Old Mill 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 | Old Mill School |
| Street | 352 Throckmorton |
| City, State, Zip | Mill Valley, CA 94941 |
| Phone Number | (415) 389-7727 |
| Principal | Jason Deppong |
| Email Address | jdeppong@mvschools.org |
| Website | https://www.mvschools.org/om |
| County-District-School (CDS) Code | 21653916024442 |

| Entity | Contact Information |
|----------------|-----------------------------|
| District Name | Mill Valley School District |
| Phone Number | (415) 389-7705 |
| Superintendent | Kimberly Berman |
| Email Address | kberman@mvschools.org |
| Website | www.mvschools.org |

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

Old Mill School is one of six schools in the Mill Valley School District, which is comprised of five elementary schools and one middle school.

Old Mill School is situated in the fern and redwood canyons at the base of Mt. Tamalpais, named by the local indigenous Coast Miwok people. As the oldest elementary school in our community (2016 was our 95th anniversary year), we have a long and rich tradition that extends back through several generations of students.

Old Mill provides an excellent education for its students. In addition to the daily guidance provided by our homeroom teachers and support staff, we offer music, art, library, physical education, Spanish and dance classes. Old Mill is also a place where we care about others and our planet. We focus school-wide on the Old Mill Learner Profile, twelve character attributes, throughout the year to develop ourselves as global citizens. We also use mindfulness strategies in our classrooms weekly, implement "green" initiatives regularly, and encourage students to take responsibility for their learning. Our students, staff, and parents find opportunities every year to help those in need and improve our local and global community.

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

| Grade Level | Number of Students |
|------------------|--------------------|
| Kindergarten | 44 |
| Grade 1 | 55 |
| Grade 2 | 45 |
| Grade 3 | 44 |
| Grade 4 | 51 |
| Grade 5 | 48 |
| Total Enrollment | 287 |

Student Enrollment by Group (School Year 2018-19)

| Student Group | Percent of Total Enrollment |
|---------------------------------|-----------------------------|
| Asian | 1.7 |
| Hispanic or Latino | 3.1 |
| White | 83.3 |
| Two or More Races | 11.8 |
| Socioeconomically Disadvantaged | 2.1 |
| English Learners | 1.4 |
| Students with Disabilities | 7.3 |
| Homeless | |

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 | 15 | 15 | 15 | 170 |
| Without Full Credential | 1 | 1 | 0 | 1 |
| 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: January, 2020

Mill Valley School District held a public hearing on October 3, 2019 and determined that each school within the district had sufficient and good quality textbooks and instructional materials pursuant to the settlement of Williams vs. the State of California.

All students, including English learners, have access to standards-aligned textbooks or instructional materials, or both, in core subjects for use in the classroom and to take home. Materials approved for use by the State are reviewed by teachers and administrators, and a recommendation is made to the School Board. All recommended materials are available for parent examination at the district office prior to adoption.

The table displays information about the quality, currency, and availability of the standards-aligned textbooks and other instructional materials used at the school (as of January, 2020).

| Subject | Textbooks and Other Instructional Materials/year of Adoption | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
|----------------------------|--|----------------------------------|--|
| Reading/Language Arts | Heinemann, and CCSS-based teacher developed instructional materials | Yes | 0 |
| Mathematics | McGraw-Hill, and CCSS-based teacher developed instructional materials | Yes | 0 |
| Science | Amplify, Mystery Science, and NGSS-based teacher developed instructional materials | Yes | 0 |
| History-Social Science | Scott Foresman, and HSS standards-based teacher developed instructional materials | Yes | 0 |
| Visual and Performing Arts | Visual and performing arts standards-based teacher developed instructional materials | Yes | 0 |

School Facility Conditions and Planned Improvements (Most Recent Year)

Old Mill School, originally constructed in 1919 and opened in 1921, is comprised of 15 classrooms, with a designated art room. In addition, the school has a multipurpose room, library, staffroom, and two play structures.

After more than two years of planning and public participation, Mill Valley School District voters approved Measure C on November 3, 2009. Measure C authorized the District to issue up to \$59.8 million in bonds to pay for Phase 1 of the Facilities Master Plan. Measure C was approved by 66.5% of registered voters who voted in the November general election. Measure C required a minimum of 55% voter approval.

The Facilities Master Plan is the comprehensive plan developed over two years by the District and its Facilities Master Plan Committee. It serves as the blueprint that addresses the District's future capital and infrastructure needs.

Cleaning Process

The principal works daily with the custodial staff to ensure that the cleaning of the school is maintained to provide for a clean and safe school. The district governing board has adopted cleaning standards for all schools in the district. A summary of these standards are available at the district office for review.

Maintenance and Repair

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

While reviewing this report, please note that even minor discrepancies are reported in the inspection process. The items noted in the table have been corrected or are in the process of remediation. Data displayed in the chart was collected in January, 2020.

