

Westmont Elementary

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	Westmont Elementary
Street	1780 West Ninth St.
City, State, Zip	Pomona, CA 91766-1058
Phone Number	(909) 397-4680
Principal	Cynthia Badillo
Email Address	Cynthia.Badillo@pomona.k12.ca.us
Website	www.pusd/westmont.org
County-District-School (CDS) Code	19649076021976

Entity	Contact Information
District Name	Pomona Unified School District
Phone Number	(909) 397-4800
Superintendent	Richard Martinez
Email Address	richard.martinez@pusd.org
Website	www.pomona.k12.ca.us

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

It is my pleasure to make our School Accountability Report Card available to the community. I trust that you will be pleased with our accomplishments and join us in celebrating the promise that each Westmont Elementary Student holds for our future. We hope that this report is informative and beneficial to you. If you would like additional information in any area, please feel free to call my office (909) 397-4680. I welcome your questions and comments.

Cynthia Badillo

Principal

Mission Statement

Westmont School is committed to maintaining an atmosphere in which students develop the desire to learn by working in partnership with parents, staff, and community. Our school provides a strong comprehensive education for all of our students in order to prepare for and value citizenship, employment, and further education. Through educational excellence we cultivate participation, enthusiasm, and success, all of which prepare our students to function in a rapidly changing world.

Our Mission at Westmont Elementary School, in partnership with the community, is to enable a learning environment that encourages high expectations for success and mutual respect. Our goal is to enable our children to become productive, responsible citizens.

We will accomplish this by instilling a Culture of Universal Achievement.:

- Provide a strong comprehensive scholastic education program.
- Maintain a campus atmosphere and organize school activities that promote responsible, honest behavior directed towards developing citizens who perceive themselves as important participants in a democratic society.
- Promote students' self-esteem, confidence, responsibility, and respect.
- Promote students who are skilled communicators, problem solvers, and critical thinkers.

About Our School

Westmont Elementary School is a wonderful place of learning. Students thrive under the care of a dedicated staff and community.

We are proud to offer simultaneous biliteracy acquisition via our Dual Language Immersion Program. Native Spanish speakers and native English speakers work together in an integrated class, acquiring the grade-level school curriculum through Spanish and English. Research shows that English Learners in Dual Language Programs score higher on state tests, master more curriculum, learn more & better English, than ELs in other programs. African American, White, and, Special Ed native English speakers score higher on state tests. Student engagement is higher in Dual Language classes. Dual Language students become fully proficient in a second language at no cost to their English development. Learning in two languages develops inactivated brain areas and increases creativity and problem-solving skills.

Character Counts at Westmont Elementary School! Our Caring School Community instills, teaches, models and celebrates the Six Pillars of Character: Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship. Through Class Meetings, Cross-Age Buddy activities, Home-side activities and other school-wide events, students develop their sense of responsibility, respect and care for their personal actions and for their community. Commencing during the 2013-14 school year students in grades 3 through 5 committed to maintaining healthy minds, healthy bodies and healthy lifestyles as they completed the YES! for Schools Seminar. We continue the program with an intensive third grade induction program and monthly follow ups for ensuing grades. All students participate in developing high caliber projects for the annual Science Fair. Students have access to participate in the Robotics Club after school. All students access coding learning via The Hour of Code. Community building events occur throughout the year. Other activities include monthly Spirit Days, trimester Honor Roll Assemblies, Accelerated Reader celebrations, fundraising for hurricane relief, monthly parent meetings, the annual Parent Tea, annual parent/staff vs. 6th grade sporting events, book fairs, the Story Book Parade, Red Ribbon Week, Read Across America, Día del Niño and the Westmont Fall / Día de los Muertos Carnival.

Student enrichment opportunities connect to College Readiness. Through a partnership with the Cal Poly Pomona Lyle Center for Regenerative Studies, Westmont students were mentored by six university students, or Lyle Center Fellows. They engaged in career counseling and various science-based workshops. All students from grades 1 through 6 explore the Cal Poly University campus during inspiring college awareness tours that the Fellows design just for them.

Integral to instilling Total Literacy Connection, Westmont students practice and celebrate reading each and every day as monitored by Accelerated Reader®. Our goal is for each student to read daily, within his or her individual Zone of Proximal Development at 85% comprehension rate. Students select from over 18,000 books during their weekly school library visits. Our average circulation rate is approximately 7000 books per month.

