

ICEF Vista Elementary Academy

School Accountability Report Card Reported Using Data from the 2016—17 School Year California Department of Education

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

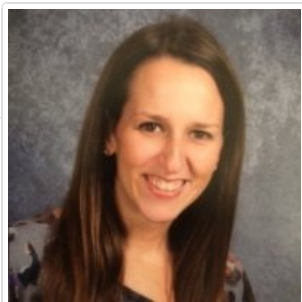
- For more information about SARC requirements, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fq/aa/lc/>.
- For additional information about the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

DataQuest

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

Internet Access

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



Kristen Buczek, Director

Principal, ICEF Vista Elementary Academy

About Our School

Welcome to another extraordinary year at ICEF Vista Elementary Charter Academy. To be a student at Vista means to know that you will be loved, respected and pushed to reach deep levels of profound learning through relevant, engaging learning experiences. A new school year is always an exciting time for all. It presents opportunities for various beginnings – new classes, new faces, new expectations, more choices and new innovations. This year is a time for continued growth, challenge, and adventure.

Our staff of exemplary teachers, paraprofessionals, and office personnel are fully involved in preparing our students with 21st Century Skills. This includes, but is not limited to skills of collaboration, digital literacy, critical thinking, and problem-solving so that all students can be college and career ready. Coming from a year full of educational changes such as the implementation of the Common Core State Standards (CCSS) and Smarter Balanced Assessment, we are committed to pushing our students to new heights in their education.

After being a proud member of the Vista community for 10 years, I continue to be honored by the opportunity to be your Principal. With the efforts of parents, students, teachers, administrators, staff, and local school community, we can truly continue building a school culture in which every person feels valued and is encouraged and challenged to achieve at the highest levels. It is important that you evaluate your role and commitment to our children, and determine the actions you will take to be a positive and productive member of our school community. We also welcome our new staff members, as we know their presence will enhance our school community as well.

I could not be happier to be part of such an amazing team that I know will inspire excellence amongst our Vista scholars. If you have questions about our school, please feel free to contact us through e-mail, phone, or in person.

Have a wonderful year!

Kristen Buczek

Principal, ICEF Vista Elementary Academy Charter

Contact

ICEF Vista Elementary Academy
4471 Inglewood Blvd.
Los Angeles, CA 90066-6209

Phone: 323-298-6400
E-mail: kbuczek@icefps.org

About This School

Contact Information (School Year 2017—18)

Note: "District" information listed below is the contact information for ICEF Public Charter Schools.

District Contact Information (School Year 2017—18)	
District Name	Los Angeles Unified
Phone Number	(213) 241-1000
Superintendent	Michelle King
E-mail Address	michelle.king@lausd.net
Web Site	www.lausd.net

School Contact Information (School Year 2017—18)	
School Name	ICEF Vista Elementary Academy
Street	4471 Inglewood Blvd.
City, State, Zip	Los Angeles, Ca, 90066-6209
Phone Number	323-298-6400
Principal	Kristen Buczek, Director
E-mail Address	kbuczek@icefps.org
Web Site	http://ives.icefps.org
County-District-School (CDS) Code	19647330117937

Last updated: 1/10/2018

School Description and Mission Statement (School Year 2017—18)

ICEF Public Schools

The Inner City Education Foundation (ICEF Public Schools or "ICEF") is a Charter Management Organization, operating in South Los Angeles and Inglewood, which provides local, underserved students with excellent academic options in their own community. Founded in 1994, ICEF Public Schools currently operates 9 schools serving more than 3,500 students annually. ICEF's mission is to prepare all students to attend and compete academically at the top colleges and universities in the nation. ICEF is conscious of the relationship between education and the economic prospects of the neighborhood. ICEF serves a 74% African-American and 25% Latino student population with 88% of students eligible for the federal free and reduced-price lunch program, a nationally recognized measure of economic poverty.

ICEF Public Schools provides high-quality college preparatory educational opportunities for children in their own communities, increasing the graduation rate, reducing the number of high school dropouts, and improving college entrance rates of students in South Los Angeles and Inglewood. Our hope is to return well-educated college graduates as highly productive adults to the local community. To best achieve this vision, ICEF is focused on three main objectives.

Academic Excellence. Our goal is to have 100% of all ICEF graduates accepted into college. Under the guidance of the Chief Schools Officer, the academic team was restructured with the addition of experts in math, literacy and common core instruction, as well as in teacher development. ICEF is focused on supporting teachers with frequent observation, professional development, consistent analysis of student performance data, and constructive feedback from principals.

