

# Etiwanda Intermediate School

## School Accountability Report Card

### Reported Using Data from the 2016-17 School Year

#### Published During 2017-18

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 <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 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 <http://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**

#### **Contact Information (School Year 2017-18)**

<b>School Contact Information</b>	
<b>School Name</b>	Etiwanda Intermediate School
<b>Street</b>	6925 Etiwanda Ave.
<b>City, State, Zip</b>	Etiwanda
<b>Phone Number</b>	9098991701
<b>Principal</b>	Justin Kooyman
<b>E-mail Address</b>	justin_kooyman@etiwanda.org
<b>Web Site</b>	<a href="http://www.teacherweb.com/CA/EIS/HomePage/sdhp1.aspx">http://www.teacherweb.com/CA/EIS/HomePage/sdhp1.aspx</a>
<b>CDS Code</b>	36667026035778

<b>District Contact Information</b>	
<b>District Name</b>	Etiwanda School District
<b>Phone Number</b>	909.899.2451
<b>Superintendent</b>	Shawn Judson, Ed.D.
<b>E-mail Address</b>	shawn_judson@etiwanda.org
<b>Web Site</b>	www.etiwanda.org

### **School Description and Mission Statement (School Year 2017-18)**

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#### **SCHOOL MISSION**

The Etiwanda Intermediate staff, with the support of the community, is dedicated to a student-centered, diverse program of academic excellence. The students, staff, and community are working together in a partnership to develop capable, responsible, and productive members of society.

#### **SCHOOL VISION**

Etiwanda Intermediate's vision is based around building meaningful relationships with students and families, delivering rigorous curriculum tailored so all students can be successful, and using relevant resources to stimulate multiple learning styles. With the academic, social and emotional development in the forefront, all students will feel supported and confident to continue their passion for learning. Etiwanda Intermediate is the Emerald of Etiwanda where students and teachers want to come to school.

#### **DISTRICT & SCHOOL PROFILE**

Etiwanda School District serves over 14,000 TK-8 students residing in the cities of Rancho Cucamonga, Fontana, Alta Loma, and Etiwanda. The district currently operates thirteen TK-5 elementary schools and four intermediate schools (grades 6-8) and a Community Day School. Etiwanda's graduating eighth grade students are served by Chaffey Joint Union High School District for grades 9-12. Home schooling program, preschool program, and child care are provided at some schools within the district. More information about these programs may be acquired through the district's website or by contacting the district office at (909) 899-2451.

The district's commitment to excellence is achieved through a team of professionals dedicated to delivering a challenging, high quality educational program. Etiwanda School District appreciates the outstanding reputation it has achieved in local and neighboring communities. Consistent success in meeting student performance goals is directly attributed to the district's energetic teaching staff and strong parent and community support.

Etiwanda Intermediate is sensitive to the developmental needs of students at this transitional time before entering high school. The school educates students in grades six through eight. Great emphasis is placed on character-building as well as on education. Since it opened its doors over 100 years ago, the school has been committed to providing students the necessary skills to be productive in the present and in the future.

The staff at Etiwanda Intermediate School believes each child is unique and deserving of a rich educational environment. Students have access to rigorous core curriculum in language arts, mathematics, science, and social studies. Etiwanda Intermediate is fortunate to have a staff of experienced and knowledgeable teachers eager to make a difference for students. The school is built on beliefs that a "student-centered" approach provides an atmosphere in which a child's social, emotional, and intellectual needs are equally important. All students have special talents and are given the opportunities to develop those talents. During the 2017-2018 school year, Etiwanda Intermediate School serviced over 1,400 students.