Every student explores mathematical concepts in a way that is structured to sustain productive struggle and thus ensure connectivity via ST Math. Progress is monitored and celebrated regularly.

Over 90 Westmont students receive daily extended-day services focused on Reading, Mathematics, homework, Physical Education and content enrichment during The Learning Connection (TLC) after-school program. Students attend TLC daily from 2:30 p.m. to 6:00 p.m. Monday – Friday.

Core, Benchmark and Strategic students identified through District-wide Assessments, Dynamic Indicators of Basic Early Literacy Skills (DIBELS), and the Diagnostic Online Reading / Math Assessment (DORA & ADAM) receive services as indicated by our Pyramid of Interventions during Universal Access as well as during the remainder of the school day, and before and after school tutoring. Teachers, the Principal, and parents, as members of and in cooperation with the Student Success Team (SST) and the Special Education Team (SET) measure student Response to Intervention (RtI) to determine that special needs are addressed for individual students. Both academic and behavioral interventions are prescribed as needed.

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

Grade Level	Number of Students
Kindergarten	72
Grade 1	52
Grade 2	46
Grade 3	52
Grade 4	47
Grade 5	45
Grade 6	54
Total Enrollment	368

Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	1.1
American Indian or Alaska Native	0.3
Asian	1.9
Hispanic or Latino	92.1
White	3.8
Two or More Races	0.3
Socioeconomically Disadvantaged	93.2
English Learners	25.3
Students with Disabilities	6
Foster Youth	1.9
Homeless	10.6

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Credentials

Teachers	School 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	16	17	17	1010
Without Full Credential	0	0		29
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: October 2016

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	K-5 ELA Benchmark Advance My Shared Readings & Advance Text for Close Reading 2017; 6 Reading- (English) Treasures MacMillan/McGraw Hill, 2010; 7-8 Language Arts- HRW, Holt Literature & Language Arts, 2003 Intervention: K-6 Reading- Triumphs MacMillan/McGraw Hill, 2010 4-8 Reading/Language Arts- SRA Reach (Special Education Only) 2002 K-6 Reading- Triumphs MacMillan/McGraw Hill, 2010 4-8 Reading/Language Arts- SRA Reach (Special Education Only) 2002	Yes	0%
Mathematics	K-6 - Eureka Math, Great Minds Org. c. 2015	Yes	0%
Science	K-6 Science- California Science Houghton Mifflin, c.2008	Yes	0%
History-Social Science	K-6 Social Science- Harcourt Reflections c.2007 World History: Medieval and Early Modern Times -7th c.2006 Creating America - A History of the United States-8th c.2006	Yes	0%
Health	Harcourt Health and Fitness c.2006	Yes	0%
Visual and Performing Arts	meets or exceeds state Williams requirements	Yes	0%

School Facility Conditions and Planned Improvements (Most Recent Year)

Responsibility and results are among the Core Values of the District. These values are exemplified in our continued commitment to provide facilities that are clean and maintained to the highest standards. The District's maintenance staff strives to complete work orders in a timely manner thereby ensuring the health, life, and safety of our students, staff, and community. Our electronic work order process ensures that the necessary emergency work orders are given the highest priority and are completed swiftly.

The District has adopted high cleaning standards that are maintained by our custodial staff on a daily basis. Ongoing assessment of site cleanliness is performed by the district's custodial management team. This process includes the evaluation and consideration of new cleaning products, procedures, and equipment. This also includes the continuous training for custodial staff. Additionally, regular pest control operations are performed in strict accordance with all applicable regulations mandated for California schools.

On-going maintenance of our school facilities includes: roofing, flooring, painting, HVAC, electrical systems, and exterior painting. The District is committed to assuring that all facilities provide the necessary environment for high quality education to take place.

