# School Accountability Report Card School Year 2017-18

(Published during 2018-19)

# **George Washington High School**

0600 32ND AV, SAN FRANCISCO, CA 94121

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SFUSD School ID # 571 Calif.School ID #: 3839081

#### SAN FRANCISCO UNIFIED SCHOOL DISTRICT

Superintendent: Vincent Matthews 555 Franklin Street, San Francisco, CA 94102

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The School Accountability Report Card (SARC) is required by law to be published annually, by Feb 1st each year. It 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 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 priorites. 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 http://www.cde.ca.gov/ta/ac/sa/.
- For more information about the LCFF or LCAP, see the CDE LCFF Web page at http://www.cde.ca.gov/fg/aa/lc/.
- For more information about the school, parents and community members should contact the school principal or district office.

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

Internet access is available at public libraries and other locations that are publicly accessible.

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### **About This School**

# School Description and Mission Statement

This section provides information about the school's goals and programs.

George Washington HS (GWHS) offers its students an outstanding comprehensive education in a culturally enriching environment. GWHS has more than 100 course offerings, with advanced placement and a wide variety of elective classes. Of the 494 graduates last year (class of 2018), 95% were college eligible. Students at GWHS also have the opportunity to participate in over 50 campus clubs and organizations and a full inter-scholastic athletic program, with 22 teams in 15 sports. Washington also has an active after school Beacon program, PTSA and Alumni Association. Our mission is that students will be lifelong learners who think critically, and strive to reach their full potential while maintaining mental and physical health. GWHS students will grow to be resilient, productive and contributing members of their communities.

# Student Enrollment By Grade Level (School Year 2017-18)

This table displays the number of students enrolled in each grade level at the school.

Grade Level	Enrollment
K	0
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8	0
Ungraded Elem	0

Grade Level	Enrollment
9	485
10	493
11	499
12	525
Ungraded Sec	0
Total Enrollment	2002

# Student Enrollment By Group (School Year 2017-18)

This table displays the percent of students enrolled at the school who are identified as being in a particular group.

Group	Percent of Total Enrollment
African American	4
American Indian or Alaska Native	0.2
Asian	58.2
Filipino	4.6
Hispanic or Latino	17.8
Pacific Islander	0.6
White (Not Hispanic)	9
Two or More Races	1.8

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Socioeconomically Disadvantaged	58.2
English Learners	15.7
Students with Disabilities	10.8
Foster Youth	0.5

Section A (Conditions of Learning) begins on next page.

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# A. Conditions of Learning

# State Priority: Basic

The SARC provides the following information relevant to the Basic State Priority (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**

This table displays the number of teachers assigned to the school with a full credential, without a full credential, and those teaching outside of their subject area of competence. Detailed information about teacher qualifications can be found at the CDE Web site at http://dq.cde.ca.gov/dataquest/.

Teachers	School			District
	2016-17	2017-18	2018-19	2018-19
With Full Credential	123	116	114	3165
Without Full Credential	0	1	3	310
Teaching Outside Subject Area of Competence	1	0	1	91

# Teacher Misassignments and Vacant Teacher Positions

This table displays the number of teacher misassignments (teachers assigned without proper legal authorization) and the number of vacant teacher positions (not filled by a single designated teacher assigned to teach the entire course at the beginning of the school year or semester). Note: Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

Indicator	2016-17	2017-18	2018-19
Misassignments of Teachers of English Learners	0	1	0
Total Teacher Misassignments	1	1	1
Vacant Teacher Positions	1	0	0

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# Quality, Currency, and Availability of Textbooks and Instructional Materials

#### For High Schools (grades 9-12)

The San Francisco Unified School District adopts instructional materials following the cycle of state frameworks and standards, and provides sufficient textbooks for all students to use in class and to take home in the core curriculum areas of reading/language arts, mathematics, science, and history/social studies. Class sets of health instructional materials were provided for high school health teachers. In addition, other Board-adopted core curriculum materials were provided to remedy all insufficiencies identified through a survey and other activities at the annual Instructional Materials Hearing at the October 9, 2018 meeting of the Board of Education. All adopted high school instructional materials have been evaluated and determined locally to meet state standards for grades 9-12. Appropriate science laboratory equipment is available for all laboratory science courses.

#### For Elementary and Middle Schools (grades K-8)

The San Francisco Unified School District adopts instructional materials following the cycle of state frameworks and standards, and adopts K-8 materials from the list of standards-aligned materials that have been adopted by the State Board of Education. The district provides sufficient textbooks for all students to use in class and to take home in the core curriculum areas of reading/language arts, mathematics, science, and history/social studies. For 2018-2019, instructional materials were provided for all students in grades K-8. Replacements were provided for core curriculum areas as identified through a survey and other activities preceding the annual Instructional Materials Hearing at the October 9, 2018 meeting of the Board of Education.