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: January, 2020

| System Inspected | Rating | Repair Needed and Action Taken or Planned |
|--|--------|--|
| Systems: Gas Leaks, Mechanical/HVAC, Sewer | Good | No discrepancies noted |
| Interior: Interior Surfaces | Fair | Room 9 - Replace carpet Room 10 - Replace carpet Room 11 - Replace carpet Room 12 - Replace carpet Main Hallway - Replace missing ceiling tile outside of room 8 |
| Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation | Good | No discrepancies noted |
| Electrical: Electrical | Good | No discrepancies noted |
| Restrooms/Fountains: Restrooms, Sinks/ Fountains | Good | No discrepancies noted |
| Safety: Fire Safety, Hazardous Materials | Good | No discrepancies noted |
| Structural: Structural Damage, Roofs | Good | Room 12 - Secure roof leak at southeast corner of classroom Art room - Secure roof leak at kiln area |
| External: Playground/School Grounds, Windows/ Doors/Gates/Fences | Fair | Room 3 - Seal windows Playground - Paint playground structure |
| 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) | 93 | 90 | 85 | 84 | 50 | 50 |
| Mathematics (grades 3-8 and 11) | 90 | 89 | 79 | 80 | 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 | 144 | 144 | 100.00 | 0.00 | 90.21 |
| Male | 59 | 59 | 100.00 | 0.00 | 83.05 |
| Female | 85 | 85 | 100.00 | 0.00 | 95.24 |
| Black or African American | | | | | |
| American Indian or Alaska Native | | | | | |
| Asian | | | | | |
| Filipino | | | | | |
| Hispanic or Latino | | | | | |
| Native Hawaiian or Pacific Islander | | | | | |
| White | 122 | 122 | 100.00 | 0.00 | 90.91 |

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Not Tested | Percent Met or Exceeded |
|---|---------------------|------------------|-------------------|--------------------------|-------------------------------|
| Two or More Races | 16 | 16 | 100.00 | 0.00 | 87.50 |
| Socioeconomically Disadvantaged | | | | | |
| English Learners | | | | | |
| Students with Disabilities | 15 | 15 | 100.00 | 0.00 | 57.14 |
| 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 | 144 | 142 | 98.61 | 1.39 | 89.44 |
| Male | 59 | 59 | 100.00 | 0.00 | 86.44 |
| Female | 85 | 83 | 97.65 | 2.35 | 91.57 |
| Black or African American | | | | | |
| American Indian or Alaska Native | | | | | |
| Asian | | | | | |
| Filipino | | | | | |
| Hispanic or Latino | | | | | |
| Native Hawaiian or Pacific Islander | | | | | |
| White | 122 | 120 | 98.36 | 1.64 | 89.17 |
| Two or More Races | 16 | 16 | 100.00 | 0.00 | 87.50 |
| Socioeconomically Disadvantaged | | | | | |
| English Learners | | | | | |
| Students with Disabilities | 15 | 14 | 93.33 | 6.67 | 71.43 |
| 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 | School | District | District | State | State |
|---------------------------------------|---------|---------|----------|----------|---------|---------|
| | 2017-18 | 2018-19 | 2017-18 | 2018-19 | 2017-18 | 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 <i>Level</i> | Percentage of Students | Percentage of Students | Percentage of Students |
|--------------------|------------------------|------------------------|------------------------|
| | Meeting Four of Six | Meeting Five of Six | Meeting Six of Six |
| | Fitness Standards | Fitness Standards | Fitness Standards |
| 5 | 18.4 | 36.7 | 32.7 |

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)

The Parent Teacher Association (PTA) and site leadership provide many opportunities for parent participation, such as annual school-wide day and evening events, volunteering in the classroom, supporting those in need locally and globally, and organizing occasional events such as guest speakers and assemblies.

Parents, community members, and local businesses support local schools through a parcel assessment and contributions to the district Kiddo! Foundation, which raises funds to augment a broad range of school programs, including visual and performing arts, music, Spanish, technology and global studies. An entirely new campus opened in 2014 through community supported bond measures totaling \$26,300,000.

It Takes a Village (ITAV) is Mill Valley's first Special Education PTA and parents are encouraged to get involved. It was formed in 2005 to support students with learning differences and their parents, but has since expanded its mission. ITAV provides information and resources to understand, identify and teach all students who learn differently.

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 | 0.3 | 1.0 | 0.3 | 1.0 | 1.9 | 1.3 | 3.6 | 3.5 | 3.5 |
| Expulsions | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.1 | 0.1 |

School Safety Plan (School Year 2019-20)

Safety of students and staff is a primary concern of Old Mill School. The school is always in compliance with all laws, rules, and regulations pertaining to safety standards. It has a Comprehensive School Safety Plan that includes strategies and programs to address a) child abuse reporting procedures; b) disaster procedures; c) policies regarding actions leading to suspension and/or expulsion; d) procedures to notify teachers of dangerous pupils; e) sexual and gender-based harassment policies; f) school-wide dress code; g) procedures for safe ingress and egress of pupils; h) rules and procedures on school discipline; i) bullying and harassment policies; j) suicide prevention measures; k) school counseling; and l) school resource officer. The safety plan is reviewed in October and updated annually by staff with the support of a parent volunteer Emergency Preparedness Committee (EPC).

