

Baldwin Lane Elementary School

School Accountability Report Card

Reported Using Data from the 2018-19 School Year

Published During 2019-20

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

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

DataQuest

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

Internet Access

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

About This School

School Contact Information (School Year 2019-20)

| Entity | Contact Information |
|--|------------------------------------|
| School Name | Baldwin Lane Elementary School |
| Street | 44500 Baldwin Lane |
| City, State, Zip | Sugarloaf, CA 92386 |
| Phone Number | (909)585-7766 |
| Principal | Catherine Tamayo |
| Email Address | catherine_tamayo@bearvalleyusd.org |
| Website | bles.bearvalleyusd.org |
| County-District-School (CDS) Code | 36 67637 6112866 |

| Entity | Contact Information |
|-----------------------|-------------------------------------|
| District Name | Bear Valley Unified School District |
| Phone Number | (909) 866-4631 |
| Superintendent | Dr. Mary Suzuki |
| Email Address | mary_suzuki@bearvalleyusd.org |
| Website | www.bearvalleyusd.org |

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

Principal's Message

The purpose of the School Accountability Report Card is to provide students and parents with information about our school's instructional programs, academic achievement, student activities, materials and facilities, and staff. Information about our district, Bear Valley Unified School District, is also provided.

Baldwin Lane Elementary School is located in the eastern section of Big Bear Valley and provides rigorous instruction for students in grades TK-5. Baldwin Lane was built in 1995 and currently has 10 main building classrooms and an additional 17 portable classrooms. The school has a library, multipurpose room (stage/cafeteria), one play structure, blacktop play area, and separate TK/Kinder play area. Every teacher has a laptop, Eno board, and document camera. One to one devices are provided for our students, and we continue to utilize various technology to support the classroom learning. In addition, all teachers are teaching STEAM lessons (Science, Technology, Engineering, Art, Math), incorporating the Next Generation Science Standards, math, engineering, art, and critical thinking.

For the 2019 - 2020 school year, a total of 338 students are enrolled comprised of 70% students who are eligible for free and reduced lunch program, 14% students who qualify for special education services, and 3.3% English Learners.

Baldwin Lane has 13 classroom teachers, one full time Specialized Academic Instruction (SAI) teacher, one full time Title I teacher. Grades TK - 5 have embedded English Language Learner instruction with a certificated teacher and/or EL Coordinator.

We have two district Psychologists, a district Speech/Language Pathologist, and access to two Occupational Therapists and a Physical Therapist through our SELPA to assist students with Individual Education Plans (IEPs).

Additionally, students receive support from four Title I aides, Special Education Aides, and one English Language Learner aide. There are two cafeteria staff, two full time custodians, one attendance clerk, one school secretary, one health clerk, one librarian, and a district nurse as needed to assist our students.

Our students are also supported with a Behavior Intervention Specialist for social/emotional needs, and family support through a partnership with Lutheran Social Services.

Parents and the community play an important role in our school by volunteering in the classroom, contributing to fundraisers, and supporting the school programs. The school staff strives to inform the community about the school's educational program, student achievement, and extra curricular activities.

Students First

Students come first in everything we do.

Mutual Trust

Mutual trust is essential in all our interactions.

Dignity and Respect

We always treat each other with dignity and respect.

Innovation and Continuous Learning

We embrace innovation and continuously strive to learn and improve.

Growth Mindset and Grit

High expectations and perseverance are keys to success.

Collaboration and Partnerships

Working together, in collaboration and partnership, we make a difference for students.