Promote and Support Our Culture. In addition to academic rigor, ICEF stands out from the crowd by providing students with rich extracurricular offerings. ICEF provides students the opportunity to participate in outstanding athletics and performing and visual arts programs that enrich and augment their academic experience. At ICEF, music, dance, sports, and drama are not optional "extras." We truly believe that by encouraging our students to participate in these activities - along with their academic studies - we are developing not just stellar students but engaging and talented members of society.

Financial Stewardship. In an effort to decentralize financial operations and give schools more control over their own budgets, ICEF utilizes a school-based budgeting model. ICEF is transparent with faculty, staff, and the Board about the financial state of the organization through regular updates and open dialogue. We are focused on long-term financial stability while investing heavily in students' current needs.

ICEF Public Schools offers a unique tripartite approach in the areas of Academics, Arts, and Athletics:

Academics. Academics focus on mastery of the Common Core State Standards to ensure that students are college and career ready. Quality teaching and learning take place through the implementation of the ICEF Teacher Effectiveness Framework, the adoption of Common Core-aligned curriculum and strategies, intensive professional development, and the ICEF-Wide Assessment system. Instructional decisions are based on student performance data and teachers work closely in professional learning teams to reflect on how to best meet the needs of students. ICEF creates a community of learning where stable and mutually respectful relationships with adults and peers are considered fundamental to increasing intellectual development and personal growth. Additionally, ICEF fosters a commitment to teaching a core academic program that utilizes research-based instructional practices and promotes artistic, scientific, and mathematical literacy, as well as critical thinking and reasoning.

Arts. The Arts department at ICEF prides itself in transforming the learning experiences of our scholars. Students experience the Arts through various opportunities including Arts Integration, Visual Arts classes, Music classes, and hands-on multimodal experiences, including field trips, performances, festivals and partnerships with community organizations.

Athletics. ICEF believes in athletics for all and offers a variety of sports to match our scholars' varied talents and interests. ICEF recognizes that participation in athletics teaches scholars discipline, respect, teamwork, and sportsmanship while improving students' confidence and increasing their motivation to excel in school. The social skills emphasized in our sports program are skills necessary for success in learning as well as in becoming well-rounded citizens. To that end, the Athletics Program is an extension of the learning that takes place during the school day. ICEF stresses that student-athletes are students first. Academic eligibility and good behavior are therefore mandatory for participation in athletics.

Core Values

ICEF schools and staff are guided by core values and beliefs that reflect what we believe are the best practices found in high performing schools that consistently produce well-educated students prepared to enter and succeed in college. The following core values are instilled as guiding principles throughout the entire ICEF organization:

Community. We will create, grow and support a unified community where we are passionate about the success of our students.

Diversity. We will respect diversity while using our differences to drive innovative practices that unite us all.

Empowerment. We will empower our stakeholders to be efficient and effective in delivering the highest quality services for our students.

Accountability. We will develop a culture of integrity where we hold ourselves and each other accountable for our actions and behavior with our students, our parents, and our stakeholders.

Communication. We will provide clear, effective, and timely communications within our organization and in our business dealings. Safety. We will ensure a learning environment where students, parents, visitors, and staff feel supported and secure.

Collaboration. We will make ICEF an enjoyable workplace of professionals where we actively share responsibility, celebrate successes, learn from failures, and work together for the success of all.

Academic Leadership

Academic Leadership is critical to school success. ICEF principals function as the instructional leaders on campus. The principal's core responsibilities include teacher support and training, student academic counseling and programming, master schedule creation, and culture building. The ICEF Academic Team supports and provides training to principals to develop their instructional leadership and overall leadership effectiveness. The Academic Team leads principals and teachers in understanding the essential elements of the ICEF Educational Program and the day-to-day operations of their school.

