



Highlands Elementary School

2320 Newport Street • San Mateo, CA 94402 • (650) 312-7544 • Grades K-5

Lana Fenech, Principal

lfenech@smfcsd.net

<http://highlands.smfcsd.net>

2018-19 School Accountability Report Card Published During the 2019-20 School Year



San Mateo-Foster City School District

1170 Chess Drive
Foster City, CA 94404
(650) 312-7700
www.smfcsd.net

District Governing Board

Noelia Corzo - President

Kenneth Chin - Vice President

Rebecca Hitchcock - Clerk

Shara Watkins - Trustee

Alison Proctor - Trustee

District Administration

Joan Rosas, Ed.D.
Superintendent

School Description

At Highlands Elementary School, we provide a nurturing environment that plants the seeds of lifelong learning and responsible citizenship in every student. We honor individual differences and learning styles as well as promote a safe, orderly, caring and supportive environment. We accomplish this by maintaining our coveted holistic approach with dedication from staff, parents and our community. We make a difference challenging each child to reach his or her full potential, academically and socially.

Academics

Our students in grades TK to fifth come to us from neighborhoods near and far extending across the city of San Mateo. They come with strengths and with challenges. We believe that all students are capable of learning to high standards because intelligence defined as problem solving and/or product producing capability is the result of real physiological change in the brain that occurs as a result of sensory input, processing, organizing and pruning. It is therefore our challenge to design the experiences that foster the development of intelligence in each student. We organize the standards-based curriculum into rich units of instruction, which connect learning between disciplines and link to significant ideas. We endeavor further to help each child understand that s/he has a role in making our community into a place that we all want to live, a respectful community, where we support each other to be the best that we can be. We recognize that the challenge of helping all students reach proficiency is unprecedented and we must learn a tremendous amount if we are going to succeed at this. We, parents and staff, come to this challenge as dedicated learners. We understand that together, we are the single most significant controllable factor in student achievement. We are proud of the work that we are doing to improve our students' achievement on the California Standards Tests. We continuously work on improving our test scores and reducing the gap in achievement between our highest and lowest performing groups and between our socioeconomically disadvantaged and non-disadvantaged students. We will continue to identify areas of needed growth and develop strategies to address those needs.

Social Emotional Development

The Life Skills program at Highlands Elementary School is the foundation of our school culture. We emphasize and model the characteristics that we want our children to develop and demonstrate. They are: caring, cooperation, common sense, courage, curiosity, effort, flexibility, friendship, initiative, integrity, organization, patience, perseverance, pride, problem solving, resourcefulness, responsibility and sense of humor. Our parents embrace these Life Skills and model them in their generous contributions of time and talent. Life Skills, along with our PBIS (Positive Behavior Intervention and Support) program and Restorative Practices, create a healthy social emotional foundation for our students. Our school motto is: Be Respectful, Be Responsible and Be Safe.

About the SARC

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.

2018-19 Student Enrollment by Grade Level

Grade Level	Number of Students
Kindergarten	85
Grade 1	69
Grade 2	99
Grade 3	95
Grade 4	96
Grade 5	83
Total Enrollment	527

2018-19 Student Enrollment by Group

Group	Percent of Total Enrollment
Black or African American	1.1
Asian	20.3
Filipino	1.7
Hispanic or Latino	28.7
White	35.3
Two or More Races	12.1
Socioeconomically Disadvantaged	20.7
English Learners	20.5
Students with Disabilities	7.6
Homeless	1.3

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 for Highlands Elementary	17-18	18-19	19-20
With Full Credential	27	25	29
Without Full Credential	0	0	0
Teaching Outside Subject Area of Competence	0	0	0

Teacher Credentials for San Mateo-Foster City	17-18	18-19	19-20
With Full Credential	♦	♦	623
Without Full Credential	♦	♦	6
Teaching Outside Subject Area of Competence	♦	♦	0

Teacher Misassignments and Vacant Teacher Positions at Highlands Elementary School

Indicator	17-18	18-19	19-20
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)**Quality, Currency, Availability of Textbooks and Instructional Materials**