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

| Grade Level | Number of Students |
|------------------|--------------------|
| Kindergarten | 73 |
| Grade 1 | 58 |
| Grade 2 | 69 |
| Grade 3 | 60 |
| Grade 4 | 48 |
| Grade 5 | 68 |
| Grade 6 | 49 |
| Total Enrollment | 425 |

Student Enrollment by Group (School Year 2018-19)

| Student Group | Percent of Total Enrollment |
|----------------------------------|-----------------------------|
| Black or African American | 0.9 |
| American Indian or Alaska Native | 0.2 |
| Asian | 1.4 |
| Hispanic or Latino | 27.8 |
| White | 66.1 |
| Two or More Races | 3.5 |
| Socioeconomically Disadvantaged | 68.7 |
| English Learners | 3.8 |
| Students with Disabilities | 11.5 |
| Foster Youth | 1.2 |
| Homeless | 6.1 |

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 | 21 | 19 | 113 |
| Without Full Credential | 0 | 0 | 0 | 2 |
| 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: November 2019

All textbooks used in the core curriculum throughout Bear Valley Unified School District are in the process of being aligned to the California Content Standards. Instructional materials are selected from the state's most recent list of standards-based materials which were adopted by the State Board of Education. The District follows the State Board of Education's adoption cycle for core content materials (English/Language Arts, math, science, and social science).

On September 4, 2019, the Bear Valley Unified School District's Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students. The Board of Trustees adopted Resolution No. 19-20- 006 which certifies, as required by Education Code section 60119, that (1) textbooks and instructional materials were provided to all students, including English Learners, in the district to the extent that each pupil has a textbook or instructional materials, or both, to use in class and to take home, (2) sufficient textbooks and instructional materials were provided to each student, including English Learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum frameworks in math, science, history-social science, and English/Language Arts, including the English Language Development component of an adopted program, 3) sufficient textbook or instructional materials were provided to each pupil enrolled in foreign language or health classes, and 4) sufficient laboratory science equipment was provided for science laboratory classes offered in grades 9-12, inclusive.

| Subject | Textbooks and Other Instructional Materials/year of Adoption | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
|------------------------|---|----------------------------------|--|
| Reading/Language Arts | 2017 McGraw Hill: Wonders | Yes | 0% |
| Mathematics | 2016 Houghton Mifflin Harcourt - Go Math K-6 | Yes | 0% |
| Science | 2007 Houghton Mifflin | Yes | 0% |
| History-Social Science | 2006 Harcourt Brace | Yes | 0% |

School Facility Conditions and Planned Improvements (Most Recent Year)

The district takes great efforts to ensure that all schools are clean, safe, and functional through proper facilities maintenance and campus supervision. Baldwin Lane Elementary School's original facilities were built in 1995; ongoing maintenance and campus improvements ensure facilities remain up to date and provide adequate space for students and staff.

District maintenance and site custodial staff ensure that the repairs necessary to keep the school in good condition are completed in a timely manner. A work order process is used by school and district staff to communicate non-routine maintenance requests. Emergency repairs are given the highest priority.

Every morning before school begins, the custodian inspects facilities for safety hazards or other conditions that need attention prior to students and staff entering school grounds. One day custodian and one evening custodian are assigned to Baldwin Lane Elementary.

The day custodian is responsible for:

- Cafeteria Setup/Cleanup
- Restroom Checks
- Office, Library, Workroom Cleaning
- Window Cleaning
- Trash Removal
- Staff Restrooms
- Portable Classrooms
- Snow Removal

Restrooms are checked regularly throughout the day for cleanliness and subsequently cleaned as needed.

The evening custodians are responsible for:

- Office Area, Student Restrooms, Classroom Cleaning
- Kitchen
- Main Hallways

The principal communicates with custodial staff daily concerning maintenance and school safety issues.

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: July, 2019

| System Inspected | Rating | Repair Needed and Action Taken or Planned |
|---|--------|---|
| Systems: Gas Leaks, Mechanical/HVAC, Sewer | Good | |
| Interior: Interior Surfaces | Good | |
| Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation | Good | |
| Electrical: Electrical | Good | |

