

Painted Rock Elementary School

School Accountability Report Card

Reported Using Data from the 2015-16 School Year

Published During 2016-17

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC Web page at <http://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF Web page at <http://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest Web page at <http://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

About This School

Contact Information (School Year 2016-17)

School Contact Information	
School Name	Painted Rock Elementary School
Street	16711 Martincoit Rd.
City, State, Zip	Poway, CA 92064-1628
Phone Number	858-487-1180
Principal	Denise Davis
E-mail Address	ddavis@powayusd.com
Web Site	http://www.powayusd.com/pres
CDS Code	37682966085088

District Contact Information	
District Name	Poway Unified
Phone Number	858-521-2800
Superintendent	Mel Robertson, Ed.D
E-mail Address	elehew@powayusd.com
Web Site	www.powayusd.com

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

Painted Rock Elementary School, located in the heart of the Green Valley community of Poway, first opened to students in 1972. Like all elementary schools in the PUSD, Painted Rock Elementary School is committed to the District Core Values and Mission Statement.

In 2015-16, Painted Rock served 686 students in a comprehensive transitional kindergarten through fifth grade program, including special education. Student attendance continues to be good at Painted Rock with an average daily absence rate less than 3%. The ethnic make-up of the student population was 13% Hispanic, 8% Asian, 1% African American, 12% other and 66% Caucasian. 4% of the student population were Limited English speakers and 12% of the student population were on a free or reduced lunch plan. The transiency rate continues to be very low with less than 2% of the student population withdrawing or moving during the school year.

During the 2015-16 school year, 62 students were enrolled in the GATE Program. The Resource Specialist Program served 41 students and the speech/language specialist served 45 students. Painted Rock houses the only class in the Poway Unified School District serving Emotionally Disturbed (BASES) students with 9 students enrolled last year. Painted Rock served 12 students in the second year of an Autism Support Class for TK through 2nd grade students. There was an average of 154 students in our Extended Student Services Program.

The 2015-16 staff included 29 full-time credentialed teachers. Support staff included 1.2 full time speech/language specialist, one resource specialist, two special day class teachers (with appropriate amounts of instructional assistants based on students' IEPs), one part-time psychologist, and a part-time orchestra/band teacher. A library technician coordinated library schedules, provided instruction on library skills and monitored textbooks and audio-visual equipment circulation. The staff includes one English Language Learners aide, 3 Impact teachers (2 intervention and 1 music teacher). Support staff also included a PE instructor who provided instructional services for physical education programs. Support staff included a 15 hour a week Student Services Specialist and one 2 day a week counselor who taught whole class and small group lessons in problem solving, anger management, impulse control, bullying prevention and cultural diversity. Other support staff included an administrative assistant, two part-time office assistants, one health aide, two custodians, and six recess/noon-duty supervisors. Office staff and classroom teachers coordinated volunteer efforts along with the PTA, resulting in 80-90 volunteers each day.

Teachers participated in training for the new state writing standards that enabled them to implement new curriculum and provide more effective instruction in the classroom. Teachers were provided with iPad training along with a donation of an iPad cart to share between staff, along with individual classroom iPads to use in their classrooms.

PAINTED ROCK'S MISSION STATEMENT:

We believe that every child can learn. We are dedicated to the individual development of attitudes, skills, knowledge, and responsibility essential to successful achievement in school and every child making a contribution to a changing society.

To fulfill our mission we will provide a comprehensive TK-5 program which will maximize a wide variety of learning strategies, experiences, and levels of support to promote student learning. We will encourage cooperation and respect between the home and school.

Fundamental to our mission is a caring, cohesive staff participating in decision-making. We will use numerous resources to achieve our mission.

We are committed to treating all individuals with respect by providing a safe, caring, and nurturing environment.

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

Grade Level	Number of Students
Kindergarten	117
Grade 1	96
Grade 2	107
Grade 3	111
Grade 4	118
Grade 5	131
Total Enrollment	680

Student Enrollment by Group (School Year 2015-16)

Student Group	Percent of Total Enrollment
Black or African American	1.3
American Indian or Alaska Native	0
Asian	4.6
Filipino	2.5
Hispanic or Latino	12.9
Native Hawaiian or Pacific Islander	0.1
White	66.6
Two or More Races	11.2
Socioeconomically Disadvantaged	9.1
English Learners	4.4
Students with Disabilities	12.1
Foster Youth	0

A. Conditions of Learning

State Priority: Basic

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

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

Teacher Credentials

Teachers	School			District
	2014-15	2015-16	2016-17	2016-17
With Full Credential	27	29	25	1468
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

