

# **Pinkham 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)**

<b>Entity</b>	<b>Contact Information</b>
<b>School Name</b>	Pinkham Elementary School
<b>Street</b>	2200 East Tulare Avenue
<b>City, State, Zip</b>	Visalia, California 93292
<b>Phone Number</b>	(559) 730-7853
<b>Principal</b>	Jennifer Epp
<b>Email Address</b>	jepp@vusd.org
<b>Website</b>	<a href="http://www.vusd.org/pinkham">www.vusd.org/pinkham</a>
<b>County-District-School (CDS) Code</b>	54-72256-6107536

Entity	Contact Information
District Name	Visalia Unified School District
Phone Number	(559) 730-7300
Superintendent	Dr. Tamara Ravalín
Email Address	travalin@vusd.org
Website	www.vusd.org

## School Description and Mission Statement (School Year 2019-20)

### Description of District

The Visalia Unified School District is the oldest school district in Tulare County. Our family of schools includes 26 elementary schools, a newcomer language center, five middle schools, four comprehensive high schools, a continuation high school, an adult school, a charter independent study school, a K-8 charter home school, and a charter technical early college high school. Over 32,000 students Pre-K to adult are served through Visalia Unified School District.

### Description of School

Pinkham Elementary School served approximately 500 students in grades K-6 in 2019-2020. Our teachers and staff are dedicated to ensuring the academic success of every student and providing a safe and productive learning experience. The school holds high expectations for the academic and social development of all students. Curriculum planning, staff development, and assessment activities are focused on assisting students in mastering the state academic content standards, as well as increasing the overall student achievement of all subgroups.

It is the belief of Pinkham Elementary School that all students can and will excel in an environment that is tailored to their evolving needs and conducive to all facets of the learning process. The school

holds high expectations for the academic and social development of all students. Curriculum planning, staff development, and assessment activities are focused on assisting students in mastering the Common Core standards, as well as increasing the overall student achievement of all subgroups.

### School Mission Statement

The mission of Pinkham Elementary School is to ensure that all students achieve academic excellence in the context of positive, supportive relationships. To guarantee this end, we pledge to:

- commit to student mastery of essential learning through intentional, collaborative work,
- maintain a safe, orderly, caring, and enthusiastic environment in which each student is truly valued,
- inspire character development and values that will cultivate life-long leadership, and
- promote inclusion of all students.

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

Grade Level	Number of Students
Kindergarten	74
Grade 1	75
Grade 2	68
Grade 3	66
Grade 4	90
Grade 5	66
Grade 6	69
Total Enrollment	508

**Student Enrollment by Group (School Year 2018-19)**

Student Group	Percent of Total Enrollment
Black or African American	1.8
American Indian or Alaska Native	0.4
Asian	1.8
Filipino	0.2
Hispanic or Latino	67.9
Native Hawaiian or Pacific Islander	0.2
White	22.4
Two or More Races	4.5
Socioeconomically Disadvantaged	81.5
English Learners	15
Students with Disabilities	17.3
Foster Youth	1.8
Homeless	0.6

**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	23	25	24	1293
Without Full Credential	0	4	2	152
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	53

## 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: August/September 2019

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Reading Language Arts McGraw Hill Wonders K-5 (2014) Pearson My Perspectives Grade 6 (2017)  Supplemental Leveled Guided Reading Books- Differentiated, small group classroom instruction Leveled Literacy Intervention (2015)- Learning Center Intervention material	Yes	0%
Mathematics	Houghton Mifflin Harcourt Go Math! (2015)	Yes	0%
Science	Base: MacMillan/McGraw Hill (2007)  Supplemental: Houghton Mifflin Science Leveled Readers	Yes	0%
History-Social Science	Base: Harcourt School Publishers (2006)  Supplemental: Houghton Mifflin HSS Leveled Readers	Yes	0%
Health	Materials based on Health Topics	Yes	0%
Visual and Performing Arts	Silver Burdett (Classroom Music (Fourth through Sixth Grade) Strictly Strings (Orchestra) Standard of Excellence (Band)	Yes	0%

## School Facility Conditions and Planned Improvements (Most Recent Year)

Pinkham Elementary School takes great efforts to ensure a safe, clean, and functional physical environment for students, staff, and volunteers. Sufficient space is provided for students and staff to support teaching and learning. This includes space provided by classrooms, playgrounds, and staff work rooms. To assist our school in this effort, the district uses a facility survey instrument developed by the State of California Office of Public School Construction. The results of this survey are available at the district office. Additional information about the condition of the school's facilities may be obtained by speaking with the school principal.