The San Mateo-Foster City School District's highest priority is to work together to ensure that every student has access to the California core curriculum through appropriate instructional materials. Pursuant to the settlement of Williams vs. the State of California, all students, including English learners, are given their own individual standards-aligned textbooks or instructional materials, or both, in core subjects for use in the classroom and to take home. Textbooks and supplementary materials are adopted according to a cycle developed by the California Department of Education, making the textbooks used in the school the most current available. Materials approved for use by the State are reviewed by all teachers and a recommendation is made to the School Board by a selection committee composed of teachers and administrators. All recommended materials are available for parent examination at the district office prior to adoption.

Textbooks and Instructional Materials**Year and month in which data were collected: December 2019**

Core Curriculum Area	Textbooks and Instructional Materials/Year of Adoption
Reading/Language Arts	<p>The following textbooks and materials were adopted in April 2017 or as indicated: Transitional Kindergarten, Pearson, OWL Reading: Opening the World of Learning, 2011, English Language Arts/English Language Development: Grades K-5, Benchmark Advance and Benchmark Adelante (Fiesta Gardens only), California Edition, 2017; Grades 6-8, SpringBoard, The College Board, California Edition, 2017;</p> <p>The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0</p>
Mathematics	<p>The following textbooks and materials were adopted as indicated below: Pearson, OWL Reading: Opening the World of Learning, 2011, Gr. TK Grades K-5, EnVision, Pearson, 2015 (SMFC Board Adopted 2016) College Preparatory Mathematics (CPM) - Core Connections, Course 1; Version 5.0 (2013) (SMFC Board Adopted, 2015) Grade 6 College Preparatory Mathematics (CPM) - Core Connections, Course 2; Version 5.0 (2013) (SMFC Board Adopted, 2015) Grade 7 College Preparatory Mathematics (CPM) - Core Connections, Course 3; Version 5.0 (2013) (SMFC Board Adopted, 2015) Grade 8 College Preparatory Mathematics (CPM) - Core Connections, Algebra; Version 5.0 (2013) (SMFC Board Adopted, 2016) Grade 8 College Preparatory Mathematics (CPM) - Core Connections, Geometry, Version 5.0 (2013) (SMFC Board Adopted, 2017) Grade 8</p> <p>The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0</p>
Science	<p>The following textbooks and materials were adopted as indicated below: Grades K-5, Delta Education-Full Option Science System (FOSS) (2007) (SMFC Board Adopted in 2007) Grades 6-8, CPO Science, Focus on Earth, Life and Physical Science (2007) (SMFC Board Adopted in 2008)</p> <p>The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0</p>
History-Social Science	<p>The following textbooks and materials were adopted in May 2007: Grades K-5, Harcourt School Publishers, Reflections: California Series (2007) Grade 6-8 Glencoe/McGraw Hill - Discovering Our Past (2006)</p> <p>The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0</p>
Foreign Language	<p>The following textbooks and materials were adopted by the District in 2003 for Grades 6-8: Spanish, Glencoe/McGraw Hill, Como Te Va French, Glencoe/McGraw Hill, Bon Voyage</p> <p>The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0</p>
Health	<p>The following textbooks and materials were adopted by the District as indicated below: Mendez Foundation: Too Good For Drugs, Grade 4, (2014) (SMFC Board Adopted, 2015) Health Connected: Puberty Talk, Grades 5-6, (2014) (SMFC Board Adopted, 2016) Health Connected: Teen Talk, Grades 7-8, (2014) (SMFC Board Adopted, 2015)</p> <p>The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0</p>

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

School Facility Conditions and Planned Improvements (Most Recent Year)

The San Mateo-Foster City School District makes great efforts to ensure that all schools are clean, safe and functional. To assist in these efforts, the District has developed and the Board of Trustees has approved, a District-wide Facilities Implementation Master Plan in order to bring each school site up to district facility standards for educational excellence. To support that effort, in 2008 the community passed a \$175 million facilities bond to repair, renovate, upgrade and increase capacity at District schools. Bond funding has been used to upgrade facilities over the past 10 years. A lunch shade structure and age-appropriate play structures were added to the campus, student classroom furniture was replaced, exterior painting was completed and perimeter fencing was installed for school security.