For complete lists of adopted textbooks, go to: <a href="http://www.sfusd.edu/en/curriculum-standards/instructional-resources.htm">http://www.sfusd.edu/en/curriculum-standards/instructional-resources.htm</a>

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# School Facility Good Repair Status

This table displays the results of the most recently completed school site inspection to determine the school facility's good repair status.

•		nir Status	Repair Needed and Action Taken
Item Inspected	Good	Fair Poor	or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Х		
Interior: Interior Surfaces	X		- Entrance/1st Floor Hallway: Broken wall tiles at M11 and A01.
Cleanliness: Overall and Pest Infestation	Х		
Electrical	X		<ul> <li>Entrance/1st Floor Hallway: Various Exit Door holding magnets not working. Various Emergency Exit lights not working. Various ceiling lights out of order.</li> </ul>
Restrooms/Sinks/Fountains	X		<ul> <li>- 1st Floor Boy's Toilets: Two urinals out of order.</li> <li>- 3rd Floor Boy's Toilets: One toilet out of order.</li> </ul>
			<ul> <li>Entrance/1st Floor Hallway: Fountain out of order next to M09</li> <li>2nd Floor Hallways: Fountain out of order next to 226</li> </ul>
Safety: Fire and Hazardous Materials	Х		
Structural: Damage, Roofs	Х		
External: School Grounds, Windows, Doors		Х	

# Overall Summary of School Facility Good Repair Status

This table displays the overall summary of the results of the most recently completed school site inspection.

Item Inspected	Facility Condition			
	Exemplary	Good	Fair	Poor
Overall Summary		X		
Inspection Date	Fall 2018			· ———

Additional Comments: NOTE: 1. Several lights out in corridors and classrooms. 2.

Missing and loose fixed ceiling tiles in classrooms and corridors 3. Several emergency exit lights out.

# School Facility Conditions and Improvements

This section provides information about the condition of the school's grounds, buildings, and restrooms, and a description of any planned or recently completed facility improvements.

GWHS underwent a major modernization project as part of the 2003 SFUSD Bond Program that included 5 new exterior classrooms and a renovated dance studio. Other improvements (drainage system, electrical ballasts, hot water tank and roof repairs were completed in 2015. In 2016 the cafeteria was updated, a new computer lab was created and evacuation chairs were placed in each stairwell. During the 2018-19 school year, our automotive technology classroom/shop was renovated. Plans are currently in place for the campus to undergo a major

seismic upgrade beginning with the 2019-2020 school year.

Part B (Pupil Outcomes) begins on the next page.

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# **B. Pupil Outcomes**

# State Priority: Pupil Achievement

The SARC provides the following information relevant to the Pupil Achievement State Priority (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. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with significant cognitive disabilities); and
- The percentage of pupils 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.

# <u>California Assessment of Student Performance and Progress Results</u> <u>for All Students</u>

	Percent of Students Meeting or Exceeding State Standards					
	Sch	School District			State	
Subject	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
English Language Arts/Literacy (grades 3-8 and 11)	70	70	55	55	48	50
Mathematics (grades 3-8 and 11)	56	57	50	50	37	38

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.

See Subject - Subgroup results on next pages:

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# <u>CAASPP Assessment Results - English Language Arts (ELA)</u> <u>Grades Three to Eight and Grade Eleven (School Year 2017-18)</u>

Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	499	473	94.79	69.57
Male	265	251	94.72	65.86
Female	234	222	94.87	73.76
African American	20	15	75	57.14
American Indian/Alaskan				
Asian	291	287	98.63	77.19
Filipino	27	26	96.3	73.08
Hispanic or Latino	83	76	91.57	28.95
Pacific Islander/Hawaiian				
White	40	35	87.5	91.43
Two or More Races				
Economically Disadvantaged	285	274	96.14	66.05
English Learners	118	113	95.76	28.83
Students with Disabilities	49	42	85.71	26.83
Migrant Education Services				
Foster Youth				

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 on the CAAs divided by the total number of students who participated in both assessments.

Double dashes (--) appear in the table when the number of students that did not receive a score is 10 or less, either because the number of students is too small for statistical accuracy or to protect student privacy.

The number of students tested includes students that did not receive a score; however, the number of students tested is not the number that was used to calculate the achievement level precentages. The achievement level percentages are calculated using students with scores.