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

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

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

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

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

Note: High-poverty schools are defined as those schools with student eligibility of approximately 40 percent or more in the free and reduced price meals program. Low-poverty schools are those with student eligibility of approximately 39 percent or less in the free and reduced price meals program.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2016-17)

Year and month in which data were collected: 10/1/2015

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.	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

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
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

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)

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 03/23/16				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Systems: Gas Leaks, Mechanical/HVAC, Sewer	X			
Interior: Interior Surfaces	X			
Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation	X			
Electrical: Electrical	X			
Restrooms/Fountains: Restrooms, Sinks/ Fountains	X			
Safety: Fire Safety, Hazardous Materials	X			
Structural: Structural Damage, Roofs	X			
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	X			NEEDS SLURRY

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: 03/23/16				
Overall Rating	Exemplary	Good	Fair	Poor
		X		

B. Pupil Outcomes

State Priority: Pupil Achievement

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

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study

CAASPP Test Results in English Language Arts/Literacy (ELA) and Mathematics for All Students

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
English Language Arts/Literacy	71	73	72	75	44	48
Mathematics	76	76	65	67	34	36

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

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

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	112	111	99.1	73.0
	4	119	116	97.5	66.4
	5	134	130	97.0	77.7
Male	3	68	68	100.0	69.1
	4	67	64	95.5	51.6
	5	73	71	97.3	73.2
Female	3	44	43	97.7	79.1
	4	52	52	100.0	84.6
	5	61	59	96.7	83.0
Black or African American	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Asian	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Filipino	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
Hispanic or Latino	3	16	16	100.0	56.3
	4	21	20	95.2	60.0
	5	16	16	100.0	75.0
Native Hawaiian or Pacific Islander	3	--	--	--	--
White	3	69	68	98.5	73.5
	4	80	79	98.8	68.3
	5	88	84	95.5	78.6
Two or More Races	3	16	16	100.0	81.3
	4	--	--	--	--
	5	13	13	100.0	76.9
Socioeconomically Disadvantaged	3	13	13	100.0	46.1
	4	12	11	91.7	18.2
	5	15	13	86.7	46.1
English Learners	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Students with Disabilities	3	15	15	100.0	40.0
	4	16	15	93.8	40.0
	5	--	--	--	--
Foster Youth	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--

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

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

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

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

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	112	111	99.1	68.5
	4	119	116	97.5	79.3
	5	134	131	97.8	80.8
Male	3	68	68	100.0	70.6

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	4	67	64	95.5	76.6
	5	73	72	98.6	84.5
Female	3	44	43	97.7	65.1
	4	52	52	100.0	82.7
	5	61	59	96.7	76.3
Black or African American	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Asian	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Filipino	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Hispanic or Latino	3	16	16	100.0	50.0
	4	21	20	95.2	60.0
	5	16	16	100.0	68.8
Native Hawaiian or Pacific Islander	3	--	--	--	--
White	3	69	68	98.5	70.6
	4	80	78	97.5	82.0
	5	88	85	96.6	82.1
Two or More Races	3	16	16	100.0	81.3
	4	--	--	--	--
	5	13	13	100.0	84.6
Socioeconomically Disadvantaged	3	13	13	100.0	38.5
	4	12	11	91.7	36.4
	5	15	13	86.7	53.9
English Learners	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
Students with Disabilities	3	15	15	100.0	33.3
	4	16	15	93.8	60.0
	5	--	--	--	--
Foster Youth	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--

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

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

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

CAASPP Test Results in Science for All Students

Subject	Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards)								
	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Science (grades 5, 8, and 10)	90	87	94	83	83	83	60	56	54

Note: Science test results include California Standards Tests (CSTs), California Modified Assessment (CMA), and California Alternate Performance Assessment (CAPA) in grades five, eight, and ten.

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

CAASPP Test Results in Science by Student Group Grades Five, Eight, and Ten (School Year 2015-16)

Student Group	Total Enrollment	# of Students with Valid Scores	% of Students with Valid Scores	% of Students Proficient or Advanced
All Students	134	131	97.8	93.9
Male	73	72	98.6	95.8
Female	61	59	96.7	91.5
Hispanic or Latino	16	16	100.0	93.8
White	88	85	96.6	94.1
Two or More Races	13	13	100.0	92.3
Socioeconomically Disadvantaged	15	13	86.7	84.6

Note: Science test results include CSTs, CMA, and CAPA in grades five, eight, and ten. The “Proficient or Advanced” is calculated by taking the total number of students who scored at Proficient or Advanced on the science assessment divided by the total number of students with valid scores.

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

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the Other Pupil Outcomes State Priority (Priority 8):

- Pupil outcomes in the subject areas of physical education.

