

School Accountability Report Card

School Year 2018-19

(Published during 2019-20)

Thurgood Marshall Academic High School

0045 CONKLING ST, SAN FRANCISCO, CA 94124

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SFUSD School ID # **853**

Calif.School ID #: **3830403**

SAN FRANCISCO UNIFIED SCHOOL DISTRICT

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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 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 <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 <http://dq.cde.ca.gov/dataquest/> 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.

About This School

School Description and Mission Statement

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

Founded in 1994, and located in the southeastern part of San Francisco, Thurgood Marshall Academic High School is a four-year college preparatory high school with a diverse student body. Its highly dedicated faculty/staff and active PTSA believe that every Marshall student should be equipped with the essential skills, knowledge, and values needed to make wise college, career, and vocational decisions. In fall 2006, Marshall began offering all students an enriched college-prep curriculum and learning opportunities. A 6-period day bell schedule allows students to sign up for six courses that challenge them as well as meet their graduation requirement. Students take core and elective courses, including Honors/Advanced Placement courses, which meet the UC and CSU admission requirements, as well as prepare them for entrance to other colleges and universities of their choice. Students have access to our College & Career Center, and a fully staffed Wellness Center (with a nurse) as well as a Peer Resources Program. Student life at Marshall is enhanced by a wide array of extracurricular, community service, and athletic activities during and after school. Marshall is committed to achieve school-wide learning results for all students that reinforce the importance of responsibility, communication, critical thinking, and collaboration in all fields of human endeavor. Marshall is fully accredited by the Western Association of Schools and Colleges (WASC), 2006-2012.

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

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

<i>Grade Level</i>	<i>Enrollment</i>
K	0
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8	0
Ungraded Elem	0

<i>Grade Level</i>	<i>Enrollment</i>
9	101
10	125
11	122
12	104
Ungraded Sec	0
Total Enrollment	452

Student Enrollment By Group (School Year 2018-19)

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

<i>Group</i>	<i>Percent of Total Enrollment</i>
African American	9.7
American Indian or Alaska Native	0.7
Asian	19.7
Filipino	3.8
Hispanic or Latino	54.4
Pacific Islander	2.2
White (Not Hispanic)	0.9
Two or More Races	1.3
Socioeconomically Disadvantaged	64.4
English Learners	62.4
Students with Disabilities	16.6
Foster Youth	1.3
Homeless	5.3

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

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/>.

<i>Teachers</i>	<i>School</i>			<i>District</i>
	<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2019-20</i>
With Full Credential	37	35	30	2747
Without Full Credential	8	9	7	345
Teaching Outside Subject Area of Competence	4	1	2	145

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.

<i>Indicator</i>	<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>
Misassignments of Teachers of English Learners	0	1	2
Total Teacher Misassignments	4	2	4
Vacant Teacher Positions	0	1	0

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 29, 2019 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 29, 2019 meeting of the Board of Education.

For complete lists of adopted textbooks, go to:

<http://www.sfusd.edu/en/curriculum-standards/instructional-resources.htm>

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.

Item Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Systems: Gas Leaks, Mechanical/HVAC, Sewer	X			- Library: Heaters out of order at office next to library. - Gymnasium: Drain plugged next to gym into locker room.
Interior: Interior Surfaces		X		- Gymnasium: Missing ceiling tiles at corridor next to the gym. - Cafeteria: Water leak from window. - Nurse's Office: Water leak from window. - Room 100: Missing ceiling tiles. - Room 101: Missing ceiling tiles. - Counseling Office: Water leak from window. - Room 200A: Missing ceiling tiles. - Room 208: Missing ceiling tiles. - Library: Water leak from window.
Cleanliness: Overall and Pest Infestation	X			
Electrical	X			- Gymnasium: Few ceiling lights out at gym and the corridor to the gym.
Restrooms/Sinks/Fountains		X		
Safety: Fire and Hazardous Materials	X			
Structural: Damage, Roofs	X			
External: School Grounds, Windows, Doors	X			- 1st Floor Boy's Toilets: Entrance to boys restroom not closing, out of alignment.

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 2019			

Additional Comments: NOTE: Various corridor, classroom and restroom ceiling lights are out-of-order and acoustical tiles missing. Various heaters out of order.

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.

Through funds from Proposition A (passed 2003), the San Francisco Unified School District was able to repair and rehabilitate the Thurgood Marshall campus to current accessibility, health, safety and instructional

standards, replace worn-out plumbing, electrical and other major building systems. Nearly 12 million dollars were spent on the Marshall project. Renovation of the main building was completed by December 2006 and included a refurbished 600-seat auditorium, and a gymnasium complete with boys and girls locker rooms, and a state-of-the-art exercise room. By August 2007, a soccer/football field and new basketball courts were added to the back of the campus to support the school's athletic and physical education programs.