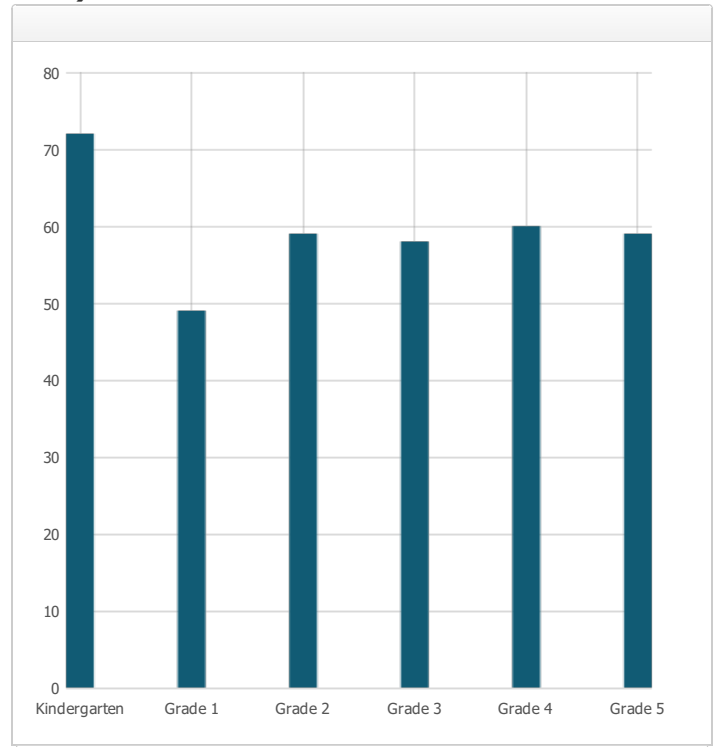
Success will be defined as reaching mutual goals of training and performance. Measures of individual school success will include CAASPP results, API scores, stakeholder (teacher, parent, and student) satisfaction surveys, student retention, and 360 reviews. Overall success will be monitored through charter renewal results. The Academic Team is assigned oversight responsibility for these processes. Key responsibilities of the Academic Team include:

- Develop and implement ICEF's academic model?
- Guide education team's initiatives, specifically Teacher Development, Principal Training and the transition to the Common Core Standards
- Work with principals to codify and continually enhance ICEF's academic model based on internal and external best practices related to Curriculum, Special Education, ICEF Code of Conduct and teacher Professional Development
- Work with principals to set, measure and attain student achievement targets
- Work with principals to manage teacher intervention process
- Assist new principals in applying ICEF's Instructional Elements to new schools?
- Provide coaching/mentoring to principals and provide guidance/solutions for principals' most pressing challenges and concerns
- Facilitate collaboration for internal network of teachers and principals
- Ensure access to external best practices for teachers and principals (e.g., conferences, outside mentors)?
- Develop efficient process for educational operations including testing, reporting, compliance, and use of data
- Participate in recruiting and selection of educational staff

Last updated: 1/16/2018

Student Enrollment by Grade Level (School Year 2016—17)

Grade Level	Number of Students
Kindergarten	72
Grade 1	49
Grade 2	59
Grade 3	58
Grade 4	60
Grade 5	59
Total Enrollment	357



Last updated: 1/16/2018

Student Enrollment by Student Group (School Year 2016—17)

Student Group	Percent of Total Enrollment
Black or African American	1.1 %
American Indian or Alaska Native	0.0 %
Asian	0.0 %
Filipino	0.3 %
Hispanic or Latino	97.5 %
Native Hawaiian or Pacific Islander	0.0 %
White	0.8 %
Two or More Races	0.0 %
Other	0.3 %
Student Group (Other)	Percent of Total Enrollment
Socioeconomically Disadvantaged	98.0 %
English Learners	51.3 %
Students with Disabilities	10.4 %
Foster Youth	0.0 %

A. Conditions of Learning

State Priority: Basic

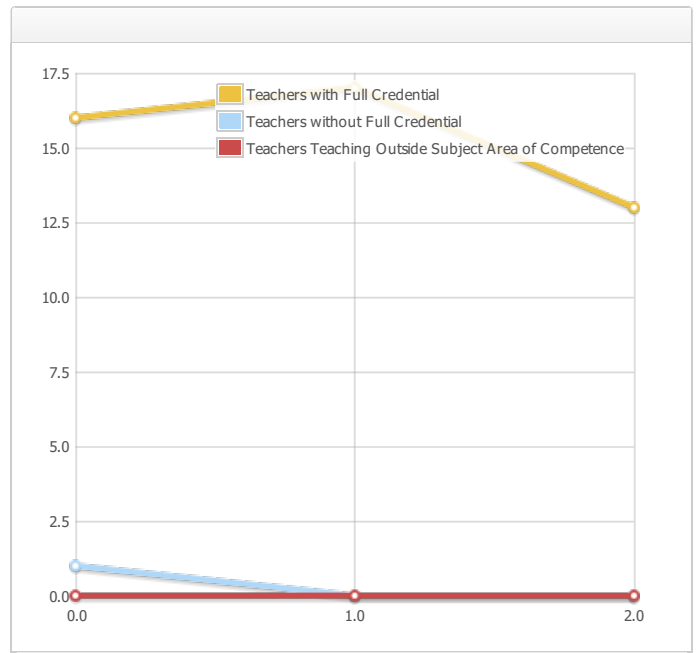
The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- 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

Note: "District" Teacher Credential information represents ICEFwide data.