### Student Enrollment by Grade Level (School Year 2016-17)

Grade Level	Number of Students
Grade 6	405
Grade 7	511
Grade 8	457
<b>Total Enrollment</b>	<b>1,373</b>

### Student Enrollment by Group (School Year 2016-17)

Student Group	Percent of Total Enrollment
Black or African American	12.7
American Indian or Alaska Native	0.1
Asian	10.1
Filipino	5.4
Hispanic or Latino	45.5
Native Hawaiian or Pacific Islander	0.6
White	20
Two or More Races	5.1
Socioeconomically Disadvantaged	40.1
English Learners	4.6
Students with Disabilities	13.8
Foster Youth	0.3

## A. Conditions of Learning

### State Priority: Basic

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

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

### Teacher Credentials

Teachers	School			District
	2015-16	2016-17	2017-18	2017-18
With Full Credential	65	65	71	660
Without Full Credential	0	2	1	8
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

### Teacher Misassignments and Vacant Teacher Positions

Indicator	2015-16	2016-17	2017-18
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 2017-18)

**Year and month in which data were collected:** September 2015

All textbooks used in the core curriculum throughout the Etiwanda School District are aligned to the California Content Standards and Frameworks. Instructional materials for grades K-8 are selected from the state's most recent list of standards-based materials and adopted by the State Board of Education. The district follows the State Board of Education's six-year adoption cycle for core content materials. District textbook review and adoption activities occur the year following the state's adoption.

On September 28, 2017, the Etiwanda School District's Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students. The Board of Trustees adopted Resolution No. 1718-24 which certifies as required by Education Code §60119 (1) that each pupil has a textbook or instructional materials, or both, to use in class and to take home, (2) that sufficient textbooks and instructional materials were provided to each student, including English learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum frameworks in math, science, history-social science, and English/language arts, including the English language development component of an adopted program, and (3) sufficient textbooks or instructional materials were provided to each pupil enrolled in foreign language or health classes. Prior to adoption, parents may preview recommended instructional materials at the district office for a period of 30 days.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	McGraw Hill, Study Sync (Grades 6 - 8)	Yes	0%
Mathematics	McGraw-Hill, California MATH (Grades 6 - 8)	Yes	0%
Science	Holt, California Science (Grades 6 - 8)	Yes	0%
History-Social Science	Glencoe/McGraw-Hill, Discovering Our Past (Grades 6 - 8)	Yes	0%

## School Facility Conditions and Planned Improvements (Most Recent Year)

Etiwanda Intermediate provides a safe, clean environment for learning through proper facilities maintenance and campus supervision. Original school buildings were constructed in 1938; modernized in 1997 and additional construction in 2006. Ongoing maintenance ensures school facilities are kept safe, in good working condition, and continue to provide adequate space for students and staff.

Etiwanda Intermediate is proud of its high standards regarding campus maintenance and general housekeeping practices. Staff and students enjoy the benefits of having a well-maintained, beautiful campus.

School staff and the district's maintenance department work together to ensure fields, classrooms, and campus grounds are well-maintained. Maintenance and Operations (M&O) employs a work order process enabling school staff to communicate unscheduled maintenance needs, urgent repairs, or special projects. School staff communicate requests to the school office clerk who prepares and submits a formal work order to M&O for resolution. Emergency situations are given high priority and resolved immediately by site or district custodial staff. The principal and day custodian communicate on a daily informal basis and meet monthly to discuss campus maintenance and safety concerns. Etiwanda School District's director of maintenance and operations (M&O) meets with the principal once a month to discuss maintenance-related issues associated with campus upkeep, safety, classroom space, equipment, upcoming events, work orders (submitted and outstanding), and special requests. The director of M&O then meets with the custodian to conduct a comprehensive inspection of the school site; a summary of the inspection findings is forwarded to the principal.

Schools are required by state law to conduct a formal inspection annually of designated areas and systems and then prepare a report on the current condition of facilities. The School Site Inspection table illustrated in this report identifies the state-required inspection areas and discloses the operational status in each of those areas.

Etiwanda Intermediate’s custodial staff are qualified and equipped to handle routine cleaning needs, general maintenance, and minor repairs. M&O provides formal training twice a year on the proper use of equipment, cleaning procedures, and chemical usage. One full-time day custodian and one full-time evening custodian is responsible for keeping the campus clean and fully operational. The custodian’s daily routine includes cleaning the staff lounge, front office, PE area, locker rooms and gym; stocking student restrooms.

Every morning before school begins, the day custodian inspects school facilities for safety hazards and maintenance issues that require attention before staff and students arrive on campus. Any graffiti or signs of vandalism are removed immediately. Restrooms are checked frequently as a proactive measure in keeping facilities stocked, safe, and sanitary.