In 2015, the community once again passed a \$142 million bond (Measure X). Phase I is well underway, adding classrooms and a gym at Abbott and Borel and a gym at Bayside Academy, in addition to a new fourth elementary school in Foster City.

With the passing of the State Facilities Bond in November 2016, the District will seek any State Modernization matching funds on a percentage basis to assist with the expenditures for any major planned modernization work projects.

The District's Maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner, while the Operations staff ensures that the schools are kept clean. A work order process through a program called "Akita Box" is used to ensure efficient service; emergency repairs are given the highest priority. In addition to responding to emergency repairs in a timely manner, the maintenance department schedules extra "preventive maintenance" days to catch up on routine repairs and enhancements.

Most District schools are staffed with at least one day and one night custodian to provide a clean and hazard-free environment. Some of the larger schools, particularly the middle schools, are staffed with one day custodian and two or three night custodians. The Principal, along with the maintenance staff, work with the custodians to develop cleaning schedules to ensure clean and safe schools. The custodial staff follows the District's cleaning standards, which are available at the District Office. In addition, the District uses a facility survey instrument developed by the State of California's Office of Public School Construction to evaluate the conditions of each schools facility. This evaluation is completed annually for each site. The following school site inspection was performed during the month of December 2019 to determine the school facility's good repair status.

School Facility Good Repair Status (Most Recent Year)

Year and month in which data were collected: 12/04/19

System Inspected	Repair Status	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Fair	Thermostat not working in room 13 will be repaired. Heating issues in room 26 (too cold) will be investigated and adjusted.
Interior: Interior Surfaces	Good	Carpet in hallways have old carpets.
Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation	Fair	
Electrical: Electrical	Good	Sensor not working in kinder bathroom.
Restrooms/Fountains: Restrooms, Sinks/ Fountains	Good	
Safety: Fire Safety, Hazardous Materials	Fair	Black out blinds need to be installed on the door between LGI and computer lab.
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Fair	Gate behind the portables needs repair. Panic bar not working in the first grade wing will be repaired. Plastic panel missing from room 4 window will be replaced.
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 17-18	School 18-19	District 17-18	District 18-19	State 17-18	State 18-19
ELA	70	67	62	62	50	50
Math	59	60	55	56	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 Science for All Students

Grades Five, Eight, and Ten

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 17-18	School 18-19	District 17-18	District 18-19	State 17-18	State 18-19
Science	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 area of physical education

2018-19 Percent of Students Meeting Fitness Standards

Grade Level	4 of 6	5 of 6	6 of 6
5	27.7	33.7	14.5

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.

School Year 2018-19 CAASPP Assessment Results - English Language Arts (ELA)
Disaggregated by Student Groups, Grades Three through Eight and Eleven

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	275	269	97.82	67.29
Male	150	145	96.67	61.38
Female	125	124	99.20	74.19
Black or African American	--	--	--	--
Asian	55	55	100.00	87.27
Filipino	--	--	--	--
Hispanic or Latino	84	80	95.24	37.50
White	89	87	97.75	72.41
Two or More Races	40	40	100.00	87.50
Socioeconomically Disadvantaged	65	61	93.85	32.79
English Learners	72	68	94.44	38.24
Students with Disabilities	27	25	92.59	24.00
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.

School Year 2018-19 CAASPP Assessment Results - Mathematics
Disaggregated by Student Groups, Grades Three through Eight and Eleven

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	276	271	98.19	60.15
Male	151	147	97.35	63.27
Female	125	124	99.20	56.45
Black or African American	--	--	--	--
Asian	55	55	100.00	89.09
Filipino	--	--	--	--
Hispanic or Latino	85	82	96.47	26.83
White	89	87	97.75	67.82
Two or More Races	40	40	100.00	72.50
Socioeconomically Disadvantaged	65	63	96.92	25.40
English Learners	73	70	95.89	40.00
Students with Disabilities	27	25	92.59	28.00
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.