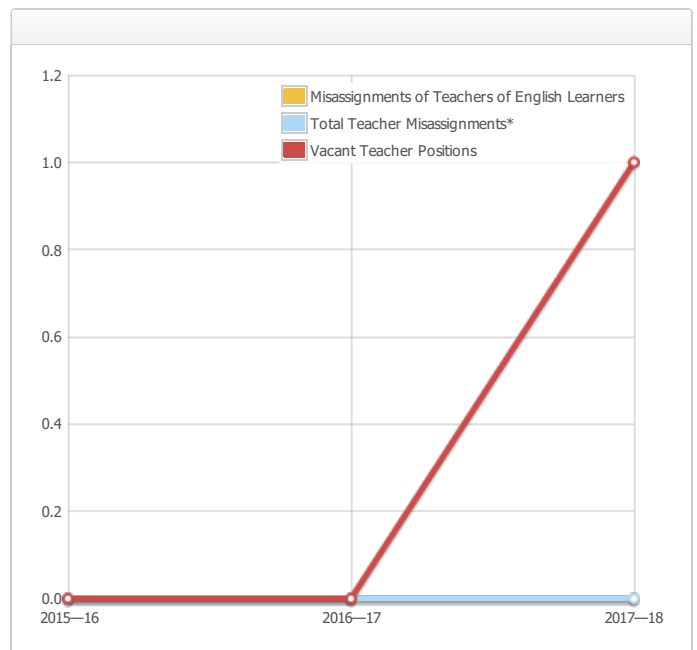
Teachers	School 2015—2016	School 2016—2017	School 2017—2018	District 2017—2018
With Full Credential	16	17	13	
Without Full Credential	1	0	0	
Teachers Teaching Outside Subject Area of Competence (with full credential)	0	0	0	



Last updated: 1/16/2018

Teacher Misassignments and Vacant Teacher Positions

Indicator	2015—2016	2016—2017	2017—2018
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	0	0
Vacant Teacher Positions	0	0	1



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.

Last updated: 1/16/2018

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2017—18)

The list that follows contains information regarding ICEF's core instructional resources and supplemental materials. ICEF ensures that every student has access to the core instructional materials in each class. During novel units in literature, each student is issued an individual copy of the novel or students may elect to purchase the novel, if desired. Each school site is solely responsible for the ordering, issuing, and maintenance of all textbooks and instructional materials. Supplemental materials are used at the discretion of the school director, teacher, and academic departments. Supplemental materials are selected from Common Core Standards Appendix B.

Year and month in which the data were collected:

Subject	Textbooks and Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Core Knowledge Language Arts (Amplify), grades K-3 only, implemented 2015-16 i-Ready (Curriculum Associates), implemented 2013-14 Units of Study in Opinion, Information and Narrative Writing, Lucy Calkins Readers and Writers' Project (Heinemann), implemented 2013-14 The Comprehension Toolkit, Stephanie Harvey and Anne Goudvis (Heinemann), implemented 2013-14 Core Literature: Selections from the EngageNY Booklist (Expeditionary Learning), grades 3-5 only, implemented 2015-16		0.0 %
Mathematics	SWUN Math Curriculum, implemented 2017		0.0 %
Science	Studies Weekly - Science (American Legacy Publishing), implemented 2011-12 Mystery Science Website: Lessons for elementary teachers, implemented 2017-18		0.0 %
History-Social Science	Teacher-created units based on standards, supplemental (Heinemann), implemented 2015-16 Studies Weekly - History-Social Science (American Legacy Publishing), implemented 2011-12		0.0 %
Foreign Language			0.0 %
Health			0.0 %
Visual and Performing Arts	<p style="text-align: center;">Grades K-5 Visual Arts</p> <p>All ICEF elementary visual arts classes are taught in relation to California's Visual and Performing Arts Content Standards and the National Core Art Standards. Studio based lessons are designed around the elements and principles of the visual arts. 100% of students have access to proper art materials for each lesson. In place of student textbooks, teachers use power points and document readers to convey content and studio-based techniques to students. Each lesson contains mini-lessons on technique and historical overviews of master contemporary and historical artists. Teachers also use the ICEF Visual Arts curriculum and teacher textbooks as models for lesson planning.</p> <p style="text-align: center;">Grades K-5 Dance</p> <p>All ICEF elementary dance classes are taught in relation to California's Visual and Performing Arts Content Standards and the National Core Art Standards. Although classes are primarily focused on dancing and movement, students watch a video of performances and respond in their dance journals.</p>		0.0 %
Science Lab Eqpmt (Grades 9-12)	N/A	N/A	0.0 %

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

Last updated: 1/16/2018

School Facility Conditions and Planned Improvements

In the 2016-17 school year, ICEF View Park Preparatory Elementary School (VPPEES) (formerly View Park Preparatory Accelerated Charter Elementary School) moved to a newly constructed facility located at 5311 Crenshaw Blvd., Los Angeles, CA 90043. VPPEES is housed on the first two floors of a three-story building that the school shares with ICEF View Park Preparatory Middle School, who is housed on the third floor. The building is approximately 54,000 square feet, steel and concrete construction including, student and staff restrooms on each floor, staff workrooms on each floor, three labs, a multi-purpose room, covered outdoor eating area, and outdoor and indoor basketball courts. VPPEES occupies 23 classrooms, and shares all other amenities. VPPEES serves grades TK-5. Further, the facility includes an elevator, fire alarm system, fire sprinklers, smoke detectors, and security system.

