

Westwood Elementary School

School Accountability Report Card

Reported Using Data from the 2018-19 School Year

Published During 2019-20

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

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

DataQuest

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

Internet Access

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

About This School

School Contact Information (School Year 2019-20)

Entity	Contact Information
School Name	Westwood Elementary School
Street	17449 Matinal Rd.
City, State, Zip	San Diego, CA 92127-1205
Phone Number	858-487-2026
Principal	Jennie Mikels
Email Address	jmikels@powayusd.com
Website	http://www.powayusd.com/wwes
County-District-School (CDS) Code	37682966070858

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 2019-20)

Westwood Elementary School staff, parents, and community are dedicated to the intellectual pursuit and social growth of all students.

Through diversified experiences, our students discover their potential, achieve career and/or college readiness, and succeed in a safe and caring environment.

Westwood Elementary School, built in 1971, is located in the northern part of the city of San Diego in the community of Rancho Bernardo, California. It is one of 26 elementary schools in the Poway Unified School District.

Westwood's 825 students represent a rich diversity of cultural, ethnic and linguistic backgrounds residing in a variety of homes from apartments to single-family dwellings. The neighborhood is a pleasant mix of families and retirees. Approximately 47 percent of our students are non-Anglo, the largest groups being Asian and Hispanic. Approximately one hundred fifty of our students speak a language other than English in their homes. These languages include Spanish, Dutch, Russian, Korean, Mandarin, Vietnamese, Cantonese, Filipino, Portuguese, Thai, Lao, Arabic, German, Hebrew, Hindu, Italian, Farsi, French, Polish, Rumanian, Gujarati, Urdu, Punjabi, Serbian, Albanian, and Japanese.

In the spring of 2006 Westwood completed an extensive construction and modernization program as a result of Proposition U funding. The school now has a new multi-purpose room and student lunch area, an upgraded library facility and technology center, 12 new permanent classrooms, 4 learning centers, completely refurbished playgrounds, running track and grass field, and fully renovated facilities in existence prior to modernization. Recently, Westwood added several features such as window tinting, and shades, retrofitted gates, and a visitor check-in system in order to enhance safety and security. Through PUSD support and family/community donations, each classroom is equipped with 21st century teaching and learning tools such as iPads and Chromebooks, Apple TV, LCD projectors, document cameras, and access to a full computer lab and four computer resource areas.

Westwood Elementary School is a shining example of a school serving a community with diverse needs and interests. Boasting a strong tradition of voluntarism, one cannot enter the school without finding many parent and senior volunteers assisting in student learning. A spirit of collaboration and innovation pervades the school as teachers and parents work together to maximize student learning.

Westwood has received recognition for its efforts to provide quality education for all students. In 2001 Westwood was honored as a National Blue Ribbon School of Excellence (the first Blue Ribbon Award was received in 1994) after being named a California Distinguished School in 2000. In 1993 it received one of 205 California Distinguished School awards.

Westwood was recently recognized once again in 2012 as a California Distinguished School.

Westwood was recognized by the California Business for Education Foundation and Just for Kids California as a 2007-2014 Honor Roll School for public schools with high academic achievement. This recognition validates Westwood's continued commitment to narrow the achievement gap.

Our primary goal for the students of Westwood Elementary is to prepare them to be career and college ready, and to be life-long learners and productive members of society. Our students will be prepared with the foundations necessary for success in middle school, high school, and ultimately college and career.

Westwood students are provided an enriched curriculum grounded in the California State Standards. These standards foster critical thinking, collaboration, problem solving, digital citizenship, and responsibility for individual learning.

Westwood Elementary has long embraced the Character Counts program, using this framework to support school-wide goals. The entire staff and parent community are involved and committed to providing a learning environment that allows each student to achieve these goals.

The School Plan for Student Achievement incorporates our core values, as well as the vision, goals, and objectives of Westwood Elementary School. This provides us with the opportunity to design our instructional program, integrating all available resources in a coordinated manner to meet the educational needs of all students. This school wide planning process promotes local ownership of the school program and builds communication and collaboration among all staff members and stakeholders.

Westwood is truly dedicated to its community and its students. Our active PTA membership continually provides outstanding assemblies, after school events, and curriculum enhancements that amaze and inspire our students and entire community.