California Physical Fitness Test Results (School Year 2015-16)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	9.1	13.6	65.9

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

C. Engagement

State Priority: Parental Involvement

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

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

Opportunities for Parental Involvement (School Year 2016-17)

Painted Rock recognizes the importance of the partnership between home and school and remains committed to supporting the Parents As Partners Core Value. Parents are included in the improvement process and serve in an advisory capacity on many committees. Parent volunteers work in a variety of capacities such as: Classroom support, art specialists, book fairs, running club, junior Great Books, math-tiling, the garden club, and i-pad support and training. Painted Rock continues to have a very active Education Foundation and PTA which supports the school in a variety of areas, including funding a full-time PE teacher, two part-time certificated Impact teachers, and one part-time music teacher. Parents also play an active role in the decision-making process on our School Site Council.

State Priority: School Climate

The SARC provides the following information relevant to the School Climate State Priority (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

Suspensions and Expulsions

Rate	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Suspensions	1.2	2.2	0.7	1.2	1.1	1.2	4.4	3.8	3.7
Expulsions	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.1	0.1

School Safety Plan (School Year 2016-17)

Painted Rock Elementary school places a strong emphasis on safety for students and staff in order to provide a safe, respectful, accepting and emotionally nurturing educational climate and provide each student resiliency skills. At Painted Rock, staff, students and parents work collaboratively to ensure a safe and secure environment. The principal provides ongoing training to staff, including noon supervisors, on teaching and monitoring children to be "fair and safe". We are fortunate to have a school counselor two days a week and a Student Services Assistant 15 hours a week. The counselor teaches character lessons and works with referred students who need assistance in social skills. She works 1:1 or in small groups. The Student Service Assistant provides character lessons and helps students problem solve on the playground. Our caring front office staff provides support for students on a daily basis. Emergency plans are reviewed frequently. Annual training procedures and drills for earthquakes, lock downs, and fire and bus evacuation are held. We debrief after each drill, lessons learned.

The district maintains a collaborative relationship with local law enforcement and the Office of Emergency Services to ensure optimal preparedness. In collaboration with our law enforcement we adjusted the parking lot traffic flow and added appropriate supervision to a safe parking lot at the start and end of the school day.

Maintenance staff work with a scheduled preventive program to offset costly repairs at our older sites, whenever possible. The school has an up to date Asbestos Plan. Extended Student Services is available to students for before and after school childcare.

D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

Federal Intervention Program (School Year 2016-17)

Indicator	School	District
Program Improvement Status		In PI
First Year of Program Improvement		2012-2013
Year in Program Improvement*		Year 2
Number of Schools Currently in Program Improvement	N/A	4
Percent of Schools Currently in Program Improvement	N/A	100.0

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

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2013-14				2014-15				2015-16			
	Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
K	21	1	4		26		5		23	1	4	
1	28		3		25		3		23	1	3	
2	26		4		28		4		25		4	
3	26		5		27		4		27		4	
4	30		3		32		4		30		4	
5	27	1		3	27	1	2	1	32		2	2
Other	28		1		9	1			7	2		

Number of classes indicates how many classes fall into each size category (a range of total students per class).

Academic Counselors and Other Support Staff (School Year 2015-16)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor		
Counselor (Social/Behavioral or Career Development)	.4	N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)	.8	N/A
Psychologist	.5	N/A
Social Worker		N/A
Nurse		N/A
Speech/Language/Hearing Specialist	1	N/A
Resource Specialist	1	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 2014-15)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	--	--	--	\$83,017.26
District	N/A	N/A	\$8,962	\$77,791
Percent Difference: School Site and District	N/A	N/A	--	14.2
State	N/A	N/A	\$5,677	\$75,837
Percent Difference: School Site and State	N/A	N/A	--	13.8

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

Types of Services Funded (Fiscal Year 2015-16)

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—monies from agencies (e.g., federal, state) earmarked for specific services
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 2014-15)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$45,237	\$45,092
Mid-Range Teacher Salary	\$79,910	\$71,627
Highest Teacher Salary	\$97,997	\$93,288
Average Principal Salary (Elementary)	\$122,843	\$115,631
Average Principal Salary (Middle)	\$138,732	\$120,915
Average Principal Salary (High)	\$131,028	\$132,029
Superintendent Salary	\$305,178	\$249,537
Percent of Budget for Teacher Salaries	38%	37%
Percent of Budget for Administrative Salaries	5%	5%

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 learning. All teaching staff is afforded the opportunity to participate in district (TLC) 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 and close reading, writing and mathematics strategies, effective use of assessments, positive behavior and intervention supports 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.