Maintenance and Repair: Maintenance and repair take place at all ICEF Public Schools' sites on a regular basis. These include: • Preventive maintenance plans for all buildings include doors, windows, ceilings, and wall repair and maintenance.

- The current janitorial staff has improved the cleanliness of the campuses and there have been minimal complaints.
- Facility inspections (walk-throughs) are conducted on a regular basis to determine repairs or safety issues.
- All mechanical, electrical, plumbing and fire systems are checked regularly for operation problems.

VPPEES maintenance performed includes:

- Periodic roof inspections
- Quarterly HVAC maintenance
- Annual fire system inspections
- Annual back flow system testing
- Regular elevator maintenance

Cleaning Process and Schedule: There are 3 full time custodians and a hired daily cleaning crew in the evenings.

Technology: Significant upgrades and installation of dedicated computer labs have taken place at all ICEF campuses. Computer equipment consists of ICEF and LAUSD equipment. Building upgrades in electrical and data cabling were made by ICEF to accommodate equipment at all schools.

Last updated: 1/16/2018

School Facility Good Repair Status

Year and month of the most recent FIT report:

System Inspected	Rating	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	
Interior: Interior Surfaces	Good	
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation	Good	
Electrical: Electrical	Good	
Restrooms/Fountains: Restrooms, Sinks/Fountains	Fair	
Safety: Fire Safety, Hazardous Materials	Good	
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/Doors/Gates/Fences	Good	

Overall Facility Rate

Year and month of the most recent FIT report:

Overall Rating	Good
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Last updated: 1/16/2018

B. Pupil Outcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

CAASPP Test Results in ELA and Mathematics for All Students

Grades Three through Eight and Grade Eleven (School Year 2016—17)

Subject	Percentage of Students Meeting or Exceeding the State Standards					
	School		District		State	
	2015—16	2016—17	2015—16	2016—17	2015—16	2016—17
English Language Arts / Literacy (grades 3-8 and 11)	38%	45%	39%	40%	48%	48%
Mathematics (grades 3-8 and 11)	39%	32%	29%	30%	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.

Last updated: 1/16/2018

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 area of physical education

California Physical Fitness Test Results (School Year 2016—17)

63.7% of ICEF Vista Elementary fifth grade students were in the Healthy Fitness Zone on four or more fitness standards compared to **68.5%** of fifth graders statewide.

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
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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.

Last updated: 1/16/2018

C. Engagement

State Priority: Parental Involvement

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

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

Opportunities for Parental Involvement (School Year 2017—18)

Teresa Contreras, Community Relations Coordinator for ICEF Vista Academy Charter ES | Email: TContreras@icefps.org
Patricia Jackson, Director of Special Projects, Climate & Communications for ICEF Public Schools | Email: PJackson@icefps.org

Parental involvement is essential to the success of students and schools. Expectations and goals are communicated and discussed with parents during orientation and via annual parent / teacher meetings, regular Parent Information Meetings (PIMs), quarterly student progress reports, quarterly student report cards, annual Back to School Night, school websites, annual student-led conferences, Illuminate (posting of students' grades, attendance, and teacher comments) and periodic small group meetings.

ICEF Public Schools strive to involve parents in student academic achievement. Parents of ICEF students are always welcomed to participate in the educational process and are offered opportunities to volunteer during the school year. In addition, parents are directly involved in non-academic programming through cadres (committees) responsible for discipline, safety, curriculum, college preparation and fundraising. The cadres allow all stakeholders – administrators, teachers, parents and students – to participate in school-wide decision-making that is sensitive to the needs and desires of families at each ICEF public school. The work of the cadres is presented at Parent Information Meetings (PIMs). A full-time Community Relations Coordinator (CRC) is assigned to each campus to promote and ensure family and community involvement. CRCs assist in organizing cadres, PIMs and volunteer opportunities for parents.