Westwood’s volunteers log approximately 1,300 hours per month. Senior citizens play a very active part in our school. Twenty-eight seniors tutor weekly as part of the SHOK/OASIS reading program.

Westwood has on-going relationships with our partners in education, Casa de las Campanas retirement village and HP.

Westwood staff and parents feel that our collaborative spirit is our greatest strength. We all work together to create a school environment that is stimulating and student-centered! Working together, we will ensure all of our students are well prepared for college, careers, and beyond.

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

Grade Level	Number of Students
Kindergarten	148
Grade 1	123
Grade 2	141
Grade 3	144
Grade 4	133
Grade 5	131
Total Enrollment	820

Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	1.7
Asian	17.2
Filipino	4.3
Hispanic or Latino	16.1
Native Hawaiian or Pacific Islander	0.1
White	46.8
Two or More Races	9.4
Socioeconomically Disadvantaged	16
English Learners	14.9
Students with Disabilities	14.1
Foster Youth	0.1
Homeless	0.7

A. Conditions of Learning

State Priority: Basic

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

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

Teacher Credentials

Teachers	School 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	35	38	34	1,562
Without Full Credential	0	0	1	12
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2017-18	2018-19	2019-20
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	0	0
Vacant Teacher Positions	0	0	0

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

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

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2019-20)

Year and month in which data were collected: 12/5/19

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

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

Year and month of the most recent FIT report: 05/2019

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	Fair	Sinks and fountains need to be repaired
Safety: Fire Safety, Hazardous Materials	Good	
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Poor	
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 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
English Language Arts/Literacy (grades 3-8 and 11)	81	81	74	76	50	50
Mathematics (grades 3-8 and 11)	79	80	67	70	38	39

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

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

CAASPP Test Results in ELA by Student Group

Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	408	403	98.77	1.23	81.39
Male	206	203	98.54	1.46	72.91
Female	202	200	99.01	0.99	90.00
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	79	78	98.73	1.27	84.62
Filipino	11	11	100.00	0.00	100.00
Hispanic or Latino	71	70	98.59	1.41	65.71
Native Hawaiian or Pacific Islander					
White	191	191	100.00	0.00	83.77

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Two or More Races	43	42	97.67	2.33	88.10
Socioeconomically Disadvantaged	76	76	100.00	0.00	67.11
English Learners	81	79	97.53	2.47	75.95
Students with Disabilities	68	66	97.06	2.94	53.03
Students Receiving Migrant Education Services					
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

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

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

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

CAASPP Test Results in Mathematics by Student Group Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	408	405	99.26	0.74	80.00
Male	206	204	99.03	0.97	79.90
Female	202	201	99.50	0.50	80.10
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	79	79	100.00	0.00	88.61
Filipino	11	11	100.00	0.00	90.91
Hispanic or Latino	71	70	98.59	1.41	60.00
Native Hawaiian or Pacific Islander					
White	191	191	100.00	0.00	83.25
Two or More Races	43	42	97.67	2.33	85.71
Socioeconomically Disadvantaged	76	76	100.00	0.00	60.53
English Learners	81	81	100.00	0.00	70.37
Students with Disabilities	68	66	97.06	2.94	43.94
Students Receiving Migrant Education Services					

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

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

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

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

CAASPP Test Results in Science for All Students

Grades Five, Eight, and Ten

Percentage of Students Meeting or Exceeding the State Standard

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

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

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

State Priority: Other Pupil Outcomes

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

- Pupil outcomes in the subject areas of physical education.

California Physical Fitness Test Results (School Year 2018-19)

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
5	22.7	44.7	8.3

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

C. Engagement

State Priority: Parental Involvement

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

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

Opportunities for Parental Involvement (School Year 2019-20)

Westwood recognizes the importance of the partnership between home and school and remains committed to having parents partner with us to help students succeed at the highest level. Parents are included in the improvement process and serve in an advisory capacity on a number of committees ranging from English Learners to School Site Council. Parent volunteers work in a variety of capacities such as: Volunteer Workroom, Writer's Workshop, Art Corps, Music Appreciation, Book Fairs, Fun Run, Math Olympiad, Science Field Day, and Room Parents. Additionally, parents serve on the PTA as board members and volunteers, the Westwood Education Foundation, School Safety Committee, and others. Senior volunteers read and mentor children through the Seniors Helping Our Kids (SHOK) program. Westwood students also work with seniors through the Partners in Education program. Together, students and seniors from Casa de las Campanas retirement community, participate in a variety of activities each year. These include our school-wide Art Show and Writer's Workshop.

