

# School Accountability Report Card

## Reported Using Data from the 2010-11 School Year

### Published During 2011-12

Every school in California is required by state law to publish a School Accountability Report Card (SARC), by February 1 of each year. The SARC contains information about the condition and performance of each California public school.

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

## I. Data and Access

### EdData Partnership Web Site

EdData is a partnership of the CDE, EdSource, and the Fiscal Crisis Management and Assistance Team (FCMAT) that provides extensive financial, demographic, and performance information about California's public kindergarten through grade twelve school districts and schools.

### DataQuest

DataQuest is an online data tool located on the CDE DataQuest webpage at <http://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district, the county, and the state. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., state Academic Performance Index [API], federal Adequate Yearly Progress [AYP]), 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. 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.

## II. About This School

### Contact Information (School Year 2011-12)

School		District	
<b>School Name</b>	Seiad Elementary School	<b>District Name</b>	Seiad Elementary School District
<b>Street</b>	44539 Highway 96	<b>Phone Number</b>	(530) 496-3308 or 842-8403 (Superintendent of Schools)
<b>City, State, Zip</b>	Seiad Valley, CA 96086	<b>Web Site</b>	<a href="http://www.sisnet.ssku.k12.ca.us/seiad.html">www.sisnet.ssku.k12.ca.us/seiad.html</a>
<b>Phone Number</b>	(530) 496-3308	<b>Superintendent</b>	Carol Lawrence
<b>Principal</b>	Carol Lawrence	<b>E-mail Address</b>	<a href="mailto:clawrence@sisnet.ssku.k12.ca.us">clawrence@sisnet.ssku.k12.ca.us</a>
<b>E-mail Address</b>	<a href="mailto:clawrence@sisnet.ssku.k12.ca.us">clawrence@sisnet.ssku.k12.ca.us</a>	<b>CDS Code</b>	47-70458-6050926

### School Description and Mission Statement (School Year 2010-11)

This section provides information about the school, its programs and its goals.

Seiad Elementary School is a remote, isolated rural K-8 school on the Klamath River. The current ADA is 32. Over the past 10 year period, the school enrollment has remained relatively stable. 88% of the students qualify for the free and reduced lunch program. Although student mobility hovers around 6%, the staff, students, and community are close and cohesive, accentuating high academic and behavioral expectations. Student achievement data indicates that 53% of the 2-8 grade students scored proficient or above in reading and language and 73% proficient or above in math. Our API score exceeded the growth target. The school building has more than ample size for the number of students and is situated on seven scenic areas. Classroom and group sizes are very small, with an average of 15 students per classroom (K-3 and 4-8). The student to instructional adult ratio is 6 to 1. Current standard based texts, material and supplies are sufficient for promoting a quality education for the students.

The goal of Seiad Elementary is to meet the individual needs of each child every day. Due to the multi-graded classrooms, students are easily integrated into the appropriate academic situation. Small group settings further facilitate individualized instruction. Attendance is excellent. Discipline and behavioral problems are negligible. Staff and students look forward to school each day.

The instructional staff consists of two highly qualified teacher, two part-time instructional aides. Additional part-time staff include a cook, custodian and secretary. The staff is positive, hard working and has a close relationship with parents and all students.

**VISION STATEMENT**

All students will learn to use their minds well and be prepared for:

- responsible citizenship
- further learning
- productive employment in our modern economy
- taking responsibility for learning, decisions and actions

Seiad Elementary School is committed to:

- helping each child realize his or her full potential
- stimulating intellectual curiosity
- fostering constant exploration of change as part of our culture
- creating a learning community

**Opportunities for Parental Involvement (School Year 2010-11)**

This section provides information on how parents can become involved in school activities, including contact information pertaining to organized opportunities for parent involvement.

Parents are always encouraged to participate in their children's learning, whether as volunteers in the classroom or as field trip volunteers. Parents are a valued part of our learning community and all parents are invited to actively participant in our Parent Site Council which meets periodically to discuss topics pertaining to their children.

Seiad Elementary maintains a Site Council committee which includes staff, parent and a community representatives. The administrator presents reports on student assessment results in reading and math. Seiad Elementary also sends individual student assessment results to their respective parent(s). Interpretation of assessment results is provided during parent conferences. Each parent are invited to attend two parent conferences each year where their child's teachers discuss the reading and math program along with assessment results.