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# <u>CAASPP Assessment Results - Mathematics</u> <u>Grades Three to Eight and Grade Eleven (School Year 2017-18)</u>

Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	499	469	93.99	57.26
Male	265	249	93.96	55.65
Female	234	220	94.02	59.09
African American	20	14	70	28.57
American Indian/Alaskan				
Asian	291	284	97.59	70.77
Filipino	27	26	96.3	50
Hispanic or Latino	83	76	91.57	10.67
Pacific Islander/Hawaiian				
White	40	35	87.5	60
Two or More Races				
Economically Disadvantaged	285	271	95.09	55.93
English Learners	118	112	94.92	41.07
Students with Disabilities	49	40	81.63	17.5
Migrant Education Services				
Foster Youth				

Note: Math 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 on the CAAs divided by the total number of students who participated in both assessments.

Double dashes (--) appear in the table when the number of students that did not receive a score is 10 or less, either because the number of students is too small for statistical accuracy or to protect student privacy.

The number of students tested includes students that did not receive a score; however, the number of students tested is not the number that was used to calculate the achievement level precentages. The achievement level percentages are calculated using students with scores.

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# CAASPP Test Results in Science for All Students

This table displays the percent of students achieving at the Proficient or Advanced level (meeting or exceeding the state standards).

Subject
Science (Gr 5,8 and
high school)

School								
16-17 17-18								

District							
16-17 17-18							

	State								
,	16-17 17-18								

Note: The 2016-17 and 2017-18 data are not available. The CDE is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The California Science Test (CAST) was pilot-tested in spring 2017 and field-tested in spring 2018. The CAST will be administrated operationally during the 2018-19 school year. The California Alternative Assessment (CAA) for Science was pilot-tested for two years (i.e., 2016-17 and 2017-18) and will be field-tested in 2018-19.

# <u>Career Technical Education Programs</u>

The section provides information about the Career Technical Education (CTE) programs.

Career Technical Education at SFUSD provides opportunities for high school students to explore and gain experience in high-wage high-demand careers, while preparing them for post-secondary education, training or entry into the workforce. CTE Pathways offer students a 2-3 year course sequence focused on one industry sector. The CTE curriculum is centered on industry-standard project-based learning that develops student's professionalism and industry-specific skillset. Teachers work with industry advisory boards and post-secondary partners to embed work-based learning into a curriculum that aligns to college and career outcomes.

SFUSD's model includes rigorous academics, integrated technology, work-based learning and comprehensive support services. This provides avenues for students to draw rich, real-world connections across content areas and see the relevance in their day-to-day learning.

We continue to increase the capacity of CTE teachers, counselors and administration, along with local community-based organizations to ensure that non-traditional populations have full access to the Pathways and are set up for success. Specific attention is paid during the recruitment process to support enrollment of populations underrepresented in particular career sectors.

Students enrolled in CTE courses can earn college credit, obtain industry certification(s), participate in paid summer fellowships and build their professional network. Through standards-based curriculum, career readiness activities and supportive cohorts, CTE students are more likely to engage in the school community, persist to graduation and obtain a postsecondary credential, degree or apprenticeship.

The CTE Advisory Committee is chaired by Gary Freund, representing both Cal State East Bay University and the Hospitality/Tourism Advisory Board. The chairs of each of the 7 industry-specific advisory boards serve in a representative capacity on the CTE Advisory Committee.

# Career Technical Education Participation (School Year 2017-18)

This table displays information about participation in the school's CTE programs.

Measure CTE Program Participat
--------------------------------

Number of Pupils	148
Percent of pupils completing a CTE program and earning a high school diploma	94%
Percent of CTE courses sequenced or articulated between the school and institutions of postsecondary education	0%

# Courses for University of California and/or California State University Admission

This table displays for the most recent year two measures related to the school's courses that are required for University of California (UC) and/or California State University (CSU) admission. Detailed information about student enrollment in and completion of courses required for UC/CSU admission can be found at the CDE Web site at <a href="http://dq.cde.ca.gov/dataquest/">http://dq.cde.ca.gov/dataquest/</a>.

Indicator	Percent
2017-18 Students Enrolled in Courses Required for UC/CSU Admission	99
2016-17 Graduates Who Completed All Courses Required for UC/CSU	65
Admission	

# State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the Other Pupil Outcomes State Priority (8)

- Pupil outcomes in the subject area of physical education.