State Priority: Pupil Engagement

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

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

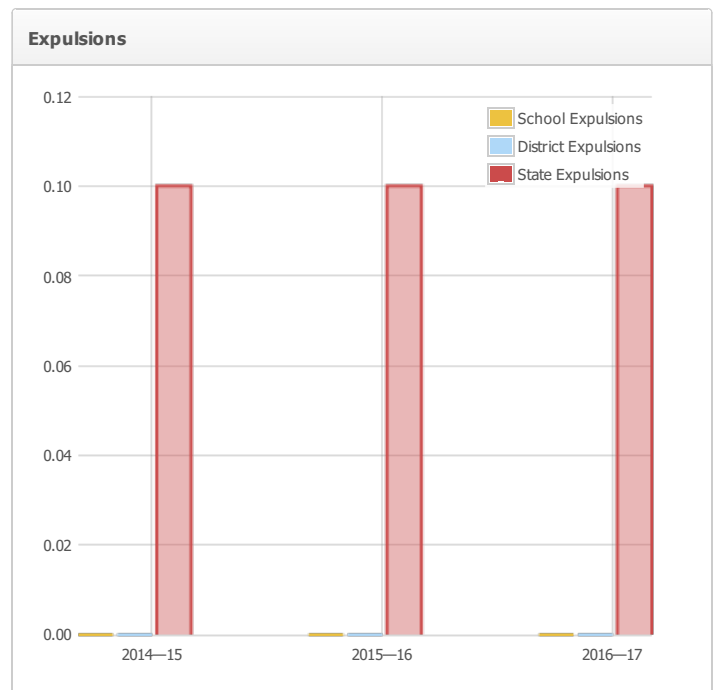
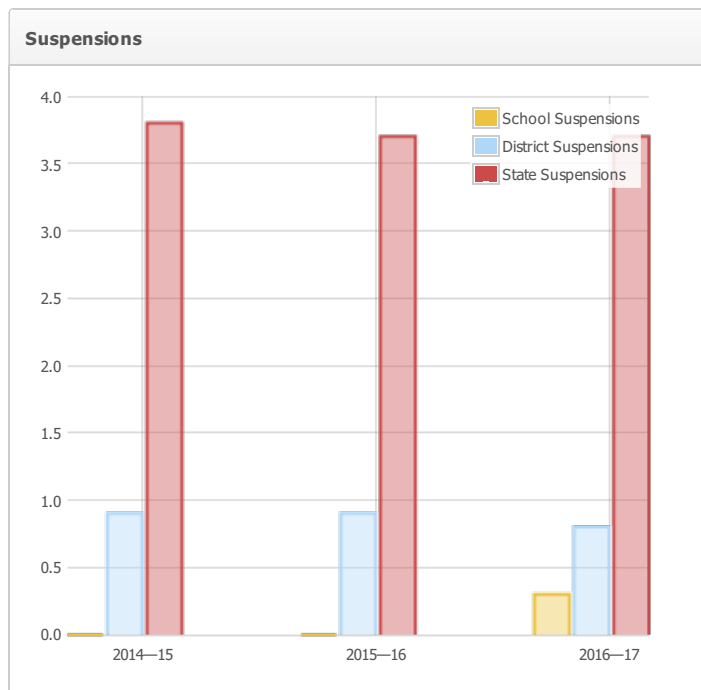
State Priority: School Climate

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

	School	School	School	District	District	District	State	State	State
Rate	2014—15	2015—16	2016—17	2014—15	2015—16	2016—17	2014—15	2015—16	2016—17
Suspensions	0.0%	0.0%	0.3%	0.9%	0.9%	0.8%	3.8%	3.7%	3.7%
Expulsions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%



Last updated: 1/16/2018

School Safety Plan (School Year 2017—18)

ICEF Public Schools has developed a standard School Emergency Response Plan that is annually reviewed, revised and adopted by all ICEF school sites. The Plan meets the requirements of the State of California and the City/County of Los Angeles policies on Emergency Response and Planning, the National Incident Management System (NIMS), and defines the primary and support roles of the schools in after-incident damage assessment and reporting requirements. The School Emergency Response Plan was revised and reviewed by December 31, 2016, and has been discussed with all school staff faculty prior to January 15, 2017.

The School Site Council, which consists of school administrators, teachers, parents, and community members at each ICEF school, has the responsibility of revising specific sections of their school safety plan, including but not limited to (a) Local Emergency Number List, (b) School Emergency Response Team, (c) Incident Command System, (d) Utility Vendor and (e) Shutoff Information, (f) Emergency Drill Schedule, and (g) Evacuation Plans. The School Operations Managers is responsible for ensuring the safety plan is available in the main office and for submitting the completed plan to the ICEF Operations. In addition, the School Operations Managers and/or Facilities personnel insure that the Material Safety Data Sheets for all hazardous materials use on school grounds are kept in a central school location and updated, as needed.

