

# San Jose Elementary

## 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)**

School Contact Information	
School Name	San Jose Elementary
Street	2015 Cadillac Dr.
City, State, Zip	Pomona, CA 91767-2751
Phone Number	(909) 397-4670
Principal	Mr. Jorge Amancio
E-mail Address	jorge.amancio@pusd.org
Web Site	www.pusd.org
CDS Code	19649076021950

<b>District Contact Information</b>	
<b>District Name</b>	Pomona Unified School District
<b>Phone Number</b>	(909) 397-4800
<b>Superintendent</b>	Richard Martinez
<b>E-mail Address</b>	richard.martinez@pusd.org
<b>Web Site</b>	www.pomona.k12.ca.us

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

The School Accountability Report Card was established by Proposition 98, an initiative passed by California voters in November 1988. The Report Card, issued annually by school boards for each public school in the state, provides for parents and other interested people a variety of information about the school, its resources, its successes, and areas in which improvement is needed. I hope you will find this report informative and beneficial. If you would like additional information on any of these areas, please feel free to call my office at 397-4670 or email me at [jorge.amancio@pusd.org](mailto:jorge.amancio@pusd.org). I welcome your comments and feedback!

#### **School Description:**

San Jose is one of forty four schools within Pomona Unified School district and one of five schools designated as Pre K-8. San Jose Pre K-8 School serves a diverse and growing population. Our instructional program reflects the goals and objectives of parents, staff, and community and assumes the responsibility in providing an education that challenges our students academically, personally and socially. San Jose provides a warm, stimulating environment where students are actively involved in learning academics as well as positive values.

#### **Vision Statement:**

The vision of San Jose Pre K-8 School is every member of the San Jose community will work together and maintain high academic and social expectations for all students. We will utilize district, state and community resources to support all areas of the school's instructional program and will analyze formative and summative assessments to continually monitor student growth and progress. The San Jose staff will continue with the implementation of the common core standards and provide each student with meaningful, engaging and rigorous instructional program.

#### **Mission Statement:**

San Jose staff, is committed to help every student accomplish academic success and reach proficiency levels in all subject areas so they can be equipped to succeed academically and socially. Through the continued use of data and the cycle on inquiry, the staff at San Jose will continue to differentiate and accelerate instruction by using a variety of instructional strategies to meet the learning needs of all students. As we continue our journey in the implementation of common core standards, classrooms lesson will be designed with a focus on collaboration, critical thinking, creativity, and communication. We will maintain a comprehensive support system to foster academic success for all students and tap into the AVID program as an added support mechanism to transition to common core strategies and activities..

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

Grade Level	Number of Students
Kindergarten	86
Grade 1	59
Grade 2	41
Grade 3	60
Grade 4	58
Grade 5	58
Grade 6	54
Grade 7	53
Grade 8	62
<b>Total Enrollment</b>	<b>531</b>

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

Student Group	Percent of Total Enrollment
Black or African American	13
American Indian or Alaska Native	0
Asian	1.3
Filipino	0.6
Hispanic or Latino	81.2
Native Hawaiian or Pacific Islander	0.2
White	1.9
Two or More Races	1.9
Socioeconomically Disadvantaged	92.3
English Learners	24.9
Students with Disabilities	10.4
Foster Youth	0.9

**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	28	25	27	1136
Without Full Credential	0	0	0	12
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	10

**Teacher Misassignments and Vacant Teacher Positions**

Indicator	2015-16	2016-17	2017-18
Misassignments of Teachers of English Learners	0	1	0
Total Teacher Misassignments *	1	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: October 2016