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

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.

California Assessment of Student Performance and Progress Results for All Students

Subject	Percent of Students Meeting or Exceeding State Standards					
	School		District		State	
	2017-18	2018-19	2017-18	2018-19	2017-18	2018-19
English Language Arts/Literacy (grades 3-8 and 11)	16	13	55	56	50	50
Mathematics (grades 3-8 and 11)	11	10	50	49	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.

See Subject - Subgroup results on next pages:

CAASPP Assessment Results - English Language Arts (ELA)
Grades Three to Eight and Grade Eleven (School Year 2018-19)

<i>Group</i>	<i>Total Enrollment</i>	<i>Number Tested</i>	<i>Percent Tested</i>	<i>Percent Not Tested</i>	<i>Percent Met or Exceeded</i>
All Students	105	79	75.24	24.76	12.66
Male	65	46	70.77	29.23	8.70
Female	40	33	82.50	17.50	18.18
African American	13	8	61.54	38.46	25.00
American Indian/Alaskan					
Asian	17	17	100.00	0.00	23.53
Filipino	--	--	--	--	--
Hispanic or Latino	56	38	67.86	32.14	5.26
Pacific Islander/Hawaiian					
White					
Two or More Races					
Economically Disadvantaged	66	50	75.76	24.24	12.00
English Learners	74	56	75.68	24.32	0.00
Students with Disabilities	14	8	57.14	42.86	12.50
Migrant Education Services					
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard 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 percentages. The achievement level percentages are calculated using students with scores.

CAASPP Assessment Results - Mathematics
Grades Three to Eight and Grade Eleven (School Year 2018-19)

<i>Group</i>	<i>Total Enrollment</i>	<i>Number Tested</i>	<i>Percent Tested</i>	<i>Percent Not Tested</i>	<i>Percent Met or Exceeded</i>
All Students	105	80	76.19	23.81	10.13
Male	65	47	72.31	27.69	8.70
Female	40	33	82.50	17.50	12.12
African American	13	8	61.54	38.46	25.00
American Indian/Alaskan					
Asian	17	17	100.00	0.00	23.53
Filipino	--	--	--	--	--
Hispanic or Latino	56	38	67.86	32.14	0.00
Pacific Islander/Hawaiian					
White					
Two or More Races					
Economically Disadvantaged	66	52	78.79	21.21	9.80
English Learners	74	57	77.03	22.97	5.26
Students with Disabilities	14	8	57.14	42.86	12.50
Migrant Education Services					
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

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 percentages. The achievement level percentages are calculated using students with scores.

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).

<i>Subject</i>	<i>School</i>		<i>District</i>		<i>State</i>	
	<i>17-18</i>	<i>18-19</i>	<i>17-18</i>	<i>18-19</i>	<i>17-18</i>	<i>18-19</i>
Science (Gr 5,8 and high school)	--	--	--	--	--	--

Note: The California Science Test (CAST) 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.

Career Technical Education Programs

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 2018-19)

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

<i>Measure</i>	<i>CTE Program Participation</i>
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Number of Pupils	174
Percent of pupils completing a CTE program and earning a high school diploma	72.7%
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 <http://dq.cde.ca.gov/dataquest/>.

<i>Indicator</i>	<i>Percent</i>
2018-19 Students Enrolled in Courses Required for UC/CSU Admission	95
2017-18 Graduates Who Completed All Courses Required for UC/CSU Admission	35

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.

California Physical Fitness Test Results (School Year 2018-19)

<i>Grade Level</i>	<i>Percent of Students Meeting Fitness Standards</i>		
	<i>Four of Six Standards</i>	<i>Five of Six Standards</i>	<i>Six of Six Standards</i>
Grade 5			
Grade 7			
Grade 9	16.3	11.2	9.2

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 <http://dq.cde.ca.gov/dataquest/>.

Indicator	School			District			State		
	15-16	16-17	17-18	15-16	16-17	17-18	15-16	16-17	17-18
Dropout Rate	12.1	20.4	32.2	7.6	13.1	11.2	9.7	9.1	9.6
Graduation Rate	80.2	74.1	55.5	86.5	73.1	72.1	83.8	82.7	83

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.

School Safety Plan - Most Recent Year

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

Thurgood Marshall Academic High School's Comprehensive Safe School Plan provides emergency preparedness response instructions, information and guidelines to assure the safety and well-being of students and staff at the time of an emergency. This plan has components from a number of specialized plans, including but not limited to the Site Emergency Response Team (SERT), the First Aid Binder and the Security, Emergency and Safety Information document. All plans are available for review on request. The principal or principal's designee, in coordination with the SERT and the SFUSD Emergency Planning Department or when directed by the Superintendent, perform evacuation, earthquake, and lockdown drills to assess the effectiveness of the Comprehensive Safe School Plan.

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.