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 Contact:

Name - Rachael Webster, PTA President

Email - rhwebster1@gmail.com

School Phone - (650) 312-7544

Name - Anet Hershey Forbes and Maria Elena Gomez, ELAC/DELAC Representatives

Email - anethersheypphoto@gmail.com & mariagomez0907@icloud.com

School Phone - (650) 312-7544

Parents, through the PTA, are very involved in our students' learning at Highlands Elementary. They support the school programs by assisting in classrooms as well as providing support to their children at home. Parents are also involved in funding enrichment programs and in fundraising to support various school programs. A number of parents share their expertise in well-planned programs for various classes (i.e. art, music, drama, garden, science, literacy, etc.). Our gardens, both classroom beds and native garden, as well as our art program, are run entirely by our parent volunteers. Our PTA works hard to support our children by providing scholarships for study trips and grants for teachers to assist with special events and projects. Our English Learner Advisory Committee (ELAC) is also very active. We support our EL learners and their parents at these meetings, held four times per year. We also have representation at our District English Learner Advisory Committee (DELAC) meetings as well. Another committee is our Family Engagement Committee. Highlands Elementary School is also fortunate to have a positive relationship with our community of neighbors. We work closely with the Highlands Recreation Center, neighborhood businesses and senior tutors. As we know, it takes a village to raise children, and Highlands Elementary School truly embodies this spirit.

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.

School Safety Plan

The San Mateo-Foster City District Handbook, updated each school year, contains the "Guiding Principles for All SMFCSD School Communities" aimed at creating a safe and caring school community where all students and families feel welcomed, valued and respected. These Guiding Principles (respect, responsibility, appreciation of differences, honesty, safety and life-long learning) communicate the expectations for behavior to students, parents, teachers and administrators and are updated and reviewed yearly. The rules were developed to be consistent with State Education Code, policies of the San Mateo-Foster City School District Board of Trustees and the School District's Strategic Plan.

Comprehensive School Safety Plans, developed individually for each school in conjunction with the San Mateo County Office of Education and City Services, include disaster preparedness and emergency procedures. The School Safety Plans provide role responsibility guidelines and processes required to address major emergencies. Annually, the District utilizes the services of School Innovations & Achievement to review each school's Safety Plan to determine if all required components are included and to offer feedback and suggestions.

California Education Code Section 32280 requires school fire evacuation drills, as well as one law enforcement lockdown drill, and the District organizes two District-wide drills each year, using different scenarios that test the Big Five Safety Protocols (Shelter in Place, Secure Campus, Drop, Cover and Hold On, Lockdown/Barricade and Evacuation). These drills involve a District Command Center for communication with each school/program site and full emergency set-up. As a District collaborating with San Mateo County and the San Mateo County Office of Education, we participate yearly in Big Five training for staff.

Suspensions and Expulsions for the School	2016-17	2017-18	2018-19
Suspensions Rate	0.3	0.2	1.1
Expulsions Rate	0.0	0.0	0.0

Suspensions and Expulsions for the District	2016-17	2017-18	2018-19
Suspensions Rate	1.5	1.2	1.6
Expulsions Rate	0.0	0.0	0.0

Suspensions and Expulsions for the State	2016-17	2017-18	2018-19
Suspensions Rate	3.6	3.5	3.5
Expulsions Rate	0.1	0.1	0.1

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.

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

Title	Ratio
Academic Counselor*	.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 Full-Time Equivalent (FTE)
Counselor (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)	
Other	

* 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.

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	24	1	4		23	1	3		21	1	3	
1	24		4		24		4		23		3	
2	24		4		23		4		25		4	
3	22		4		24		4		26		3	
4	26		4		27		3		28		4	
5	27		3		32		2	1	28		3	
Other**												

*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.