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	
Interior: Interior Surfaces	Fair	Ceiling tiles are stained. Loose piece of Tbar ceiling.
Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation	Fair	
Electrical: Electrical	Poor	Lighting fixture or bulbs are not working or missing. Electrical panel blocked.
Restrooms/Fountains: Restrooms, Sinks/ Fountains	Good	
Safety: Fire Safety, Hazardous Materials	Good	Excessive paper on walls. Exit door is blocked.
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Poor	Cracks, trip hazards, holes, or deterioration. Playground area. - Extreme Deficiency.
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)	36	37	40	41	50	50
Mathematics (grades 3-8 and 11)	34	37	26	27	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	198	197	99.49	0.51	36.73
Male	99	99	100.00	0.00	31.31
Female	99	98	98.99	1.01	42.27
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	--	--	--	--	--
Filipino					
Hispanic or Latino	184	183	99.46	0.54	36.26
Native Hawaiian or Pacific Islander					
White	--	--	--	--	--

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Two or More Races	--	--	--	--	--
Socioeconomically Disadvantaged	189	189	100.00	0.00	37.04
English Learners	95	94	98.95	1.05	32.98
Students with Disabilities	16	16	100.00	0.00	13.33
Students Receiving Migrant Education Services					
Foster Youth	--	--	--	--	--
Homeless	30	30	100.00	0.00	36.67

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	198	198	100.00	0.00	36.87
Male	99	99	100.00	0.00	38.38
Female	99	99	100.00	0.00	35.35
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	--	--	--	--	--
Filipino					
Hispanic or Latino	184	184	100.00	0.00	36.41
Native Hawaiian or Pacific Islander					
White	--	--	--	--	--
Two or More Races	--	--	--	--	--
Socioeconomically Disadvantaged	189	189	100.00	0.00	37.04
English Learners	95	95	100.00	0.00	35.79
Students with Disabilities	16	16	100.00	0.00	6.25
Students Receiving Migrant Education Services					

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Foster Youth	--	--	--	--	--
Homeless	30	30	100.00	0.00	23.33

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	9.5	16.7	2.4

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 an integral part of Westmont Elementary School. We need parents to ensure academic success and promote community unity. We welcome parental involvement and believe that parent partnership is an essential component of our program.

Leadership

The School Site Council (SSC), which is comprised of parents and staff members, advises the school and approves expenditures as prescribed by the SPSA. Parents whose children are in the Title I Program belong to the School Advisory Committee (SAC). The school English Learner Advisory Committee (ELAC) meets monthly to discuss the school's progress, especially addressing the needs and concerns of English Learners. A parent and an alternate participate in the District Advisory Council and the District Bilingual Advisory Council. The SSC, SAC, ELAC provide input on the development of the Westmont School Plan for Student Achievement (SPSA), which identifies goals, strategies and resources needed to meet our four over-arching achievement goals for Total Literacy Connection, English Learners, Mathematics, Science and Social Studies.

Parent Education

Since the 2008 Westmont parents participated in yearly multi-session workshops designed to provide capacity-building in best parenting practices for parents/guardians with the goal of increasing their children's academic achievement.

Parent Involvement

Students also benefit from a significant number of parents who share their special talents or attend special events.

Fundraisers

Parent-Teacher Organization

Classroom Volunteers Field-trip chaperons School garden projects

School Events: Science Fair, Open House, Back-to-School Night, Día de los Muertos Carnival, spring & winter performances, Student of the Month Assemblies, Honor Roll Assemblies, Kindergarten and 6th grade promotions, twice-yearly school-wide BBQs, Family Cook-Off Challenge

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	2.3	2.8	1.7	3.8	3.5	3.8	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.1

School Safety Plan (School Year 2019-20)

Safety: Safety of the students and staff is a primary concern of the Pomona Unified School District. All schools in the district are in compliance with all laws, rules and regulations pertaining to hazardous materials. A disaster preparedness plan is in place for earthquakes and emergency evacuations and all stakeholders participate in annual drills. All buildings within the district are in compliance with state earthquake standards. A discipline policy may be found at each school that seeks to insure a safe and orderly environment for students and staff.

A Safe School Plan has been adopted, and it includes policies on disaster preparedness, student discipline, the components of a safe and orderly school environment, suspension/expulsion procedures, safety, child abuse reporting procedures, student dress codes, and student and staff sexual harassment. The safety plan was most recently approved by the School Site Council on January 18, 2017. We integrate three elements into our program to promote student well-being: a positive, nurturing SCHOOL CLIMATE, a STRONG ACADEMIC PROGRAM, and instilling children the ability and desire to make good choices - CHARACTER EDUCATION. I

SCHOOL CLIMATE

Westmont students know that they are cared for. Dedicated teachers and staff greet them individually each morning before embarking on the day's learning. An abundance of enriching programs and activities promote school spirit:

