

Walter Stiern Middle School

School Accountability Report Card

Reported Using Data from the 2017-18 School Year

Published During 2018-19

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 2018-19)

School Contact Information	
School Name	Walter Stiern Middle School
Street	2551 Morning Drive
City, State, Zip	Bakersfield, CA 93306
Phone Number	(661) 631-5480
Principal	Addonica Stanley
E-mail Address	stanleya@bcsd.com
Web Site	http://stiern.bcsd.com/
CDS Code	15-63321-6111264

District Contact Information	
District Name	Bakersfield City School District
Phone Number	661-631-4600
Superintendent	Doc Ervin
E-mail Address	supt@bcasd.com
Web Site	www.bcsd.com

School Description and Mission Statement (School Year 2018-19)

Walter Stiern Middle School, serving grades 6, 7 and 8, is located on 24 acres in northeast Bakersfield. The school opened in 1993. The school has over 50 classrooms including a state-of-the-art video editing lab, a science lab, a computer lab, vocal music and two instrumental music classes, Dual Immersion Language and Spanish Language as an elective class, a multi-purpose room/gymnasium, multi-sport playing fields, a student Extended Learning Center and Library Media Center. Computers and chromebooks are utilized in every classroom along with SmartBoard technology to enhance student learning. A video distribution system links all rooms for live and recorded broadcasts used to support the curriculum. All classrooms have chromebooks at a 1:1 student ratio. Classrooms are networked (LAN) to facilitate shared instructional projects through Google Docs, team teaching and the coordination of student work. All teachers utilize the parent/student informational portal, Jupiter Ed., to inform parents of their student's progress regularly. Wireless internet access is available in all classrooms and offices on campus.

Stiern Middle School's mission is to nurture students' individual talents and graduate students who are well prepared with superior academic and social skills in order to be successful in high school and beyond.

Student Enrollment by Grade Level (School Year 2017-18)

Grade Level	Number of Students
Grade 6	266
Grade 7	394
Grade 8	424
Total Enrollment	1,084

Student Enrollment by Group (School Year 2017-18)

Student Group	Percent of Total Enrollment
Black or African American	5.4
American Indian or Alaska Native	0.3
Asian	0.4
Filipino	0.2
Hispanic or Latino	86.1
Native Hawaiian or Pacific Islander	0.2
White	6.8
Socioeconomically Disadvantaged	94.5
English Learners	21.0
Students with Disabilities	13.3
Foster Youth	0.6

A. Conditions of Learning

State Priority: Basic

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

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

Teacher Credentials

Teachers	School			District
	2016-17	2017-18	2018-19	2018-19
With Full Credential	39	33		
Without Full Credential	5	6		
Teaching Outside Subject Area of Competence (with full credential)	9	8		

Teacher Misassignments and Vacant Teacher Positions

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

Year and month in which data were collected: September, 2018

Every student is provided with sufficient and standards-aligned textbooks or other instructional materials.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	Grades TK-5: Benchmark Education Company, Benchmark Advance California; Benchmark Adelante California, 2018 Grades 6-8: McGraw Hill, Study Sync, 2018 Grades TK-5: Benchmark Education Company, Benchmark Advance (How English Works) (ELD), 2018 Grades 6-8: HMH, English 3D (ELD), 2017	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Mathematics	Grades K-5: McGraw Hill, McGraw Hill My Math, 2013 Grades 6-8: McGraw Hill, McGraw Hill California Math, Courses 1-3, 2013 Grade 7: McGraw Hill, Glencoe Math Accelerated, 2013 Grade 8: McGraw Hill, Glencoe Algebra 1, 2013	Yes	0%
Science	Grades K-5: Houghton Mifflin, Houghton Mifflin California Science, 2007 Grades 6-8: Holt, Rinehart & Winston, Holt California Science: Earth, Life and Physical Science, 2007	Yes	0%
History-Social Science	Grades K-5: Harcourt School Publishers, Reflections, 2007 Grade 6: Holt, Rinehart & Winston, Holt California Social Studies: World History, Ancient Civilizations, 2006 Grade 7: Holt, Rinehart & Winston, Holt California Social Studies: World History Medieval to Early Modern Times, 2006 Grade 8: Holt, Rinehart & Winston, Holt California Social Studies: United States History Independence to 1914, 2006	Yes	0%
Foreign Language		Yes	0%
Health		Yes	0%
Visual and Performing Arts	Grades K-5: Harcourt School Publishers, Harcourt Art Express, 1999 Grade 6 (Elementary): Glencoe/McGraw Hill, Glencoe/McGraw Hill, Understanding Art, 1999 Grades 6-8 (Jr Hi/Middle School): Pearson Scott Foresman, Pearson/Scott Foresman, Art, 2007 Grades K-6 (Elementary): Silver Burdett, Silver Burdett Music Connection, 1999 Grades 6-8: Silver Burdett, Silver Burdett Making Music, 2007	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Science Laboratory Equipment (grades 9-12)		Yes	0%

School Facility Conditions and Planned Improvements (Most Recent Year)

Stiern School was built in 1993. It sits on 24.00 acres of which 12.01 acres is playground. This school has 53 classrooms, a multi-purpose facility, intervention room, music room, library/media center, staff room, instructional materials center, parent resource center, science lab, computer lab, ELC room and a TV room.