### Maintenance and Repair

District maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner. A work order process is used to ensure efficient service and that emergency repairs are given the highest priority.

### Cleaning Process and Schedule

In addition to site custodial staff on duty during the school day, a district team of maintenance specialists come in after hours for daily cleaning. District and school maintenance staff work cooperatively with administrators to develop cleaning schedules to ensure a clean and safe school.

### Deferred Maintenance Program

The district participates in the State School Deferred Maintenance Program, which provides state matching funds on a dollar for dollar basis to assist school districts with expenditures for major repair or replacement of existing school building components. Typically, this includes roofing, plumbing, heating, air conditioning, electrical systems, interior or exterior painting, and floor systems. The deferred maintenance program ensures that all classrooms and facilities are maintained to a degree of adequacy that allows for a good learning environment.

### Facilities Improvements

During the 2018-19 school year, improvement to school facilities included improvements to paving of school blacktop and school parking lot.

### 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:** December 30, 2018

System Inspected	Rating	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	Good	2. DIRTY VENTS 2. EXHAUST FAN IS NOT WORKING.
<b>Interior:</b> Interior Surfaces	Poor	4. CEILING TILES HAVE WATER STAINS. 4. CEILING TILE IS BROKEN. 4. CEILING TILE HAS A HOLE. 4. CEILING TILE T-BAR IS LOOSE. 4. HOLE IN LINOLEUM FLOORING. 4. CARPET IS STAINED. 4. CABINET HANDLE IS MISSING. 4. SINK CABINET HANDLES ARE MISSING. 4. RUBBER TRIM IS MISSING AT CARPET/LINOLEUM SEAM. 4. CARPET IS WORN. FORMICA IS CHIPPING ON COUNTERTOP

System Inspected	Rating	Repair Needed and Action Taken or Planned
<b>Cleanliness:</b> Overall Cleanliness, Pest/ Vermin Infestation	Good	5. UNSECURED ITEMS ARE STORED TOO HIGH. 6. GOPHER HOLES ARE PRESENT.
<b>Electrical:</b> Electrical	Poor	7. ELECTRICAL COVER IS MISSING EXPOSING WIRES. 7. ALL LIGHT DIFFUSERS ARE MISSING. 7. ONE LIGHT PANEL IS BAD (INK BULBS). 7. FOUR LIGHT PANELS ARE OUT. 7. ACCESS TO ELECTRICAL PANELS IS BLOCKED. 7. TWO LIGHT PANELS ARE OUT.
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	Good	9. DRINKING FOUNTAIN HAS A LOW FLOW. 9. FAUCET LEAKS AT FITTING.
<b>Safety:</b> Fire Safety, Hazardous Materials	Fair	10. PLUG IN CANDLE WARMER. 10. EVACUATION MAP IS NOT POSTED. 11. PAINT IS PEELING ON WALL BEHIND URINAL. FIRE EXTINGUISHER IS NOT MOUNTED. 10. FIRE EXTINGUISHER IS OVERCHARGED. 11. PESTICIDES ARE PRESENT. 11. IMPROPERLY STORED CLEANING SUPPLIES.
<b>Structural:</b> Structural Damage, Roofs	Good	13. VEGETATION IS GROWING IN THE GUTTER. 12. HOLE IN STUCCO. 11. PAINT IS PEELING ON SIDING. 13. GUTTER DOWN
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	15. BACK DOOR HAS HOLES RUSTED THROUGH. 14. CEMENT FOOTINGS ARE EXPOSED.
<b>Overall Rating</b>	Fair	