| System Inspected | Rating | Repair Needed and Action Taken or Planned |
|---|--------|---|
| Restrooms/Fountains: Restrooms, Sinks/ Fountains | Good | |
| Safety: Fire Safety, Hazardous Materials | Good | |
| Structural: Structural Damage, Roofs | Good | |
| External: Playground/School Grounds, Windows/ Doors/Gates/Fences | Good | |
| 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) | 40 | 44 | 44 | 47 | 50 | 50 |
| Mathematics (grades 3-8 and 11) | 32 | 33 | 29 | 31 | 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 | 223 | 218 | 97.76 | 2.24 | 43.58 |
| Male | 105 | 103 | 98.10 | 1.90 | 40.78 |
| Female | 118 | 115 | 97.46 | 2.54 | 46.09 |
| Black or African American | -- | -- | -- | -- | -- |
| American Indian or Alaska Native | | | | | |
| Asian | -- | -- | -- | -- | -- |
| Filipino | -- | -- | -- | -- | -- |
| Hispanic or Latino | 61 | 56 | 91.80 | 8.20 | 30.36 |
| Native Hawaiian or Pacific Islander | | | | | |
| White | 142 | 142 | 100.00 | 0.00 | 47.89 |
| Two or More Races | 11 | 11 | 100.00 | 0.00 | 45.45 |
| Socioeconomically Disadvantaged | 152 | 150 | 98.68 | 1.32 | 36.00 |
| English Learners | 13 | 12 | 92.31 | 7.69 | 25.00 |
| Students with Disabilities | 37 | 36 | 97.30 | 2.70 | 8.33 |
| Students Receiving Migrant Education Services | | | | | |
| Foster Youth | -- | -- | -- | -- | -- |
| Homeless | 17 | 16 | 94.12 | 5.88 | 18.75 |

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 | 222 | 218 | 98.20 | 1.80 | 33.49 |
| Male | 104 | 102 | 98.08 | 1.92 | 37.25 |
| Female | 118 | 116 | 98.31 | 1.69 | 30.17 |

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Not Tested | Percent Met or Exceeded |
|---|------------------|---------------|----------------|--------------------|-------------------------|
| Black or African American | -- | -- | -- | -- | -- |
| American Indian or Alaska Native | | | | | |
| Asian | -- | -- | -- | -- | -- |
| Filipino | -- | -- | -- | -- | -- |
| Hispanic or Latino | 60 | 56 | 93.33 | 6.67 | 25.00 |
| Native Hawaiian or Pacific Islander | | | | | |
| White | 142 | 142 | 100.00 | 0.00 | 33.80 |
| Two or More Races | 11 | 11 | 100.00 | 0.00 | 54.55 |
| Socioeconomically Disadvantaged | 151 | 150 | 99.34 | 0.66 | 23.33 |
| English Learners | 13 | 13 | 100.00 | 0.00 | 7.69 |
| Students with Disabilities | 36 | 35 | 97.22 | 2.78 | 8.57 |
| Students Receiving Migrant Education Services | | | | | |
| Foster Youth | -- | -- | -- | -- | -- |
| Homeless | 17 | 17 | 100.00 | 0.00 | 5.88 |

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 | 29.9 | 37.3 | 20.9 |

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)

Parents are encouraged to get involved in their child's learning environment by volunteering in the classroom, participating in a decision-making group, and attending school events. Parents stay informed on upcoming events and school activities through our school website, automated telephone message system, the school marquee, progress reports, and parent conferences. Contact any school office employee at (900)585-7766 for more information on how to become involved in your child's learning environment.

Opportunities to Volunteer:

Classroom Helper
Fundraising Activities
Reading Buddies
100 Mile Club
Book Fairs

Committees:

School Site Council
English Learner Advisory Council
Mountain Lion Booster Club
District English Learner Advisory Council

School Activities:

Back to School Night
Open House
Art Festival
Colorful Run
Family Fun Night
STEAM Events
Santa Shop

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 | 2.8 | 5.1 | 0.6 | 4.8 | 4.4 | 4.2 | 3.6 | 3.5 | 3.5 |
| Expulsions | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.1 | 0.1 | 0.1 |

School Safety Plan (School Year 2019-20)

The Comprehensive School Site Safety Plan was developed for Baldwin Lane Elementary in collaboration with local agencies and the district office to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and departure from school, sexual harassment policy, and dress code policy. The school's most recent school safety plan was reviewed, updated, and discussed with school staff in September, 2019.