**Student Enrollment by Grade Level (School Year 2010-11)**

Grade Level	Number of Students
Kindergarten	5
Grade 1	2
Grade 2	5
Grade 3	4
Grade 4	3
Grade 5	5
Grade 6	4
Grade 7	1
Grade 8	2
<b>Total Enrollment</b>	<b>31</b>

**Student Enrollment by Group (School Year 2010-11)**

Group	Percent of Total Enrollment	Group	Percent of Total Enrollment
Black or African American	0	White	87.1
American Indian or Alaska Native	0	Two or More Races	6.5
Asian	0	Socioeconomically Disadvantaged	83.9
Filipino	0	English Learners	0
Hispanic or Latino	6.5	Students with Disabilities	0
Native Hawaiian/Pacific Islander	0		

**Average Class Size and Class Size Distribution (Elementary)**

Grade Level	2008-09				2009-10				2010-11			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
K	--	--	--	--	--	--	--	--				
1	--	--	--	--	--	--	--	--				
2	--	--	--	--	--	--	--	--				
3	--	--	--	--	--	--	--	--				
4	--	--	--	--	--	--	--	--				
5	--	--	--	--	--	--	--	--	15	1	0	0
6	--	--	--	--	--	--	--	--				
Other	--	--	--	--	--	--	--	--				

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

**III. School Climate**

**School Safety Plan (School Year 2010-11)**

This section provides information about the school's comprehensive safety plan, including the dates on which the safety plan was last reviewed, updated, and discussed with faculty; as well as a brief description of the key elements of the plan.

Our School Safety Plan was reviewed and discussed with the school faculty on January 24, 2012 by Superintendent Carol Lawrence and the S.I. committee.

The district oversees that all classrooms and facilities are well maintained. We believe it is of supreme importance to have a safe and clean environment for all students, staff and volunteers. We have a part-time building custodian as well as a part-time grounds keeper to ensure classrooms, restrooms and campus grounds are kept clean, safe, and in good working order.

The school is in compliance with all laws, rules and regulations pertaining to hazardous materials and state earthquake standards. The school's disaster preparedness plan includes steps for ensuring students and staff are safe during a disaster. Fire and disaster drills are conducted on a regular basis throughout the school-year. The school safety plan is reviewed annually.

## Suspensions and Expulsions

Rate	School			District		
	2008-09	2009-10	2010-11	2008-09	2009-10	2010-11
<b>Suspensions</b>	0	0	3.23	0	0	3.23
<b>Expulsions</b>	0	0	0	0	0	0

\* The rate of suspensions and expulsions is calculated by dividing the total number of incidents by the total enrollment (and multiplying by 100).

## IV. School Facilities

### School Facility Conditions and Planned Improvements (School Year 2011-12)

This section provides information from the most recent Facility Inspection Tool (FIT) data (or equivalent), including:

- Description of the safety, cleanliness, and adequacy of the school facility
- Description of any planned or recently completed facility improvements
- The year and month in which the data were collected
- Description of any needed maintenance to ensure good repair

**Year and month in which data were collected:** August 30, 2011

Our school facility was inspected on August 30, 2011 by superintendent Carol Lawrence who did a walk through evaluation and found the facility to be in excellent condition and no upgrades/repairs were required. These findings will be discussed with the faculty at our next scheduled staff meeting.

Seiad Elementary employs a part-time building custodian as well as a part-time grounds keeper to ensure classrooms, restrooms and campus grounds are kept clean and safe. All our facilities are in good working order.

### School Facility Good Repair Status (School Year 2011-12)

This section provides information from the most recent Facility Inspection Tool (FIT) data (or equivalent), including:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The Overall Rating (bottom row)

System Inspected	Repair Status				Repair Needed and Action Taken or Planned
	Exemplary	Good	Fair	Poor	
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Interior:</b> Interior Surfaces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Cleanliness:</b> Overall Cleanliness, Pest/ Vermin Infestation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Electrical:</b> Electrical	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Safety:</b> Fire Safety, Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Structural:</b> Structural Damage, Roofs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Overall Rating</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## V. Teachers

### Teacher Credentials

Teachers	School			District
	2008-09	2009-10	2010-11	2010-11
With Full Credential	2	2	2	2
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence	0	0	0	---

### Teacher Misassignments and Vacant Teacher Positions

Indicator	2009-10	2010-11	2011-12
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments	0	0	0
Vacant Teacher Positions	0	0	0

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

"Vacant Teacher Positions" refer to positions not filled by a single designated teacher assigned to teach the entire course at the beginning of the school year or semester.