Subject	School			District			State		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Suspensions	10.9	10.3	9.1	1.6	1.6	1.7	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

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.

Parents have opportunities to be involved in school activities through PTSA, SSC, and ELAC. The PTSA leadership has actively promoted parent participation in events and projects such as Freshman Orientation, Back-to-School Night, Eighth Grade Night, Multicultural Nights, Senior Award Night and other community involvements. Each year PTSA coordinates effort on fundraising opportunities, such as participating in Bay-to-Breaker. Parent volunteers are encouraged to provide academic and cultural enrichment and serve as role models. Parent workshops are offered through out the year focusing on graduation requirements, college application process and financial aid/scholarship. Events and announcements are published via newsletter and School Loop to inform parents of what is happening at Thurgood Marshall Academic High School.

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

Mark Heringer

415-695-5612

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).

Subject	Avg Class Size	2016-17			Avg Class Size	2017-18			Avg Class Size	2018-19		
		Number of Classrooms				Number of Classrooms				Number of Classrooms		
		1-22	23-32	33+		1-22	23-32	33+		1-22	23-32	33+
English	14	27	7	1	17	27	11		18	31	10	
Math	17	22	4		16	21	7		16	28	5	
Science	20	10	9		14	22	5		20	10	7	
Social Science	18	21	8		16	20	9		18	18	7	

Academic Counselors and Other Support Staff (School Year 2018-19)

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.

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	5	91.4
Library Media Teacher (Librarian)		----
Library Media Services Staff (Paraprofessional)		----
Psychologist / Social Worker		----
Nurse		----
Speech/Language/Hearing Specialist		----
Resource Specialist (non-teaching)	1	----
Other		----

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

This table displays a comparison of the school's per pupil expenditures 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/>.

<i>Level</i>	<i>Total Expenditures Per Pupil</i>	<i>Expenditures Per Pupil (Restricted)</i>	<i>Expenditures Per Pupil (Unrestricted)</i>	<i>Average Teacher Salary</i>
School Site	\$6,103	\$1,036	\$5,067	\$73,379
District	----	----	\$5,067	\$73,379
Percent Difference - School Site and District	----	----	0%	0%
State	----	----	\$7,506.64	\$82,403
Percent Difference - School Site and State	----	----	-33%	-11%

Types of Services Funded (Fiscal Year 2018-19)

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 Wellness Program at Thurgood Marshall Academic High School believes that student wellness is a cornerstone for learning and success in school. The program is dedicated to improving the health, well-being and educational outcomes of all students. The Wellness Program provides free, confidential services to students, including health education and assessment; mental health and substance abuse counseling; support and empowerment groups; crisis intervention; and reproductive health services. In addition, the Wellness Program brings community-based organizations onto campus, provide students with referrals to public and private health providers, and educate youth about resources and services available both on and off campus. The Wellness staff is available to address immediate students' health needs and to strengthen our students' capacity to make healthy choices throughout their lives. The Wellness Center also promotes a healthy school environment by supporting staff and faculty involvement in health issues. This comprehensive approach to addressing school health has proven successful. Since opening the Wellness Program office, Thurgood Marshall has seen measurable improvements in the students' health and well-being, and is a valuable asset on campus. Peer Resources at Thurgood Marshall Academic High School is a youth serving youth counseling and leadership program focusing on Peer Conflict Mediation, Peer Mentoring, and Youth Leadership. Conflict Mediators help peers school-wide to resolve disputes peacefully. Peer Mentors teach and tutor 9th grade mentees students to develop healthy relationships, improve academically and become more engaged in school. Peer Resources emphasizes youth development, youth leadership, violence prevention, and academic improvement.

Teacher and Administrative Salaries (Fiscal Year 2017-18)

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:

<http://www.cde.ca.gov/ds/fd/cs/>.

<i>Category</i>	<i>District Amount</i>	<i>State Average For Districts In Same Category</i>
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Beginning Teacher Salary	\$47,028	\$48,612
Mid-Range Teacher Salary	\$77,010	\$74,676
Highest Teacher Salary	\$96,368	\$99,791
Average Principal Salary (Elementary)	\$114,660	\$125,830
Average Principal Salary (Middle)	\$120,566	\$131,167
Average Principal Salary (High)	\$124,586	\$144,822
Superintendent Salary	\$310,000	\$275,796
Percent of Budget for Teacher Salaries	33	34
Percent of Budget for Administrative Salaries	6	5

Advanced Placement Courses (School Year 2018-19)

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/>.

<i>Subject</i>	<i>Number of AP Classes Offered</i>	<i>Percent of Students in AP Courses</i>
Computer Science	0	----
English	1	----
Fine and Performing Arts	0	----
Foreign Language	0	----
Mathematics	1	----
Science	0	----
Social Science	0	----
All Courses	2	4.3

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.