A professional janitorial service is responsible for thoroughly cleaning classrooms and restrooms during the evenings. The district office dispatches a team of grounds keepers each week to maintain Etiwanda Intermediate’s landscaping and irrigation systems.

Etiwanda School District participates in the State School Deferred Maintenance Program which provides dollar-for-dollar matching funds to assist school districts with major repairs or replacement of existing school building components; these typically include roofing, plumbing, heating, air conditioning, electrical systems, interior/exterior painting, and floor systems.

**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

<b>School Facility Good Repair Status (Most Recent Year)</b>				
<b>Year and month of the most recent FIT report: May 2017</b>				
<b>System Inspected</b>	<b>Repair Status</b>			<b>Repair Needed and Action Taken or Planned</b>
	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			Repaired hole in center of south wall.
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical:</b> Electrical	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/Fountains	X			Repaired dripping faucet.
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

**Overall Facility Rating (Most Recent Year)**

<b>Year and month of the most recent FIT report: May 2017</b>				
<b>Overall Rating</b>	<b>Exemplary</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>
		X		

## 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 English Language Arts/Literacy (ELA) and Mathematics for All Students Grades Three through Eight and Grade Eleven

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17
English Language Arts/Literacy (grades 3-8 and 11)	62	67	64	68	48	48
Mathematics (grades 3-8 and 11)	47	53	55	58	36	37

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.

### CAASPP Test Results in ELA by Student Group Grades Three through Eight and Grade Eleven (School Year 2016-17)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	"1,379"	"1,367"	99.13	66.93
Male	693	688	99.28	60.61
Female	686	679	98.98	73.34
Black or African American	175	173	98.86	62.43
American Indian or Alaska Native	--	--	--	--
Asian	136	135	99.26	79.26
Filipino	67	67	100	85.07
Hispanic or Latino	633	624	98.58	59.46
Native Hawaiian or Pacific Islander	--	--	--	--
White	272	272	100	75.74
Two or More Races	78	78	100	71.79
Socioeconomically Disadvantaged	569	562	98.77	56.41
English Learners	208	203	97.6	58.62
Students with Disabilities	199	198	99.5	22.22
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 (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 2016-17)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	1,380	1,373	99.49	52.85
Male	693	690	99.57	51.38
Female	687	683	99.42	54.32
Black or African American	176	174	98.86	44.83
American Indian or Alaska Native	--	--	--	--
Asian	136	136	100	73.33
Filipino	67	67	100	76.12
Hispanic or Latino	633	628	99.21	43.13
Native Hawaiian or Pacific Islander	--	--	--	--
White	272	272	100	64.34
Two or More Races	78	78	100	57.69
Socioeconomically Disadvantaged	569	566	99.47	38.76
English Learners	208	207	99.52	45.37
Students with Disabilities	199	199	100	19.1
Foster Youth	--	--	--	--

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**

Subject	Percent of Students Scoring at Proficient or Advanced					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
Science (grades 5, 8, and 10)	72	74	79	80	60	56

Note: Science test results include California Standards Tests (CSTs), California Modified Assessment (CMA), and California Alternate Performance Assessment (CAPA) in grades five, eight, and ten.

Note: Scores are not shown 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: The 2016-17 data are not available. The California Department of Education is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The new California Science Test (CAST) was piloted in spring 2017. The CST and CMA for Science will no longer be administered.

## 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 2016-17)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
7	16.4	30.4	44.9

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.

## 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 schoolsite.

### Opportunities for Parental Involvement (School Year 2017-18)

Parents are encouraged to be involved in their child's education by attending school events, serving on committees, and volunteering at the school. The staff welcomes parents' assistance on campus and during school sponsored events. Back to School Night, student performances, themed family nights, Open House Extravaganza, Fall Festival, Wildcat PTSO, and Watch D.O.G.S. (Dads Of Great Students) provide opportunities for parents to interact with school staff while supporting their child's efforts. The School Site Council (SSC) and English Learners Advisory Committee (ELAC) enable parents to provide input on the school budget, activities, and educational programs. Additional outreach is provided by the school's Academic Advisor, who communicates with parents and serves as a resource for parents of at-risk students. Parents who would like to get more involved or volunteer their time may contact the school office (909) 899-1701 or sign up on the volunteer website ([eis.etiwanda.org](http://eis.etiwanda.org)).