To ensure the successful implementation of safety procedures, the Operations Department provides annual trainings to staff for their assigned responsibilities. In addition, emergency drills are performed at all ICEF school sites throughout the year, including earthquake, fire, active shooter, Lock-Down (response and no response), and Shelter-In-Place drills. The Operations Department also ensures that each classroom has an emergency kit, alert cards, and that each school has a comprehensive medical kit and three day supply of water. Inventory of emergency supplies and medical kits are reviewed annually and replenished as needed.

Last updated: 1/16/2018

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.

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2014—15			2015—16			2016—17					
	Average Class Size	Number of Classes *			Average Class Size	Number of Classes *			Average Class Size	Number of Classes *		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
K	25.0	0	2	0	25.0	0	3	0	18.0	4	0	0
1	26.0	0	2	0	21.0	1	2	0	25.0	0	2	0
2	26.0	0	2	0	28.0	0	2	0	30.0	0	2	0
3	27.0	0	2	0	28.0	0	2	0	29.0	0	2	0
4	28.0	0	2	0	29.0	0	2	0	30.0	0	2	0
5	28.0	0	2	0	29.0	0	2	0	30.0	0	2	0
6	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
Other	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0

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

Last updated: 1/16/2018

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	1.0	
Counselor (Social/Behavioral or Career Development)		N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)		N/A
Psychologist		N/A
Social Worker		N/A
Nurse		N/A
Speech/Language/Hearing Specialist		N/A
Resource Specialist (non-teaching)	1.0	N/A
Other		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.

Last updated: 1/16/2018

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2015—16)

Note: "School Site" data below are ICEFwide figures.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$9992.0	\$2357.0	\$7635.0	\$52218.0
District	N/A	N/A	\$0.0	\$73658.0
Percent Difference – School Site and District	N/A	N/A	200.0%	-34.1%
State	N/A	N/A	\$6574.0	\$79228.0
Percent Difference – School Site and State	N/A	N/A	14.9%	-41.1%

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

Last updated: 1/30/2018

Teacher and Administrative Salaries (Fiscal Year 2015—16)**ICEF Public Schools**

Beginning Teacher Salary \$39,800

Mid-Range Teacher Salary \$56,564

Highest Teacher Salary \$73,328

Average Principal Salary (Elementary) \$96,000

Average Principal Salary (Middle) \$95,833

Average Principal Salary (High) \$98,500

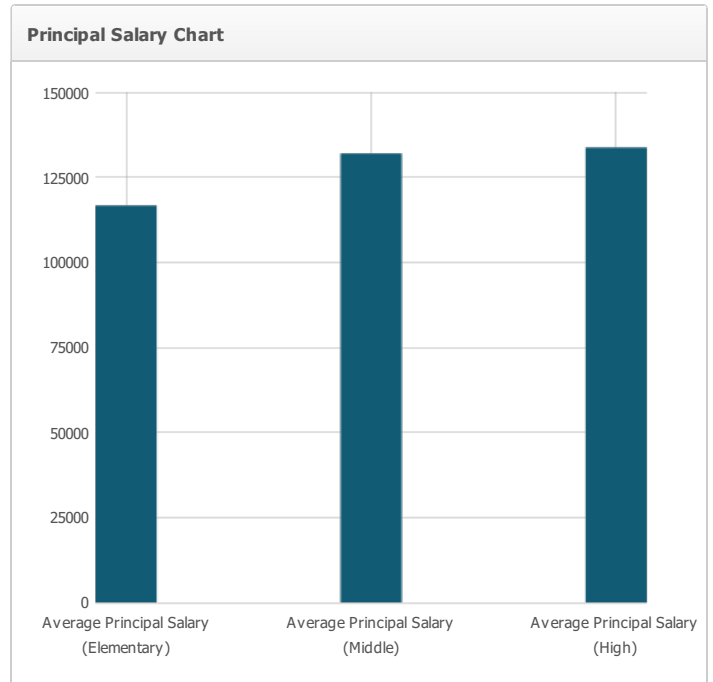
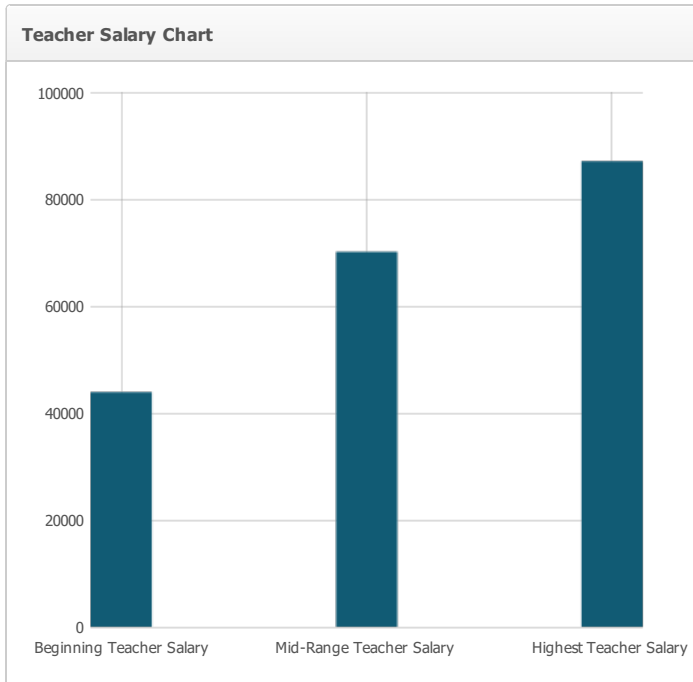
Percent of Budget for Teacher Salaries 27%