Student Council

A wonderful Office Staff sets a positive tone through a culture of service and care. School Garden

Science Fair

Music - Weekly choir class for all K-3 students. Drama Club

Clean facilities

Suspension and discipline infractions are minimal, with a steady decline each year. Focus on the Arts

STRONG ACADEMIC PROGRAM

Good first teaching by our dedicated staff in the first line of defense in keeping our students safe. Our teachers and students have internalized a culture of universal achievement. We see problems as opportunities to learn and persevere. We plant the seeds for higher learning. Each classroom has "adopted" a university that they learn about. Westmont students participate in university visits. Our after school program, TLC, provides a safe academic haven for students while their parents are at work. Students receive academic and behavioral interventions as described in the About this School section of this document.

CHARACTER EDUCATION

It is our mission to give students skills to lead fulfilling lives, especially ability to make sound choices. We instill in students traits such as kindness, responsibility and perseverance through various practices. The day begins with an uplifting message. The Words of Wisdom are read over the PA system by the principal or Student Council leaders. The school year launches with a series of lessons designed to lay a strong foundation of reminders and guidance. Teachers lead weekly class meeting during which students discuss problems and solutions for issues that may arise on the playground and such. We also have integrated a mindfulness program - Youth Empowerment Seminar, YES! - that combines stretching, breathing and learning life points to promote A HELATHY MIND, HEALTH BODY, HEALTHY LIFESTYLE.

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	23		2		24		2		15	2	3	
1	25		1		24		1		28		2	
2	27		2		25		2		23		2	
3	25		2		25		2		26		2	
4	29		2		25		2		24		2	
5	25		2		25		2		23		2	
6	27		2		28		2		27		2	
Other**	25		1		24		1					

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

** "Other" category is for multi-grade level classes.

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

Title	Ratio
Academic Counselors*	.0

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

Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	.5
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.

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	4,663	844	3,942	84,013
District	N/A	N/A	4,630	\$81,287.00
Percent Difference - School Site and District	N/A	N/A	-16.1	3.3
State	N/A	N/A	\$7,506.64	\$82,403.00
Percent Difference - School Site and State	N/A	N/A	-62.3	1.9

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)

Westmont Elementary receives the following funds: Title 1 and LCFF Funds. The funds are used to pay for personnel, materials, supplies, equipment, parent involvement, extended learning opportunities, and professional development. Donations received by the school help to fund field trips, student incentives and special events.

Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$46,287	\$48,612
Mid-Range Teacher Salary	\$77,237	\$74,676
Highest Teacher Salary	\$102,380	\$99,791
Average Principal Salary (Elementary)	\$121,462	\$125,830
Average Principal Salary (Middle)	\$122,217	\$131,167
Average Principal Salary (High)	\$135,683	\$144,822
Superintendent Salary	\$281,701	\$275,796
Percent of Budget for Teacher Salaries	36%	34%
Percent of Budget for Administrative Salaries	6%	5%

For detailed information on salaries, see the CDE Certificated Salaries & Benefits web page at <https://www.cde.ca.gov/ds/fd/cs/>.

Professional Development (Most Recent Three Years)

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement			6

Pomona Unified School District is committed to providing high quality professional learning for administrators, teachers, classified staff and parents that is aligned to the District's Strategic Plan, Our Promise of Excellence and is focused on academic achievement.

District teachers and support staff participate in six Professional Development Days that are driven by student achievement data, staff learning needs, and research-based best practices. Six District-wide days of professional learning and collaboration for 2019-2020 are concentrated around our focus areas of Literacy and MTSS: Benchmark Advance implementation, content literacy, rigor, relevance and ICLE, PBIS, instructional routines, and WICOR, including an emphasis on English Learners, Foster Youth, and Low-income Pupils -- as well as articulation with grade level and department colleagues to enhance instruction and assessment. These focus areas are in direct alignment with federal, state, and district student achievement academic goals. In addition to the district-wide professional development days, sites use their weekly late start Friday sessions, 2 additional hours per month, and 4 additional hours per year (once per semester), to analyze student achievement data in a collegial forum. They then design effective instructional interventions to promote students' academic growth. Each site's professional development plan is designed collaboratively to address identified student achievement and staff needs aligned to the District's focus areas as indicated in each site's School Plan for Student Achievement (SPSA).