### Core Academic Classes Taught by Highly Qualified Teachers (School Year 2010-11)

The Federal Elementary and Secondary Education Act (ESEA), also known as No Child Left Behind (NCLB), requires that core academic subjects be taught by Highly Qualified Teachers, defined as having at least a bachelor's degree, an appropriate California teaching credential, and demonstrated core academic subject area competence. For more information, see the CDE *Improving Teacher and Principal Quality* webpage at: <http://www.cde.ca.gov/nclb/sr/tq/>

Location of Classes	Percent of Classes In Core Academic Subjects Taught by	
	NCLB Compliant Teachers	Non-NCLB Compliant Teachers
This School	100	0
All Schools in District	100	0
High-Poverty Schools in District	100	0
Low-Poverty Schools in District	0	0

\* 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 25 percent or less in the free and reduced price meals program.

## VI. Support Staff

### Academic Counselors and Other Support Staff (School Year 2010-11)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	--	--
Counselor (Social/Behavioral or Career Development)	--	---
Library Media Teacher (Librarian)	--	---
Library Media Services Staff (paraprofessional)	--	---
Psychologist	0.16	---
Social Worker	--	---
Nurse	0.16	---
Speech/Language/Hearing Specialist	0.24	---
Resource Specialist (non-teaching)	0.24	---
Other	1.5	---

\* 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.

## VII. Curriculum and Instructional Materials

### Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2011-12)

This section describes whether the textbooks and instructional materials used at the school are from the most recent adoption; whether there are sufficient textbooks and instruction materials for each student; and information about the school's use of any supplemental curriculum or non-adopted textbooks or instructional materials.

Year and month in which data were collected: August 29, 2011

Core Curriculum Area	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	K-6 Houghton Mifflin, A Legacy of Literacy, 2002 6-8 Prentice Hall, 2002	No	0%
Mathematics	K-8 Saxon an Incremental Development, 2008	Yes	0%
Science	K-8 Delta Education, Full Option Science System, 2006 4-8 Prentice Hall, Science, c 1994 Standards-based FOSS, Delta, Scholastic, Inc and GEMS Science kits		0%
History-Social Science	No history textbook was adopted. Use of InterAct units covering grade level standards-based required learning. InterAct units integrate research, writing, and art, fully involving the students in cooperative as well as independent learning.		0%

## VIII. School Finances

### Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2009-10)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Supplemental/Restricted)	Expenditures Per Pupil (Basic/Unrestricted)	Average Teacher Salary
School Site	\$10,827	\$2732	\$8,095	\$44,829
District	---	---	\$8,095	
Percent Difference: School Site and District	---	---	0%	0%
State	---	---	\$7,973	\$55,509
Percent Difference: School Site and State	---	---	2%	-20.2%

\* **Supplemental/Restricted** expenditures come from money whose use is controlled by law or by a donor. Money that is designated for specific purposes by the district or governing board is not considered restricted.  
**Basic/Unrestricted expenditures** are from money whose use, except for general guidelines, is not controlled by law or by a donor.

For detailed information on school expenditures for all districts in California, see the CDE Current Expense of Education & Per-pupil Spending webpage at <http://www.cde.ca.gov/ds/fd/ec/>. For information on teacher salaries for all districts in California, see the CDE Certificated Salaries & Benefits webpage at <http://www.cde.ca.gov/ds/fd/cs/>. To look up expenditures and salaries for a specific school district, see the Ed-Data Web site at: <http://www.ed-data.org>.

### Types of Services Funded (Fiscal Year 2010-11)

This section provides specific information about the types of programs and services available at the school that support and assist students. For example, this narrative may include information about supplemental educational services related to the school's federal Program Improvement (PI) status.

We spend an average of \$11,456 to educate each student (based on 2008-2009 unaudited financial statement). The figures shown in the table above reflect the direct cost of educational services per Average Daily Attendance (ADA), excluding food services, facilities acquisition and construction and certain other expenditures. These calculations are required by law annually and are compared with other districts statewide. In addition to our general fund state funding, we receive state and federal categorical funding for special programs, which include the following categorical, special education and support programs:

- SIP (School Improvement Program)
- EIA (Economic Impact Aid)
- TUPE (Tobacco Use Prevention Education)
- Title II, Teacher Quality
- Title IV, Safe and Drug Free Schools and Communities
- Title V, School Facility Construction
- Title VI, Rural Educational Accountability Program
- Title VII, Indian Education