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 | 24 | | 3 | | 18 | 2 | 1 | | 18 | 4 | | |
| 1 | 23 | | 1 | | 25 | | 3 | | 24 | | 2 | |
| 2 | 20 | 1 | 2 | | 25 | | 2 | | 25 | | 3 | |
| 3 | 23 | | 3 | | 22 | 1 | 2 | | 20 | 2 | 1 | |
| 4 | 28 | | 1 | | 33 | | 1 | 1 | 31 | | 1 | |
| 5 | 28 | | 2 | | 23 | | 2 | | 34 | | | 2 |
| 6 | 30 | | 2 | | 25 | 1 | 1 | 1 | 33 | | 1 | 1 |
| Other** | 15 | 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 | |
| Speech/Language/Hearing Specialist | |
| Resource Specialist (non-teaching) | 2.0 |

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

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

| Level | Total Expenditures Per Pupil | Expenditures Per Pupil (Restricted) | Expenditures Per Pupil (Unrestricted) | Average Teacher Salary |
|---|------------------------------------|---|---|------------------------------|
| School Site | 5,668 | 779 | 4,889 | \$68,420 |
| District | N/A | N/A | 4,574 | \$77,713.00 |
| Percent Difference - School Site and District | N/A | N/A | 6.9 | -2.6 |
| State | N/A | N/A | \$7,506.64 | \$72,949.00 |
| Percent Difference - School Site and State | N/A | N/A | -13.9 | 1.6 |

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 fund state funding, Bear Valley Unified School District receives state and federal categorical funding for special programs. For the 2019-20 school year, the district received categorical, Special Education, and support programs funds for:

Education Protection Account
 Lottery: Instructional Materials
 Medi-Cal Billing
 Other Local: Locally Defined
 Special Education
 Lottery: Unrestricted
 Title I, II, and III

Teacher and Administrative Salaries (Fiscal Year 2017-18)

| Category | District Amount | State Average For Districts In Same Category |
|---|-----------------|--|
| Beginning Teacher Salary | \$46,279 | \$46,208 |
| Mid-Range Teacher Salary | \$73,687 | \$72,218 |
| Highest Teacher Salary | \$93,765 | \$92,742 |
| Average Principal Salary (Elementary) | \$116,434 | \$134,864 |
| Average Principal Salary (Middle) | \$120,430 | \$118,220 |
| Average Principal Salary (High) | \$129,515 | \$127,356 |
| Superintendent Salary | \$169,600 | \$186,823 |
| Percent of Budget for Teacher Salaries | 34% | 33% |
| Percent of Budget for Administrative Salaries | 6% | 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 | 3 | 3 | 3 |

All training and curriculum development activities at Baldwin Lane Elementary are being aligned to the California Content Standards. During the past three years, Baldwin Lane Elementary staff participated in staff development activities held on early release days and one dedicated (non-student) staff development day.

Training concentrations included:

Site Training:

- Reflex Math
- SIPPS Training
- English Learners - ELD Standards, SDAIE Strategies
- Google Classroom
- iReady
- Positive Behavior Intervention and Support

District Training:

- Center for Teacher Innovation (new teacher induction program)
- Thinking Maps
- Digital Library
- Guided Reading TK-2
- Closed Reading 3-6
- Google Classroom
- iReady
- District Articulation Grade Level Meetings
- Effective First Instruction
- Behavior Intervention Strategies (Little Rascals)
- Behavior Intervention Plan Level I (BIP) Sp. Ed.
- Target Solutions
- ALICE Training

Decisions concerning selection of staff development activities are performed by all staff using tools such as teacher input and data analysis to determine the areas in which additional teacher training may enhance classroom instruction and increase student achievement levels. Baldwin Lane Elementary supports ongoing professional growth throughout the year on minimum days. Teachers meet in both grade level and department level teams to conduct data analysis to identify areas of need. Grade level collaboration takes place during staff meetings and professional development.

Baldwin Lane Elementary offers support to new and veteran teachers through peer coaching and mentoring. All staff are encouraged to attend professional workshops and conferences. Classified support staff receive job-related training from department supervisors and district representatives.