The custodial staff adheres to a weekly cleaning schedule that includes classrooms, restrooms, the cafeteria and kitchen areas.

The District's Mobile Maintenance Team visits the school site at least twice a year. Maintenance emergencies are addressed immediately. District personnel maintain the grounds at least once every two weeks.

This site also is maintained to ensure a clean, safe, and functional facility as determined pursuant to a Facility Inspection Tool developed by the State of California Office of Public School Construction.

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

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: 08/28/18		
System Inspected	Repair Status	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	Boys RR near Rm 501 - Replaced ballast on 10/18/18 and lights are now in service
Restrooms/Fountains: Restrooms, Sinks/ Fountains	Good	Boys RR near Rm 501 - Replaced hand dryer push handle on 10/18/18 and is now on service Gymnasium/Cafeteria - Adjusted water pressure for 2 fountains on 09/05/18
Safety: Fire Safety, Hazardous Materials	Good	
Structural: Structural Damage, Roofs	Good	

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: 08/28/18		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	Grounds near Track and Field Area - Replaced broken sprinkler on 10/19/18 Hardball Courts - Picked up broken glass on 10/19/18

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: 08/28/18	
Overall Rating	Good

B. Pupil Outcomes

State Priority: Pupil Achievement

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

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

CAASPP Test Results in 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	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
English Language Arts/Literacy (grades 3-8 and 11)	34.0	33.0	34.0	35.0	48.0	50.0
Mathematics (grades 3-8 and 11)	20.0	19.0	23.0	23.0	37.0	38.0

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: ELA and mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAAs divided by the total number of students who participated in both assessments.

CAASPP Test Results in ELA by Student Group Grades Three through Eight and Grade Eleven (School Year 2017-18)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	1062	1049	98.78	32.92
Male	542	535	98.71	25.05
Female	520	514	98.85	41.13

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
Black or African American	56	54	96.43	18.52
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	914	906	99.12	33.81
Native Hawaiian or Pacific Islander	--	--	--	--
White	77	74	96.10	33.78
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	1027	1014	98.73	31.89
English Learners	449	444	98.89	18.92
Students with Disabilities	134	129	96.27	4.65
Students Receiving Migrant Education Services	50	50	100.00	32.00
Foster Youth	13	13	100.00	15.38

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 2017-18)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	1,059	1,034	97.64	18.59
Male	539	525	97.4	16.22
Female	520	509	97.88	21.02
Black or African American	56	50	89.29	8
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	911	896	98.35	18.77
Native Hawaiian or Pacific Islander	--	--	--	--
White	77	75	97.4	22.67
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	1,024	999	97.56	18.34
English Learners	447	440	98.43	8.41
Students with Disabilities	133	127	95.49	0
Students Receiving Migrant Education Services	50	50	100	22
Foster Youth	13	13	100	7.69

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	Percentage of Students Meeting or Exceeding the State Standard					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
Science (grades 5, 8, and 10)	N/A	N/A	N/A	N/A	N/A	N/A

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

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

Note: Science test results include the CAST and the CAA for Science. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated on both assessments.

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 2017-18)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
7	21.6	19.0	16.3

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 school site.

Opportunities for Parental Involvement (School Year 2018-19)

Community support is encouraged at all school activities. The more we can team together, the more successful our students will be. We also believe that continual two-way communication is essential to successful parent involvement programs. In 2017-18 Stiern held three very successful Family Engagement Nights that included a Sports Night, a Game Night, and a Performing Arts Gala. We also hosted monthly Parent Picnics and two school Festivals as well as an ELL Celebration and an Academic Showcase. We have a Parent Center on campus with monthly Parent Cafe's to inform and educate parents on a variety of surveyed needs. The center is open Monday through Friday from 8AM to 2:00 PM. We held another annual Parent Project Parenting Class (one in English and one in Spanish). Parents are encouraged to participate in our annual Back-To-School night each fall, Monthly Booster Club meetings, School Festivals, annual fundraisers, School Site Council, School & Bilingual Advisory Committees, Parent Monitoring opportunities, Field Trips, Parenting classes and classroom activities. The school employs 5 bilingual support staff members who assist with translation services when needed. A School Newsletter, including a calendar of upcoming events, is sent out monthly. Notices of important meetings are sent home as needed and our automated phone dialer is used to deliver messages and reminders of important events and information throughout the year. The school's digital marquee is updated weekly to inform students and parents of upcoming events and opportunities for parents to get involved. We also use the portal, Jupiter Ed., to help families keep up to date on their student's progress academically as well as behaviorally. Parents can call our school office at (661) 631- 5480 to access information concerning participation opportunities.