District and site professional development also includes trainings around 21st Century Teaching and Learning which include the California State Standards and the P21 Framework. Training outcomes are to build the capacity of site and teacher leaders to lead the transition and implementation of the California State Standards. Sessions include themes such as the need for a paradigm shift in teaching and learning, the essential components of the P21 Framework, California State Standards, English Learner standards and framework, equity and culturally responsive instruction, social and emotional learning, and integrating the use of technology to enhance/support instruction and learning. Performance Matters, our professional learning management system is supporting us in paving the way for various formats and structures that allow for increased voice, choice, and time around options for professional learning experiences. Ranging from traditional face-to-face sessions, to the creation of hybrid sessions (face-to-face and online digital modules), to pure online digital modules and online courses. We are continuing our implementation of KYTE Learning, an online digital platform that will support just in time technology professional learning and acquisition of technology-based badges. In addition our District is also continuing the partnership with the Center for Quality Teaching (CTQ) to pilot professional learning through the venue of online, just –in-time, micro-credentials. A cadre of teacher leaders are in the process of completing the Universal Design for Learning online course to pursue certified trainer status through the CAST Academy in preparation to lead and facilitate system-wide professional learning that meets the needs of all students.

Through monthly content and grade level specific cohorts, along with other year-long activities, District Teacher Specialist, Teachers on Assignment, and Literacy Coaches model, co-teach, coach, conduct peer observations, facilitate trainings, and conduct sessions focused on lesson design and delivery of District focus areas, and other site and District instructional initiatives. Teacher Specialists and site-based teacher mentors, and teaching teacher specialists serve as the District's teacher support program mentors for Pomona's Teacher Induction Program for participating teachers in the process of clearing their credential. These programs support the training, development, and retention of high quality teachers using current research on effective teaching and grounds what they are learning in daily practices. PUSD administrators also engage in monthly professional learning with embedded Professional Learning Community opportunities to grow and learn collaboratively with peers. Administrators in need of clearing their credential have the opportunity to do so by participating in PUSD's Administrative Clear (Tier II) Credential Program (PACCP). Participating principals work with a coach and engage in reflective thinking, coaching, and attend monthly training sessions.

Various departments within Educational Services also provide and receive workshops on relevant topics in response to District and site-identified needs. These include responsive instruction, budget, technology, personnel, and pupil resources issues, as well as problem-solving and facilitative skills. The Curriculum Instruction and Accountability team include administrators, managers, and other administrative staff and serves as a forum to connect stakeholders to the District's focus areas Literacy and MTSS: Benchmark Advance implementation, content literacy, rigor, relevance and ICLE, PBIS, instructional routines, and WICOR with an emphasis on English Learners, Foster Youth, and Low-income Pupils and 21st Century Teaching and Learning.

Pomona Unified School District continues its commitment to providing quality professional learning opportunities in technology. With the establishment of District technology standards and the use of online digital tools, PUSD has provided a critical base for technology training classes. These session topics include Internet use, IO Assessment, Web 2.0 tools and creating and using multimedia as a vehicle to enhance teaching and learning. To meet these goals, Educational Technology (Ed Tech) Teacher Specialists serve as technology/instructional trainers who work in classrooms to provide coaching and support for teachers who use technology-based intervention programs. Teacher Technology Leads (TTLs) serve as a site level technology support and accelerate the implementation of the Technology Master Plan.

Teachers participate in developing curriculum documents in our curriculum management system, GoogleDrive, Google Classroom, EdCaliber/Lessoneer, based on needs identified by the District's Curriculum Committees. These committees, composed of teacher and administrative representatives, meet in grade level groups, (PreK-8 and 6-Adult) to examine new State publications and reform efforts, discuss curriculum issues and identify needs for new or revised District curriculum documents. Examples of projects include the creation of grade specific standards-based electronic report cards, standards-based curriculum guides, course descriptions aligned to the California State Standards.

Our overall professional development vision is to design and implement a highly coherent, innovative, district-wide professional learning system that is responsive to the differentiated needs of adult learners using a professional development model that honors the adult learners' voice, choice, time, and professionalism, builds individual and collective efficacy, promotes deep organizational learning and sustainable optimal results that ultimately leads to high student achievement and college and career readiness for all students. The goal of the Educational Services' Division is to provide professional learning that supports schools in the implementation of effective instructional programs and strategies to ensure "Excellence for every student, in every classroom, every day!"