# <u>California Physical Fitness Test Results (School Year 2017-18)</u>

	Percent of Students Meeting Fitness Standards									
Grade Level	Four of Six Standards   Five of Six Standards   Six of Six Standards									
Grade 5										
Grade 7										
Grade 9	16	24.5	36							

Note: To protect student privacy, scores are not shown when the number of students tested is 10 or less.

Part C (Engagement) begins on the next page.

# C. Engagement

# State Priority: Pupil Engagement

The SARC provides the following information relevant to the Pupil Engagement State Priority (Priority 5):

- High school dropout rates; and
- High school graduation rates.

# **Dropout Rate and Graduation Rate**

This table displays the school's one-year dropout rates and graduation rates for the most recent three-year period. For comparison purposes, data are also provided at the district and state levels. Detailed information about dropout rates and graduation rates can be found at the CDE Web site at <a href="http://dq.cde.ca.gov/dataquest/">http://dq.cde.ca.gov/dataquest/</a>.

	School				District		State		
Indicator	14-15	15-16	16-17	14-15	15-16	16-17	14-15	15-16	16-17
Dropout Rate	2.1	3	3.1	7	7.6	13.1	10.7	9.7	9.1
Graduation Rate	93.4	93.9	89.8	84.9	86.5	73.1	82.3	83.8	82.7

# Completion of High School Graduation Requirements (School Year 2016-17) One-Year Rate

	Gradı	ıating Class o	f 2016
Group	School %	District %	State %
All Students	93	84	89
African American	77	69	82
American Indian or Alaska Native	100	72	83
Asian	98	93	95
Filipino	88	85	93
Hispanic or Latino	75	74	87
Pacific Islander	100	91	89
White (not Hispanic)	97	89	92
Two Or More Races	100	92	91
Socioeconomically Disadvantaged	95	88	89
English Learners	77	71	57
Students with Disabilities	94	65	67
Foster Youth	50	74	74

# State Priority: School Climate

The SARC provides the following information relevant to the School Climate State Priority (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

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# School Safety Plan - Most Recent Year

This section provides information about the school's comprehensive safety plan.

GWHS has an active crisis response committee made up of teachers, support staff, administrators and students. We have an organization evacuation flow chart and the crisis response team meets regularly to address school safety and review site emergency procedures. Various emergency drills are conducted throughout the school year including fire, earthquake and lock down drills. These drills involve the entire faculty, staff, students and local emergency personnel. The school has 6 security personnel and a security camera system.

### Suspensions and Expulsions

This table displays the rate of suspensions and expulsions (the total number of incidents divided by the total enrollment) at the school and district levels for the most recent three-year period.

	School			District			State		
Subject	15-16	16-17	17-18	15-16	16-17	17-18	15-16	16-17	17-18
Suspensions	2.35	2.26	3.41	1.28	1.6	1.65	3.65	3.65	3.51
Expulsions	0.05	0	0	0.01	0.01	0	0.09	0.09	0.08

# State Priority: Parental Involvement

The SARC provides the following information relevant to the Parental Involvement State Priority (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each schoolsite.

#### Opportunities for Parental Involvement

This section provides information about opportunities for parents to become involved with school activities.

GWHS has a very active parent community and we actively seek parent involvement. The PTSA, School Site Council, and English Language Advisory Committee collaborate and meet with the Principal. Parent and community input is actively sought in the decision making process. The PTSA and Beacon co-sponsor monthly family engagement nights that include presentations on topics relevant to the high school experience. The Alumni association supports school activities and meets with the Principal on a regular basis. Open house events are held twice a year for new and prospective parents. Volunteers from San Francisco school volunteers assist in classrooms.

If you are interested in parental involvement opportunities, please contact the principal at the school:

Susan Saunders 415-750-8400

Section D (Other SARC Information) begins on next page.

## **Section 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 (Secondary)

This table displays by subject area the average class size and number of classrooms that fall into each size category (a range of total students per classroom).

	Avg		2015-16	;	Avg				Avg	2017-18			
Subject	0.000	Number of Classrooms			Class	realiser of Glassiconic			Class	Numbe	r of Class	srooms	
	Size	1-22	23-32	33+	Size	1-22	23-32	33+	Size	1-22	23-32	33+	
English	25	29	29	34	25	28	38	23	25	27	32	24	
Math	29	8	38	24	26	17	39	19	26	21	36	18	
Science	26	14	36	16	25	24	22	22	28	10	34	17	
Social Science	30	9	18	33	29	7	31	22	30	3	30	24	

# Academic Counselors and Other Support Staff (School Year 2017-18)

This table displays, in units of full-time equivalents (FTE), the number of academic counselors and other support staff who are assigned to the school and the average number of students per academic counselor. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50% of full time. Note: For various reasons, including funding sources and employees serving multiple locations, many of the staff in these positions are listed as working at central administrative offices, and so, will not show up under a particular school's staffing count. This includes the following FTE: Counselors - 11.8, Librarians - 31.6, Nurses - 55.3, Psychologists/Social Workers - 111.6 and Resource Specialists - 155. If additional information is needed regarding staffing in these particular support roles, please contact the school.