Percent of Budget for Administrative Salaries 10%

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$43,913	\$47,808
Mid-Range Teacher Salary	\$70,141	\$73,555
Highest Teacher Salary	\$87,085	\$95,850
Average Principal Salary (Elementary)	\$116,684	\$120,448

Average Principal Salary (Middle)	\$131,969	\$125,592
Average Principal Salary (High)	\$133,725	\$138,175
Superintendent Salary	\$350,000	\$264,457
Percent of Budget for Teacher Salaries	32.0%	35.0%
Percent of Budget for Administrative Salaries	5.0%	5.0%

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



Last updated: 1/16/2018

Professional Development

Professional Development

Prior to School Opening (10 days total): In 2017-2018, prior to school opening in the Fall, ICEF teachers, and school leaders participate in a five day Summer Institute led by the ICEF Academic Team. The Summer Institute for teachers consisted of workshops designed to help team members have a clear understanding of the ICEF Teacher Effectiveness Framework, Common Core State Standards, effective instructional practices, curriculum implementation, classroom management strategies, ICEF Instructional Elements, and culturally responsive pedagogy. Teachers then spent 5 more days receiving professional development at their school sites focused many of the same topics.

Early Release Days: All schools dismiss students at 12:30pm on Wednesdays to provide time for teachers to collaborate within and across grade levels and content areas. Professional development is focused on the Common Core State Standards, curriculum implementation, data analysis, and the ICEF Teacher Effectiveness Framework. Workshops are led by Academic Team members, school site Instructional Leadership Teams, and Teacher Leaders.

Data Days (3 days total): In 2017-2018 school year, all ICEF teachers and administrators met to review interim assessment data three times during the year during ICEF-wide Data Days. During these data review days, teachers meet with their school sites and with their content areas to analyze student interim assessment results. Assessments are administered in grades K-12 across all core content areas. The Home Office supports schools by consolidating results and providing technical support during the administration of the assessments.

Leadership Retreat and Monthly Principal Meetings (12 days total): According to research conducted by Paul Bambrick-Santoyo, as well as research from the Wallace Foundation, school success is highly contingent upon the Principal's effectiveness as an instructional leader. An effective instructional leader focuses on high leverage practices that keep a laser sharp focus on instruction – data analysis, lesson observation and feedback, curriculum planning, providing effective professional development, managing student and staff culture, and developing strong instructional leadership teams. Professional Development for Principals is focused on these high leverage practices. Principals, Assistant Principals, Instructional Specialists, and Teacher Leaders participated in a three-day Leadership Retreat focused on creating a culture of excellence where they enhanced their leadership practices and developed school-wide goals. This group of School Leaders also participate in monthly professional development workshops, which include classroom learning walks, critical inquiry and consultancies to help them become more effective Instructional Leaders.

Teacher Evaluation and Coaching Process: Teachers are monitored through multiple informal observations and at least one formal observation using the ICEF Teacher Effectiveness Framework. This framework is based on the work of the College Ready Promise and the Framework for Effective Teaching developed by Charlotte Danielson. At the beginning of the academic year, teachers meet with immediate supervisors to set goals and create a Professional Learning Plan (PLP) aligned to indicators on the Teacher Effectiveness Framework. Teachers are scored on a points system, consisting of one scheduled formal observation, two-four unscheduled informal observations, and a scorecard covering professional responsibilities and effective teaching practices that may not be evident during an observation. Coaching conversations are held following each formal and informal observation. In these conversations, teachers complete lesson reflections and work with their school leader on next steps that are aligned to effective performance in an identified area of need. Data from the process is collected throughout the year to help drive professional development at school sites and ICEF-wide.

Last updated: 1/16/2018