## 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)	39	42	48	50	50	50
Mathematics (grades 3-8 and 11)	23	30	31	33	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	261	260	99.62	0.38	41.54
Male	130	130	100.00	0.00	40.00
Female	131	130	99.24	0.76	43.08
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	--	--	--	--	--
Filipino	--	--	--	--	--
Hispanic or Latino	169	168	99.41	0.59	34.52
Native Hawaiian or Pacific Islander					
White	57	57	100.00	0.00	56.14

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Two or More Races	18	18	100.00	0.00	55.56
Socioeconomically Disadvantaged	208	208	100.00	0.00	36.54
English Learners	45	45	100.00	0.00	37.78
Students with Disabilities	25	25	100.00	0.00	16.00
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	260	259	99.62	0.38	30.12
Male	130	130	100.00	0.00	30.00
Female	130	129	99.23	0.77	30.23
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	--	--	--	--	--
Filipino	--	--	--	--	--
Hispanic or Latino	168	167	99.40	0.60	26.35
Native Hawaiian or Pacific Islander					
White	57	57	100.00	0.00	40.35
Two or More Races	18	18	100.00	0.00	33.33
Socioeconomically Disadvantaged	207	207	100.00	0.00	26.09
English Learners	45	45	100.00	0.00	28.89
Students with Disabilities	24	24	100.00	0.00	12.50
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	23.0	19.7	21.3

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)

Parent involvement and communication are essential to our school success. Pinkham Elementary School continually strives to involve parents by sharing information that helps parents understand and support school programs and by providing opportunities for parent participation in school activities.

There are numerous and varied opportunities for parent involvement, including but not limited to, attending school functions, participating in parent-teacher conferences, volunteering in classrooms, and chaperoning field trips. Parents may also serve on advisory committees and leadership teams, including, but not limited to, the English Learner Advisory Committee (ELAC), School Safety Committee, PTA, and School Site Council (SSC). Pinkham holds a Parent University every other school year to support parents in advocating for their child as well as offer Volunteer training. Additional opportunities for parental involvement also exist at the district level.

Parents who would like more information on how to become involved may contact Principal Jen Epp at (559) 730-7853.

### 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
<b>Suspensions</b>	3.7	6.1	7.2	4.9	5.2	6.5	3.6	3.5	3.5
<b>Expulsions</b>	0.0	0.0	0.0	0.1	0.3	0.3	0.1	0.1	0.1

### School Safety Plan (School Year 2019-20)

Safety of students and staff is a primary concern of Pinkham Elementary School. Campus-wide supervision ensures students are safe on school grounds before, during, and after school. Entrances to school grounds are secured or monitored during the school day. All visitors must sign in at the office and wear appropriate identification while on campus.

The Comprehensive School Safety Plan is designed to assist in maintaining a safe school environment and preparing for emergencies. The plan requires identification of security needs, development of prevention and intervention techniques, evaluation of physical facilities, and communication with staff and students. The safety plan is reviewed annually, updated as needed, and fully compliant with federal and state regulations. An updated copy is available to the public at the school office.

The school's disaster preparedness plan includes steps for ensuring student and staff safety during a disaster. Emergency preparedness drills are conducted regularly, and the school staff is appropriately trained.

A revised school plan is presented to staff each August and approved by the School Board in November of each year.

## 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 Average Class Size	2016-17 # of Classes* Size 1-20	2016-17 # of Classes* Size 21-32	2016-17 # of Classes* Size 33+	2017-18 Average Class Size	2017-18 # of Classes* Size 1-20	2017-18 # of Classes* Size 21-32	2017-18 # of Classes* Size 33+	2018-19 Average Class Size	2018-19 # of Classes* Size 1-20	2018-19 # of Classes* Size 21-32	2018-19 # of Classes* Size 33+
K	26	1	3		20	2	4		25		3	
1	26		3		26		2		25		3	
2	31		2		25		3		23	1	2	
3	28		3		28		3		22	1	2	
4	34			2	27		2		23		4	
5	33			2	28		3		27		4	
6	27		3		30		2		55		6	1
Other**	12	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*	.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.

### Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	2.0
Other	.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.