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		
	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18
Suspensions	5.9	4.4	3.2	3.3	2.1	2.3	3.7	3.7	3.5
Expulsions	1.2	1.3	0.2	0.1	0.2	0.1	0.1	0.1	0.1

School Safety Plan (School Year 2018-19)

Stiern established its Comprehensive School Safety Plan in 1998. A law enforcement officer specializing in safety provided direction in the establishment of the School Safety Plan. Stiern's School Safety Plan is current and is updated annually. Key elements of Stiern's School Safety Plan include the following: (a) routine and emergency disaster procedures; (b) suspension, and expulsion procedures; (c) teacher notification of pupils with a specific discipline history; (d) child abuse reporting procedures, (e) the district's sexual harassment policy; (f) school crime data; (g) the student dress code; (h) safe entrance and exit procedures; (i) the civil defense and disaster plan; and (j) discipline rules and procedures. Our overall goal is to maintain a safe and orderly school environment conducive to learning.

Average Class Size and Class Size Distribution (Secondary)

Subject	2015-16				2016-17				2017-18			
	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+
English	23.0	15	21	5	19.0	26	20	6	20.0	20	26	3
Mathematics	21.0	18	14	4	23.0	13	16	7	23.0	13	21	2
Science	29.0	5	13	8	26.0	5	16	9	22.0	12	24	
Social Science	30.0	3	13	9	25.0	9	14	8	23.0	12	19	4

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 2017-18)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor		750
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)		N/A
Other	4	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 2016-17)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	\$6,879	\$1,719	\$5,160	\$71,473
District	N/A	N/A	\$3,131	\$70,477
Percent Difference: School Site and District	N/A	N/A	48.9	5.4
State	N/A	N/A	\$7,125	\$80,910
Percent Difference: School Site and State	N/A	N/A	-24.1	-9.2

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

The California Department of Education issued guidance to LEAs on August 1, 2018, regarding how to calculate school-level per-pupil expenditures that will be reported on 2018-19 report cards.

Types of Services Funded (Fiscal Year 2017-18)

- Special Ed
- Migrant Ed
- TITLE I
- After School Program
- School Site Supplemental Funds
- NSLP

Teacher and Administrative Salaries (Fiscal Year 2016-17)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$46,622	\$50,084
Mid-Range Teacher Salary	\$70,284	\$80,256
Highest Teacher Salary	\$90,622	\$100,154
Average Principal Salary (Elementary)	\$127,596	\$125,899
Average Principal Salary (Middle)	\$128,748	\$130,255
Average Principal Salary (High)	\$0	\$128,660
Superintendent Salary	\$234,000	\$222,447
Percent of Budget for Teacher Salaries	33.0	37.0
Percent of Budget for Administrative Salaries	4.0	5.0

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)

Professional development is designed to provide continuous learning opportunities for administrators, teachers, and classified personnel. Training opportunities affirm the basic philosophy of education that learning is a lifelong process that contributes to the well-being of the students, teachers, administrators, and community. Professional Development is an essential component of effective instruction and student learning.

All training revolves around identified needs of students and adults for the purpose of the improvement of instruction and increasing content knowledge. Central to all training are student achievement data, district focus areas, the Common Core State Standards, the state adopted standards-based instructional materials, and strategies to effectively teach the academic content standards to all students.

The district created professional development based on the Common Core State Standards for teachers and administrators. The modules included a Common Core overview, Mathematical Practices, Cross-Curricular/Evidence Based Writing, Text Complexity/Academic Vocabulary, including ELD standards for California. We also provided extensive professional development for Professional Learning Communities through our Service Delivery Model. On-site coaching and support is provided by academic coaches for reading/language arts, mathematics, science and writing. The district provides time and resources for collaboration, planning, and professional development. Additionally, we provided professional development on Multi-Tiered Systems of Support and Support to school and district teams.

Teachers new to the District received four days of professional development prior to the beginning of the school year focused on orientation to District and school site policies and services, Common Core State Standards, classroom management, curriculum and pacing, and setting up the classroom. Teachers in their second year with the District received two days of professional development prior to the beginning of the school year focused on best practices for improving student achievement.

New teachers with California preliminary credentials received professional development through the Beginning Teacher Support and Assessment (BTSA) program. The focus of training was in the Formative Assessment for California Teachers (FACT), California Standards for the Teaching Profession (CSTP), meeting the California Induction standards, and the California Academic Content Standards. Each beginning teacher was assigned a veteran teacher who served as a mentor. The mentors received on-going professional development in FACT, coaching strategies, and instructional techniques. Professional development was provided through individual mentoring, monthly meetings, and after-school workshops.

Intern teachers received professional development at monthly meetings focusing on the initial teaching skills of the CSTP including classroom management, lesson planning, assessment, and establishing a climate that is conducive to student achievement. Each Intern was assigned a mentor that provided day-to-day support in these areas as well as advisement toward meeting credential requirements. Mentors received monthly professional development in meeting the needs of Intern teachers. Interns also received coursework and supervision from universities partnered with BCSD to provide the Intern Program.