### Teacher and Administrative Salaries (Fiscal Year 2009-10)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$34,622	\$38,744
Mid-Range Teacher Salary	\$44,274	\$55,509
Highest Teacher Salary	\$53,917	\$70,567
Average Principal Salary (Elementary)	stipend	\$92,338
Average Principal Salary (Middle)		\$96,427
Average Principal Salary (High)		\$94,401
Superintendent Salary	stipend	\$109,381
Percent of Budget for Teacher Salaries	27%	37%
Percent of Budget for Administrative Salaries	6%	7%

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

## IX. Student Performance

The Standardized Testing and Reporting (STAR) Program consists of several key components, including:

- California Standards Tests (CSTs), which include English-language arts (ELA) and mathematics in grades two through eleven; science in grades five, eight, and nine through eleven; and history-social science in grades eight, and nine through eleven.
- California Modified Assessment (CMA), an alternate assessment that is based on modified achievement standards in ELA for grades three through eleven; mathematics for grades three through seven, Algebra I, and Geometry; and science in grades five and eight, and Life Science in grade ten. The CMA is designed to assess those students whose disabilities preclude them from achieving grade-level proficiency on an assessment of the California content standards with or without accommodations.
- California Alternate Performance Assessment (CAPA), includes ELA and mathematics in grades two through eleven, and science for grades five, eight, and ten. The CAPA is given to those students with significant cognitive disabilities whose disabilities prevent them from taking either the CSTs with accommodations or modifications or the CMA with accommodations.

The assessments under the STAR Program show how well students are doing in relation to the state content standards. On each of these assessments, student scores are reported as performance levels.

For detailed information regarding the STAR Program results for each grade and performance level, including the percent of students not tested, see the CDE STAR Results Web site at <http://star.cde.ca.gov>.

### Standardized Testing and Reporting Results for All Students - Three-Year Comparison

Subject	School			District			State		
	2008-09	2009-10	2010-11	2008-09	2009-10	2010-11	2008-09	2009-10	2010-11
<b>English-Language Arts</b>	65	57	54	65	57	54	49	52	54
<b>Mathematics</b>	70	83	76	70	83	76	46	48	50
<b>Science</b>	0	0	0	0	0	0	50	54	57
<b>History-Social Science</b>	0	0	0	0	0	0	41	44	48

\* 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.

**Standardized Testing and Reporting Results by Student Group - Most Recent Year**

Group	Percent of Students Scoring at Proficient or Advanced			
	English-Language Arts	Mathematics	Science	History-Social Science
All Students in the LEA	54	76	0	0
All Student at the School	54	76	0	0
Male	50	83	0	0
Female	57	69	0	0
Black or African American				
American Indian or Alaska Native				
Asian				
Filipino				
Hispanic or Latino	0	0	0	0
Native Hawaiian/Pacific Islander				
White	50	71	0	0
Two or More Races	0	0	0	0
Socioeconomically Disadvantaged	52	77	0	0
English Learners				
Students with Disabilities	0	0	0	0
Students Receiving Migrant Education Services				

\* 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.

**California Physical Fitness Test Results (School Year 2010-11)**

The California Physical Fitness Test (PFT) is administered to students in grades five, seven, and nine only. This table displays by grade level the percent of students meeting the fitness standards for the most recent testing period. For detailed information regarding this test, and comparisons of a school's test results to the district and state, see the CDE PFT webpage at <http://www.cde.ca.gov/ta/tg/pf/>.

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	40	0	40
7	0	0	0

\* 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.

## X. Accountability

### Academic Performance Index

The Academic Performance Index (API) is an annual measure of state academic performance and progress of schools in California. API scores range from 200 to 1,000, with a statewide target of 800. For detailed information about the API, see the CDE API webpage at <http://www.cde.ca.gov/ta/ac/ap/>.

### Academic Performance Index Ranks - Three-Year Comparison

This table displays the school's statewide and similar schools' API ranks. The **statewide API rank** ranges from 1 to 10. A statewide rank of 1 means that the school has an API score in the lowest ten percent of all schools in the state, while a statewide rank of 10 means that the school has an API score in the highest ten percent of all schools in the state.

The **similar schools API rank** reflects how a school compares to 100 statistically matched "similar schools." A similar schools rank of 1 means that the school's academic performance is comparable to the lowest performing ten schools of the 100 similar schools, while a similar schools rank of 10 means that the school's academic performance is better than at least 90 of the 100 similar schools.