In conjunction with the district's Comprehensive School Safety Plan, the school conducts annual emergency/disaster drills and trains teachers and volunteers in search and rescue, first aid, and CERT training as provided by local emergency preparedness professionals. The school's disaster preparedness plan includes steps for ensuring student and staff safety during a disaster.

Day to day security of the campus is closely monitored by school personnel and a visitor check in/badge system. A full scale district wide emergency drill involving students, staff, and volunteers as well as Mill Valley Fire Department and/or Mill Valley Police Department advisors takes place annually. Few incidents of vandalism or disruption on weekends take place, and the campus is closely monitored by district maintenance and operations personnel. In addition, students have access to a school counselor as well as their teachers with regard to matters of personal safety on campus. Student conflict resolution strategies based on the Toolbox program and mindfulness practices support the social emotional growth of our students as well as the integration of our Old Mill Learner Profile character education program.

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 | # of | # of | 2016-17 # of Classes* Size 33+ | Average | # of | # of | # of | Average | # of | # of | # of |
|----------------|-------------------------------------|------|------|--|---------|------|------|------|---------|------|------|------|
| K | 21 | | 2 | | 24 | | 2 | | 22 | | 2 | |
| 1 | 25 | | 2 | | 21 | | 2 | | 18 | 3 | | |
| 2 | 19 | 3 | | | 23 | | 2 | | 23 | | 2 | |
| 3 | 19 | 3 | | | 19 | 3 | | | 22 | | 2 | |
| 4 | 29 | | 2 | | 25 | | 2 | | 26 | | 2 | |
| 5 | 28 | | 2 | | 28 | | 2 | | 24 | | 2 | |
| Other** | | | | | | | | | | | | |

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

Ratio of Academic Counselors to Pupils (School Year 2018-19)

| Title | Ratio |
|----------------------|-------|
| Academic Counselors* | 574 |

^{** &}quot;Other" category is for multi-grade level classes.

*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) | .5 |
| Library Media Teacher (Librarian) | .5 |
| Library Media Services Staff (Paraprofessional) | .375 |
| Psychologist | .4 |
| Social Worker | 0 |
| Nurse | .29 |
| Speech/Language/Hearing Specialist | .4 |
| Resource Specialist (non-teaching) | .6 |

^{*}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 | \$13,302 | \$6,022 | \$7,280 | \$80,615 |
| District | N/A | N/A | \$6,173 | \$87,290 |
| Percent Difference - School Site and District | N/A | N/A | 16.5 | -8.0 |
| State | N/A | N/A | | |
| Percent Difference - School Site and State | N/A | N/A | -17.1 | 10.2 |

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, Mill Valley School District receives state and federal funding for the following categorical funds and other support programs:

- Title II, Part A Teacher and Principal Training and Recruiting Fund
- Title III, Part A English Language Acquisition, Language Enhancement, and Academic Achievement
- Title III, Immigrant Education
- Special Education Program

Teacher and Administrative Salaries (Fiscal Year 2017-18)

| Category | District Amount | State Average For Districts In Same Category |
|--------------------------|--------------------|--|
| Beginning Teacher Salary | \$56,458 | \$49,378 |
| Mid-Range Teacher Salary | \$85,845 | \$77,190 |

| Category | District Amount | State Average For Districts In Same Category |
|---|--------------------|--|
| Highest Teacher Salary | \$105,867 | \$96,607 |
| Average Principal Salary (Elementary) | \$141,666 | \$122,074 |
| Average Principal Salary (Middle) | \$160,560 | \$126,560 |
| Average Principal Salary (High) | \$0 | \$126,920 |
| Superintendent Salary | \$258,486 | \$189,346 |
| Percent of Budget for Teacher Salaries | 37% | 36% |
| Percent of Budget for Administrative Salaries | 5% | 6% |

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 | 4 | 4 |

As part of the district's professional growth program, opportunities for training and staff development are provided at both the district and individual school site level to MVSD staff. The district has four staff development days in which teachers are offered professional growth opportunities related to curriculum, teaching strategies, and instructional methodologies, as well as collaborative planning time. The district places an emphasis on teachers learning from and with one another through a variety of means, such as teacher-facilitated interest based professional development, regular collaboration and planning time, and through its Teacher Leader program.

The district's Instructional Technology Coach and Global Studies Coach lead workshops throughout the school year, and provide small-group/one-on-one coaching support to teachers. The district-wide areas of focus for professional development for 2017-18, 2018-19, and 2019-2020 have been on global competence, instructional technology, social-emotional wellness, and equity. In addition, the district has provided teachers the opportunity to deepen their understanding of teaching for global competence and how to help develop globally minded students through global education workshops, conferences, and presentations. MVSD has worked closely with EdTechTeacher to support its instructional technology initiative. Teachers and staff have enhanced their strategies for addressing social-emotional wellness by participating in training on the Toolbox curriculum, as well as by participating in other professional development related to social-emotional learning. Additionally, over the past three years nearly 175 staff members will have participated in Courageous Conversations/Beyond Diversity trainings, which have allowed participants to build their racial consciousness and consider different ways to address issues of equity in our schools.