75	84.81
Hispanic or Latino	120	119	99.17	52.1
Native Hawaiian or Pacific Islander	--	--	--	--
White	609	580	95.24	67.24
Two or More Races	103	101	98.06	74.26
Socioeconomically Disadvantaged	127	125	98.43	36.8
English Learners	293	289	98.63	68.86
Students with Disabilities	114	100	87.72	20
Foster Youth	--	--	--	--

Note: Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAAs divided by the total number of students who participated in both assessments.

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

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

CAASPP Test Results in Science for All Students Grades Five, Eight, and Ten

Subject	Percentage of Students Meeting or Exceeding the State Standard					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
Science (grades 5, 8, and 10)	N/A	N/A	N/A	N/A	N/A	N/A

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

Note: The 2016–17 and 2017–18 data are not available. The CDE is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The CAST was pilot-tested in spring 2017 and field-tested in spring 2018. The CAST will be administered operationally during the 2018–19 school year. The CAA for Science was pilot-tested for two years (i.e., 2016–17 and 2017–18) and the CAA for Science will be field-tested in 2018–19.

Note: Science test results include the CAST and the CAA for Science. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated on both assessments.

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 2017-18)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
7	14.9	29.9	40.1

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each school site.

Opportunities for Parental Involvement (School Year 2018-19)

Oak Valley is deeply committed to having our parents involved in our school. In our research on parent involvement, we found information from The National Network of Partnership Schools at Johns Hopkins University which supports the following: “School, family, and community partnerships continue to be essential at the middle and high school levels. Students tend to do better in school academically and behaviorally when partnership practices are thoughtfully implemented. Effective family and community involvement can help ease the transition from one school to another, create a safer school environment, improve student attendance, increase homework completion, and raise awareness of post-secondary opportunities.” As we developed the Oak Valley Vision, we incorporated three statements to affirm this philosophy:

- Adults in our school maintain a rich academic environment by working in collaboration with colleagues and parents to deepen their own knowledge and improve their practice.
- We involve families as partners in their children’s education, keep them informed, involve them in their children’s learning, ensure participation in school-level decision making, and provide access to us.
- Our entire community is involved in shared decision making, to ensure all voices are heard and honored.

We welcome all of our volunteers; in the classrooms, during lunches, in our Welcome Center (office), Back-To-School Night, Open House, dances, volunteer opportunities in the classrooms, in our PTSA and Oak Valley Falcon Foundation. This year, we provided a two part classroom volunteer training session, to help our parents become more effective in our classrooms. This was a well attended training.

Volunteers also run our Science Olympiad, Robotics, Art Corps and Math Counts program.

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			District			State		
	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18
Suspensions	1.0	0.9	2.1	1.2	1.3	1.6	3.7	3.7	3.5
Expulsions	0.0	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1

School Safety Plan (School Year 2018-19)

At Oak Valley Middle School, we believe each and every student, staff member and visitor has a right to be on a campus which is safe, secure, and supportive. We practice positive behavior systems and restorative practices in order to help guide and shape behavior and support positive relationships. Our mission, vision, and practices support strategies for fostering the middle school child in a safe, caring environment. Administrators, counselors, and teachers strategically teach students the importance of being a member of "Our House", stressing the mindset of "see something, say something" along with safety procedures throughout the school year. Our student handbook outlines the guidelines for such areas as a safe and orderly environment, a positive climate for learning, behavior support expectations along with emergency drill information.

Our School Safety Committee, comprised of staff, parents, law enforcement, and district personnel collaborate and develop a comprehensive safety plan during the first two months of the school year. The school's disaster preparedness plan is revised and updated annually and includes steps for ensuring student and staff safety during emergencies. Oak Valley participates in and practices two fire drills per semester along with one lockdown, disaster and earthquake drill per semester. Any ongoing revisions and updates are immediately shared and reviewed with the staff via email and staff meetings. During school hours, there is only one entry onto campus through the main office. All visitors come through the main office and, after signing in, must wear a visitor's identification badge during the duration of their stay on campus. Supervision is provided by administrators, counselors, teachers, staff and noon supervisors to ensure the safety of each school community member throughout the school day.

Average Class Size and Class Size Distribution (Secondary)

Subject	2015-16				2016-17				2017-18			
	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	26.0	16	32	24	24.0	11	25	5	29.0	11	19	37
Mathematics	15.0	9		5	17.0	7	1	3	24.0	12	22	8
Science	26.0	8	8	20	27.0	6	19	9	27.0	7	12	18
Social Science	26.0	9	14	14	26.0	7	20	8	25.0	12	3	25

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 2017-18)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	2.5	600
Counselor (Social/Behavioral or Career Development)		N/A
Library Media Teacher (Librarian)	.5	N/A
Library Media Services Staff (Paraprofessional)	1.0	N/A
Psychologist	1	N/A
Social Worker		N/A
Nurse		N/A
Speech/Language/Hearing Specialist	1.4	N/A
Resource Specialist (non-teaching)	3.4	N/A
Other		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 2016-17)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	6,382.55	874.38	5,508.17	\$70,822.00
District	N/A	N/A	7349.46	\$78,935
Percent Difference: School Site and District	N/A	N/A	-28.6	-10.8
State	N/A	N/A	\$7,125	\$80,764
Percent Difference: School Site and State	N/A	N/A	-25.6	-13.1

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 2017-18)

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 2016-17)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$47,046	\$47,903
Mid-Range Teacher Salary	\$83,106	\$74,481
Highest Teacher Salary	\$101,917	\$98,269
Average Principal Salary (Elementary)	\$131,931	\$123,495
Average Principal Salary (Middle)	\$143,470	\$129,482
Average Principal Salary (High)	\$151,598	\$142,414
Superintendent Salary	\$287,500	\$271,429
Percent of Budget for Teacher Salaries	37.0	35.0
Percent of Budget for Administrative Salaries	4.0	5.0

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

Professional Development (Most Recent Three Years)

Research supports the positive effects professional development has on increasing student achievement. All teaching staff is afforded the opportunity to participate in district and site sponsored professional development. 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, implementing the use of computer technology in teaching and learning, critical reading, writing and mathematics strategies, effective use of assessments, positive discipline in-services, and multicultural training. Teachers and administrators are actively involved in professional development 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.

During our late start Tuesday mornings the site has time set aside for professional growth. Teachers meet in either small team, large focus groups or an entire staff (all team). School wide goals in literacy and response to intervention are addressed in the large focus group and all team meetings. Individual, classroom and subject area goals are addressed during small team time. The staff works collaboratively on the calendaring of this time to address student needs in a timely fashion.