School-to-home communication takes place in a variety of formats. The school website provides valuable information regarding events, activities, programs, and staff. Links to parent resources, PTSO, band, and individual teacher websites can be obtained through our school website. Teacherweb provides homework and important class information. Etiwanda Intermediate utilizes School Messenger, an automated message system, to contact parents regarding school events, student activities and progress on a weekly basis. The school marquee displays special announcements and important reminders. Quarterly newsletters provide our school population with a variety of useful information including upcoming program, events, tips for student success and instructional focuses. Newsflash which is a component of TeacherWeb enables staff to send home quick 80 character text messages or e-mails reminders to inform families of minimum days and when to expect progress reports or report cards.

Parents may access the Aeries Parent Portal to view their child's grades and resources that support student learning, study skills, research, and enrichment. The district maintains an online mailing list for parents who wish to receive e-mail announcements and messages related to Etiwanda Intermediate and the district.



## 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			District			State		
	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
<b>Suspensions</b>	2.38	1.52	2.42	1%	.69	.08	3.8	3.7	3.6
<b>Expulsions</b>	0	0	0.07	.01	.03	.01	0.1	0.1	.1

### School Safety Plan (School Year 2017-18)

The Comprehensive School Site Safety Plan was originally developed for Etiwanda Intermediate in collaboration with local agencies and district administration to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and departure from school, sexual harassment policy, and dress code policy. Etiwanda Intermediate's most current school safety plan was reviewed and updated in December 2017 by site administration, our school resource officer and School Site Council. The final copy of the plan was reviewed by SSC, PTSO and staff in January 2018.

## 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.

### Federal Intervention Program (School Year 2017-18)

Indicator	School	District
<b>Program Improvement Status</b>		In PI
<b>First Year of Program Improvement</b>		2012-2013
<b>Year in Program Improvement*</b>		Year 1
<b>Number of Schools Currently in Program Improvement</b>	N/A	1
<b>Percent of Schools Currently in Program Improvement</b>	N/A	25

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

### Average Class Size and Class Size Distribution (Secondary)

Subject	2014-15				2015-16				2016-17			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-22	23-32	33+		1-22	23-32	33+		1-22	23-32	33+
<b>English</b>	29	5	10	15	30	2	22	8	27	5	25	6
<b>Mathematics</b>	29	5	11	14	30	2	22	8	28	6	23	6
<b>Science</b>	29	5	11	14	30	2	22	8	29	2	25	6
<b>Social Science</b>	29	5	10	15	30	2	22	8	28	3	25	6

Note: Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

**Academic Counselors and Other Support Staff (School Year 2016-17)**

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	1	1000
Counselor (Social/Behavioral or Career Development)	.31	N/A
Library Media Teacher (Librarian)	.06	N/A
Library Media Services Staff (Paraprofessional)	1	N/A
Psychologist	1	N/A
Social Worker	0	N/A
Nurse	.4	N/A
Speech/Language/Hearing Specialist	1	N/A
Resource Specialist	5	N/A
Other	0	N/A

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

\*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 2015-16)**

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	289.92	0	289.92	\$63,090.82
District	N/A	N/A	\$5,344	\$78,619
Percent Difference: School Site and District	N/A	N/A	-94.6	-19.8
State	N/A	N/A	\$6,574	\$78,363
Percent Difference: School Site and State	N/A	N/A	-95.6	-19.5

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

**Types of Services Funded (Fiscal Year 2016-17)**

Please note - Salaries are paid by the district on behalf of the school sites. School expenditures do not include contract salaries.

In addition to general fund state funding, Etiwanda School District receives state and federal categorical funding for special programs. For the 2016-2017 school year, the district received approximately \$1,242 per student in federal, state, and local aid for the following categorical, special education, and support programs:

- Class Size Reduction
- Special Education
- Title I (For specific sites)

### Teacher and Administrative Salaries (Fiscal Year 2015-16)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$48,370	\$48,678
Mid-Range Teacher Salary	\$75,278	\$78,254
Highest Teacher Salary	\$101,689	\$96,372
Average Principal Salary (Elementary)	\$120,013	\$122,364
Average Principal Salary (Middle)	\$123,753	\$125,958
Average Principal Salary (High)		\$126,758
Superintendent Salary	\$167,312	\$212,818
Percent of Budget for Teacher Salaries	38%	38%
Percent of Budget for Administrative Salaries	4%	5%

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

### Professional Development (Most Recent Three Years)

All training and curriculum development at the Etiwanda School District is aligned to student assessment results, NCLB requirements, and state content standards.