	Number of FTE Assigned to	Average Number of Students per
Title	School	Academic Counselor
Academic Counselor	8	249.625
Library Media Teacher (Librarian)	1	
Library Media Services Staff (Paraprofessional)		
Psychologist / Social Worker		
Nurse		
Speech/Language/Hearing Specialist		
Resource Specialist (non-teaching)		-
Other		

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# Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2016-17)

This table displays a comparison of the school's per pupil expeditures from unrestricted (basic) sources with other schools in the district and throughout the state, and a comparison of the average teacher salary at the school site with average teacher salaries at the district and state levels. The option to report expenditures and salaries for the benefit of all schools in the district equally has been used. Detailed information regarding school expenditures and teacher salaries can be found at the CDE Web site at http://www.cde.ca.gov/ds/fd/ec/ and http://www.cde.ca.gov/ds/fd/cs/.

Level	Total Expenditures Per Pupil	<u>-</u>	Expenditures Per Pupil Basic	Average Teacher Salary
School Site	\$5,747	\$188	\$5,558	\$71,563
District			\$5,558	\$71,563
Percent Difference - School Site and District			0%	0%
State			\$7,125	\$80,764
Percent Difference - School Site and State			-22%	-11%

# Types of Services Funded (Fiscal Year 2017-18)

This section provides information about the programs and supplemental services that are available at the school and funded through either categorical or other sources.

The Richmond Village Beacon Center is located on the Washington campus. The Beacon brings in new resources to the school, supports academic achievement and youth development through a broad array of programs for teens and adults. The College Center provides personnel and resources to students regarding college entrance requirements, test preparation, and financial aid. The College Center is staffed by Community Based Organizations including JCYC, UAspire, and SF Achievers. GWHS has a fully functioning and staffed Wellness Center with a full time coordinator, Community Health Liaison and school nurse. A variety of Community Based Organizations also work with the GWHS Wellness Center to assist with mental health services.

# Teacher and Administrative Salaries (Fiscal Year 2016-17)

This table displays district-level salary information for teachers, principals, and superintendents, and compares these figures to the state averages for districts of the same type and size. The table also displays teacher and administrative salaries as a percent of a district's budget, and compares these figures to the state averages for districts of the same type and size. Detailed information regarding salaries can be found at the CDE Web site at:

<a href="http://www.cde.ca.gov/ds/fd/cs/">http://www.cde.ca.gov/ds/fd/cs/</a>.
State Average For Districts

	State Average For Districts		
Category	District Amount	In Same Category	
Beginning Teacher Salary	\$45,658	\$47,903	
Mid-Range Teacher Salary	\$74,799	\$74,481	
Highest Teacher Salary	\$93,655	\$98,269	
Average Principal Salary (Elementary)	\$114,693	\$123,495	
Average Principal Salary (Middle)	\$121,529	\$129,482	
Average Principal Salary (High)	\$124,451	\$142,414	
Superintendent Salary	\$310,000	\$271,429	
Percent of Budget for Teacher Salaries	30	35	
Percent of Budget for Administrative Salaries	7	5	

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# Advanced Placement Courses (School Year 2017-18)

This table displays for the most recent year the number of Advanced Placement (AP) courses that the school offered by subject and the percent of the school's students enrolled in all AP courses. Detailed information about student enrollment in AP courses can be found at the CDE Web site at http://dq.cde.ca.gov/dataquest/.

	Number of AP	Percent of Students	
Subject	Classes Offered	in AP Courses	
Computer Science	2		
English	4		
Fine and Performing Arts	0		
Foreign Language	3		
Mathematics	7		
Science	7		
Social Science	6		
All Courses	29	28.4	

# **Professional Development**

This section provides information about the program for training the school's teachers and other professional staff.

Professional development is a part of every site plan and a major component of instructional support to departments. The district's professional development program provides opportunities for teachers to implement the district's core curriculum for all students, update subject area expertise, use data to plan instructional improvement strategies and acquire new instructional strategies. Leadership development across content areas is facilitated centrally, and for educators and parents each school continues to provide some full days of professional development during the academic year.

#### End of SARC Document.