Professional Development provided for Teachers

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement	3	3	3

The San Mateo-Foster City School District is committed to providing quality professional development opportunities for all staff. Training is available through three professional development days, staff meetings, scheduled release times during the school year, on early release days and during the summer. Our primary focus for professional development is aligning instruction to meet the California State Standards and the implementation of our adopted materials for mathematics and English Language Arts/English Language development. Professional learning opportunities integrate content development and research-based instructional practices to meet the needs of all learners, especially English Learners, Students with Disabilities and Socio-economically Disadvantaged. Professional Development in SMFCSD is grounded in the California State Standards and the research from the California State Adopted ELA/ELD, Mathematics and NGSS Frameworks. Elementary teachers have the opportunity for training in language and literacy, science and mathematics. Middle School teachers receive subject specific professional development on the California Standards and strategies to support conceptual understanding and improve student learning.

Teachers engage in a variety of Professional Development structures including, site or department specific PD, teacher learning communities within and across sites and in departments or grade levels - both in large and small groups. Our district also coordinates district-level training with site-based professional development opportunities based on site data. Over the last year, district and site leaders developed professional learning opportunities by evaluating and adjusting our professional growth strategies, first by gathering immediate feedback (e.g., exit tickets and feedback surveys) from teacher and leader training and collaboration sessions. This data was then used to adjust and focus training and collaboration strategies during the year. We also evaluate and adjust professional growth strategies through on-going examination of student performance data (academic and wellness). District leadership meets quarterly with school leaders to review current student data, to identify the professional growth causes for student successes and challenges, to monitor the impact of key professional growth strategies and to plan forward. This work then informs the district's LCAP and each site's SPSA. In parallel with this work, site leaders lead the same process with teacher teams using more specific data (e.g. grade-level and classroom data), where they couple that data with teacher reflections on their professional learning and plan month-to-month adjustments in professional learning strategies and yearly adjustments in their SPSAs. District leaders also lead a similar process with SMFCSD teacher union representatives to elicit their feedback on the district professional growth strategies and to get their recommendations for strategy adjustments in the district LCAP. Additionally, starting this year, SMFCSD will gather once-a-year survey feedback from teachers on their professional learning needs and on their experience of current strategies which will inform yearly adjustments to LCAP and SPSA professional growth strategies.

Our beginning teachers also receive additional professional development provided by our District-based Induction program. Veteran teachers can participate in a Peer Assistance Review (PAR) program for individual support.

FY 2017-18 Teacher and Administrative Salaries

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$54,964	\$45,741
Mid-Range Teacher Salary	\$81,282	\$81,840
Highest Teacher Salary	\$103,366	\$102,065
Average Principal Salary (ES)	\$150,938	\$129,221
Average Principal Salary (MS)	\$157,932	\$132,874
Average Principal Salary (HS)	\$0	\$128,660
Superintendent Salary	\$206,594	\$224,581

Percent of District Budget	District Amount	State Average for Districts In Same Category
Teacher Salaries	33%	36%
Administrative Salaries	5%	5%

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

FY 2017-18 Expenditures Per Pupil and School Site Teacher Salaries

Level	Total	Restricted	Unrestricted	Average Teacher Salary
School Site	\$7,061	\$1,143	\$5,918	\$83,258
District	N/A	N/A	\$8,030	\$82,872.00
State	N/A	N/A	\$7,506.64	\$82,663.00

Percent Differences	Unrestricted	Average Teacher Salary
School Site/District	-30.3	0.5
School Site/ State	-23.7	0.7

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

The District funds a variety of items through the General Fund with funding from both the Local Control Funding Formula (LCFF) and a few Federal & State categorical programs. They are: Personnel salaries and benefits (i.e. certificated, classified, and administrators), Direct instruction (i.e. instructional aides, textbooks, other instructional materials), Instructional support (i.e. clerical, support staff, librarians, library aides), Pupil services (i.e. GATE, English Learners program, physical and mental health professionals, attendance clerks), Facilities (i.e. costs of repairs, replacement and upkeep of buildings), Maintenance and Operations (i.e. custodians, building trades technicians, grounds maintenance), Transportation, and Special Education (i.e. speech, occupational therapy, psychologists).

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.