During the 2016-17 school year, our staff participated in two to three district sponsored professional development and planning days. Staff participated in each of the professional development opportunities through all day sessions.

Training sessions offered throughout the school year included:

- Common Core State Standards-ELA and Math (SBAC/Scope & Sequence, practices, and approaches)
- Engaging in Texts
- Writing to Communicate
- Mathematical Concepts and Problem Solving
- Smarter Balanced Administration, Item Specs, Accommodations and Supports
- Technology-Devices: Chromebook and iPad, math program online resources, Google Applications for Educators, Learning.com, Illuminate
- CAASSP system and tools
- Classroom Management (New Teachers and Induction)
- English Language Learners (proficiency expectations, standards, and instruction)
- Site Administrators (SBAC, new academic standards, Kagan, Induction, LCFF/LCAP)
- Substitute Teacher Training
- Behavior Management (SPED)-(New Teachers and Induction)
- Special Education-policy, procedures, accountability
- Effective IEP Writing
- Kagan Cooperative Learning
- i-Ready Diagnostic Assessments
- Towards Equity (Induction)
- Special Populations (Induction-General Education)
- Project Read
- Step Up to Writing
- District Adopted English Language Arts Publisher Training

Etiwanda School District supports school administrators, new teachers, veteran teachers, substitute teachers, and instructional assistants in developing their teaching skills. Since the 2012-2013 school year, the primary/major areas of focus for staff development were aligned to the new academic standards (Common Core State Standards), 21st Century learning and teaching, technology, Universal Access, and meeting the needs of special populations and our English learners. Areas selected are based on state and local policies and student need. In addition to the above, data analysis of state summative assessments, local diagnostics, as well as formative classroom assessments determine professional development focus areas. Professional development is delivered through multiple methods: individual support, grade level teams, one-day during the work day sessions (grade level or grade span specific), conference style self-selected topics, as well as outside vendor sessions, based on site needs.

All teachers are supported during this implementation period through multiple district sponsored professional development opportunities such as publisher sessions, district professional development sessions, district/site representative articulation, grade level collaboration, and site staff meetings. In addition to the above, teachers may seek in-class support from professional development providers. All staff members are encouraged to attend additional, non-district-sponsored workshops and conferences. New teachers, experienced teachers, TOSAs, teacher leaders, administrators, and support staff are encouraged to participate in workshops sponsored by the San Bernardino County Superintendent of Schools.

New teachers are enrolled into the ESD Induction Program, a state-sponsored program designed for first- and second-year preliminary credentialed teachers. Comprehensive skills enhancement training is provided over a two year period. Candidates attend specific sessions related to implementation of district technologies, assessments, and scope and sequences. In addition, new teachers attend (prior to the start of the school year) sessions on equity, special populations, classroom management, and pedagogical approaches and practices. Monthly Induction support meetings focus on implementation and growth within the California Standards for the Teaching Profession.

Teachers experiencing difficulty or in need of improvement may voluntarily select or be required to participate in the Peer Assistance and Review process. A consulting support teacher is assigned to the teacher. The support teacher meets on a regular basis with the teacher, observes the classroom, and makes suggestions for staff development.

Etiwanda's Professional Development Providers/Teachers on Special Assignment (TOSA) further develop their capacity to instruct and support teachers through professional reading, outside vendor conference attendance, and professional collaborative workshops on supporting teachers, pedagogy, and student achievement.

Paraprofessionals or classified employees are prepared to work in their role through yearly staff notification sessions (online and in-person) as well as trained to work with colleagues and students through staff development sessions and meetings. They may also receive additional job-related training from vendors, department supervisors, and district representatives. In addition, there are selected workshops offered through West End SELPA for both certificated and classified personnel.

Non-instructional support staff is prepared to work in their role through yearly staff notification sessions (online and in-person) and ongoing staff development during the day meetings/sessions around topics related to state and local policies, procedures, and practices.