API Rank	2008	2009	2010
Statewide	8	8	8
Similar Schools	N/A		

### Academic Performance Index Growth by Student Group - Three-Year Comparison

Group	Actual API Change		
	2008-09	2009-10	2010-11
All Students at the School	18	4	-21
Black or African American			
American Indian or Alaska Native			
Asian			
Filipino			
Hispanic or Latino			
Native Hawaiian/Pacific Islander			
White			
Two or More Races	N/D		
Socioeconomically Disadvantaged			
English Learners			
Students with Disabilities			

\* "N/D" means that no data were available to the CDE or LEA to report. "B" means the school did not have a valid API Base and there is no Growth or target information. "C" means the school had significant demographic changes and there is no Growth or target information.

### Academic Performance Index Growth by Student Group - 2011 Growth API Comparison

This table displays, by student group, the number of students included in the API and the 2011 Growth API at the school, LEA, and state level.

Group	2011 Growth API					
	School		LEA		State	
	# of Students	Growth API	# of Students	Growth API	# of Students	Growth API
All Students at the School	24	833	24	833	4,683,676	778
Black or African American	0		0		317,856	696
American Indian or Alaska Native	0		0		33,774	733
Asian	0		0		398,869	898
Filipino	0		0		123,245	859
Hispanic or Latino	5		5		2,406,749	729
Native Hawaiian/Pacific Islander	0		0		26,953	764
White	16	809	16	809	1,258,831	845
Two or More Races	1		1		76,766	836
Socioeconomically Disadvantaged	21	827	21	827	2,731,843	726
English Learners	0		0		1,521,844	707
Students with Disabilities	3		3		521,815	595

### Adequate Yearly Progress

The federal ESEA requires that all schools and districts meet the following Adequate Yearly Progress (AYP) criteria:

- Participation rate on the state's standards-based assessments in ELA and mathematics
- Percent proficient on the state's standards-based assessments in ELA and mathematics
- API as an additional indicator
- Graduation rate (for secondary schools)

Detailed information about AYP, including participation rates and percent proficient results by student group, can be found at the CDE Adequate Yearly Progress (AYP) webpage at <http://www.cde.ca.gov/ta/ac/ay/>.

### Adequate Yearly Progress Overall and by Criteria (School Year 2010-11)

AYP Criteria	School	District
Made AYP Overall	Yes	Yes
Met Participation Rate: English-Language Arts	Yes	Yes
Met Participation Rate: Mathematics	Yes	Yes
Met Percent Proficient: English-Language Arts	Yes	Yes
Met Percent Proficient: Mathematics	Yes	Yes
Met API Criteria	N/A	N/A
Met Graduation Rate (if applicable)	N/A	N/A

**Federal Intervention Program (School Year 2011-12)**

Schools and districts receiving federal Title I funding enter Program Improvement (PI) if they do not make AYP for two consecutive years in the same content area (ELA or mathematics) or on the same indicator (API or graduation rate). After entering PI, schools and districts advance to the next level of intervention with each additional year that they do not make AYP. For detailed information about PI identification, see the CDE PI Status Determinations webpage: <http://www.cde.ca.gov/ta/ac/ay/tidetermine.asp>.

Indicator	School	District
Program Improvement Status		
First Year of Program Improvement		
Year in Program Improvement		
Number of Schools Currently in Program Improvement	---	0
Percent of Schools Currently in Program Improvement	---	0

**XI. Instructional Planning and Scheduling****Professional Development**

This section provides information on the number of days provided for professional development and continuous professional growth in the most recent three year period. Questions that may be answered include:

- What are the primary/major areas of focus for staff development and specifically how were they selected? For example, were student achievement data used to determine the need for professional development in reading instruction?
- What are the methods by which professional development is delivered (e.g., after school workshops, conference attendance, individual mentoring, etc.)?
- How are teachers supported during implementation (e.g., through in-class coaching, teacher-principal meetings, student performance data reporting, etc.)?

Each Friday school is dismissed at 2:00 PM, giving staff time to discuss curriculum, student achievement, and current educational issues or concerns. In addition, the district offers certificated staff 2-3 days annually to participate in applicable professional growth workshops in curriculum development, teaching strategies, and best practices. Certificated staff are also encouraged to visit other schools, observing classroom teachers in new setting and environment. Classified staff are also encouraged to attend applicable workshops and training to enhance their job related responsibilities.