State Priority: School Climate

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

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

Suspensions and Expulsions

Rate	School 2016-17	School 2017-18	School 2018-19	District 2016-17	District 2017-18	District 2018-19	State 2016-17	State 2017-18	State 2018-19
Suspensions	0.7	1.2	0.1	1.3	1.6	1.4	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1

School Safety Plan (School Year 2019-20)

Westwood places strong emphasis on safety for students and staff. Emergency plans are reviewed frequently. Annual training procedures and drills for earthquakes, fire, lockdown and bus evacuation are held. The Westwood office staff continually monitors the Visitor Check-In system and procedures in an effort to ensure safety. Each year, the student handbook was updated and presented to all students, staff, and families. The School Disaster Plan is updated regularly and staff is trained on a regular basis. Updates are made as a part of PUSD's ongoing commitment to school security and safety. In addition, a full safety inspection was recently conducted where over 100 items were reviewed and found to be compliant. The Safety Committee includes certificated staff, classified staff, administration and parents. This committee meets on a monthly basis and updates parents through the weekend wire communication. Extended Student Services is available to students for before and after school childcare. ESS safety plans are in alignment with the Westwood School Safety Plan.

D. Other SARC Information

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

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2016-17	2016-17	2016-17	2016-17	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19
	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+
K	23	1	6		22	1	6		21	3	4	
1	26		5		25		5		20	1	5	
2	24		5		18	2	5		19	2	5	
3	22	1	5		26		6		19	2	6	
4	31		4		25	1	4		33		2	2
5	32		3	1	48		4	1	52		2	3
Other**					8	1			9	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 Academic Counselors to Pupils (School Year 2018-19)

Title	Ratio
Academic Counselors*	2733.3

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	.3
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	.6
Social Worker	
Speech/Language/Hearing Specialist	.1
Resource Specialist (non-teaching)	3.0

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2017-18)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	6,822.41	1,150.58	5,671.83	81,203.97
District	N/A	N/A	7,536.45	\$79,082.00
Percent Difference - School Site and District	N/A	N/A	-28.2	2.6

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
State	N/A	N/A	\$7,506.64	\$82,403.00
Percent Difference - School Site and State	N/A	N/A	-27.8	-1.5

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

The California Department of Education issued guidance to LEAs on August 1, 2018, regarding how to calculate school-level per-pupil expenditures that will be reported on 2018-19 report cards.

Types of Services Funded (Fiscal Year 2018-19)

The 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 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$47,046	\$48,612
Mid-Range Teacher Salary	\$74,420	\$74,676
Highest Teacher Salary	\$101,917	\$99,791
Average Principal Salary (Elementary)	\$131,931	\$125,830
Average Principal Salary (Middle)	\$143,470	\$131,167
Average Principal Salary (High)	\$151,598	\$144,822
Superintendent Salary	\$287,500	\$275,796
Percent of Budget for Teacher Salaries	37%	34%
Percent of Budget for Administrative Salaries	4%	5%

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

Professional Development (Most Recent Three Years)

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement			4

2019-2020 Profession development focus is on supporting students in owning their learning. Areas presented to support this area of focus include Response to Intervention Strategies, goal setting, learning styles, and Specialized Academic Instruction. We continue our focus on Next Generation Science Standards, and first best instructional strategies. Teachers are also receiving specialized training in supporting students with special needs.

Teachers are also afforded the opportunity to participate in District and site sponsored professional development. These workshops are typically presented in a semester or year-long series and support a wide variety of professional growth areas. They include the implementation of state adopted California State Standards, use of effective instructional strategies, implementing the use of computer technology in teaching and learning, effective use of assessments, positive discipline in-services, and multicultural training. Teachers and administrators are actively involved in professional development activities at the school and District. 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 achieve NBCT status. Additionally, teachers participate in Teacher Learning Cooperatives (TLC's), most recently in the area of science and technology.