## 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	\$8,937	\$1,239	\$7,698	\$75,795
District	N/A	N/A	\$6,610	\$69,631
Percent Difference - School Site and District	N/A	N/A	15.2	8.5
State	N/A	N/A	\$7,506.64	\$82,403.00
Percent Difference - School Site and State	N/A	N/A	2.5	-8.4

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)

In addition to general state funding, the district receives state and federal categorical funding for special programs. For the 2018-2019 school year, the district received federal and state funding for the following categorical, special education, and support programs:

- Federal Programs
- Title I, Part A, School and District Discretionary Block Grants
- Title I, Part C, Migrant Education
- Title II, Part A, Improving Teacher Quality
- Title II, Part D, Enhancing Education Through Technology
- Title III, Limited English Proficient
- Title III, Immigrant
- IDEA, Special Education - TCOVE
- State Programs
- Child Development Programs
- State Programs
- Local Control Funding Formula
- Local Control Accountability Plan
- Site Covered Programs
- LCAP, BIA
- Title I, Paraprofessionals to support reading achievement

The students at Pinkham Elementary benefit from many other great interventions that are designed to address the individual needs of all our students:

- Learning Center support for all students specifically identified with special needs
- Learning Center RTI sessions for struggling students who are not identified with special needs
- Volunteers who provide academic support per a schedule each day
- Staff members who function on the campus as advocates for our students who struggle to connect academically or socially (Full-time Behavior Intervention Specialist coordinates PBIS and coaches the BIA.)

## Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$49,967	\$48,612
Mid-Range Teacher Salary	\$72,210	\$74,676
Highest Teacher Salary	\$95,695	\$99,791
Average Principal Salary (Elementary)	\$129,970	\$125,830
Average Principal Salary (Middle)	\$134,184	\$131,167
Average Principal Salary (High)	\$146,148	\$144,822
Superintendent Salary	\$241,915	\$275,796
Percent of Budget for Teacher Salaries	33%	34%
Percent of Budget for Administrative Salaries	7%	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	15	15	15

The following areas of professional development have been provided to staff: professional learning communities, PBIS, effective math and literacy instruction and other areas as indicated by school data. Our district provides professional development based on data from both the district and school level to ensure that areas of need are being addressed. Professional Development occurs at the district, school and classroom level dependent on teacher goals. The district provides Teachers on Special Assignment at all grade levels to provide on-site coaching and support after professional development has occurred.

Support for Novice Teachers: Due to a shortage of highly qualified teachers in our area, twenty percent of Visalia Unified's certificated educators do not yet hold a clear credential and are considered "novice" educators. In response to this challenge and in compliance with the California Commission on Teacher Credentialing, Visalia Unified offers a robust support and training system for these novice educators including differentiated professional development and continuous professional growth opportunities. The professional learning system begins with the New Certificated Staff Summer Institute which is a five-day interactive training offered in August one week before school begins. This training covers classroom management, classroom culture, curriculum frameworks, and lesson design. In addition, a four-day workshop on student engagement and cooperative learning is offered during winter break so that teachers may implement new structures and strategies during the spring semester. All novice teachers receive ongoing support and individualized training throughout the year via weekly meetings with their assigned mentor at their respective school sites. Mentors and district teachers-on-assignment support implementation of new knowledge by providing in-class coaching, collaborating on lesson design, accompanying novice teachers on classroom tours, and assisting with student data analysis to drive instructional decisions. In addition, novice teachers and their mentors attend monthly after school training in action research and are provided time to reflect on their instructional practice. Mentors and teachers on assignment are carefully selected experienced educators trained in how to facilitate the individualized professional growth of novice teachers. Novice teachers who have preliminary credentials participate in the VUSD Teacher Induction Clear Credential Program which is accredited by the Commission and is offered at no cost to the candidate.

Support for Veteran Teachers: Veteran teachers in need of classroom management assistance also have access to one-on-one mentor support as may be needed in the case of a new grade level assignment or challenging class. Visalia Unified also offers a Peer Assistance and Review (PAR) program which is a formal system of mentoring and accountability.