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	K-6 Reading- (English) Treasures MacMillan/McGraw Hill, 2010 7-8 Language Arts- HRW, Holt Literature & Language Arts, 2003 Intervention: K-6 Reading-Triumphs MacMillan/McGraw Hill, 2010 4-8 Reading/Language Arts- SRA Reach (Special Education Only) 2002 K-6 Reading- Triumphs MacMillan/McGraw Hill, 2010 4-8 Reading/Language Arts- SRA Reach (Special Education Only) 2002 6-8 - Holt Literature and Language Arts, Holt, 2003 ELD Support: 6-8 HighPoint, Hampton Brown 2002 Intervention 4-8 SRA Reach, McGraw Hill, 2003	Yes	0%
<b>Mathematics</b>	K-8 - Eureka Math, Great Minds Org. c. 2015;	Yes	0%
<b>Science</b>	K-6 Science- California Science Houghton Mifflin, c.2008 7th - Focus on Life Science - CA Edition Glencoe, c.2007 8th - Focus on Physical Science - CA Edition, Glencoe c. 2007 ELD Support: California Science Spanish Edition, HM, c. 2008	Yes	0%
<b>History-Social Science</b>	K-6 Social Science- Harcourt Reflections c.2007 7th - World History - Medieval and Early Modern Times, McDougal Littell, c. 2006 8th - Creating America - A History of the United States, McDougal Littell, c. 2006	Yes	0%
<b>Health</b>	Harcourt Health and Fitness c.2006	Yes	0%
<b>Visual and Performing Arts</b>	meets or exceeds state Williams requirements	Yes	0%

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

Responsibility and results are among the Core Values of the District. These values are exemplified in our continued commitment to provide facilities that are clean and maintained to the highest standards. The District’s maintenance staff strives to complete work orders in a timely manner thereby ensuring the health, life, and safety of our students, staff, and community. Our electronic work order process ensures that the necessary emergency work orders are given the highest priority and are completed swiftly.

The District has adopted high cleaning standards that are maintained by our custodial staff on a daily basis. Ongoing assessment of site cleanliness is performed by the district’s custodial management team. This process includes the evaluation and consideration of new cleaning products, procedures, and equipment. This also includes the continuous training for custodial staff. Additionally, regular pest control operations are performed in strict accordance with all applicable regulations mandated for California schools.

On-going maintenance of our school facilities includes: roofing, flooring, painting, HVAC, electrical systems, and exterior painting. The District is committed to assuring that all facilities provide the necessary environment for high quality education to take place.

**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>				
Year and month of the most recent FIT report: December 2017				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical:</b> Electrical	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/Fountains	X			
<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)**

Year and month of the most recent FIT report: December 2017				
Overall Rating	Exemplary	Good	Fair	Poor
		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)	36	31	38	38	48	48
Mathematics (grades 3-8 and 11)	22	23	25	25	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	338	332	98.22	31.33
Male	177	176	99.44	26.7
Female	161	156	96.89	36.54
Black or African American	45	44	97.78	20.45
Asian	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	274	272	99.27	32.35
White	--	--	--	--
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	311	308	99.04	32.14
English Learners	118	116	98.31	21.55
Students with Disabilities	46	45	97.83	4.44
Students Receiving Migrant Education Services	--	--	--	--
Foster Youth	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (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	336	332	98.81	22.89
Male	176	176	100	23.86
Female	160	156	97.5	21.79
Black or African American	45	44	97.78	13.64
Asian	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	272	270	99.26	23.33
White	--	--	--	--
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	309	306	99.03	23.2
English Learners	117	117	100	18.8
Students with Disabilities	46	45	97.83	4.44
Students Receiving Migrant Education Services	--	--	--	--
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)	40	41	43	41	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
5	10.9	1.8	
7	26.5	14.3	6.1

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)

At San Jose School, parents and community members are an integral component of the school's comprehensive partnership program. San Jose school welcomes and encourages all parents and community members to partner and collaborate to achieve the initiatives set by San Jose Elementary School. We have established a variety of opportunities for parents to be active members of our school community. The opportunities listed below are some examples of how you can participate in San Jose.

#### Parent Teacher Association (PTA):

San Jose has become the newest member of the Pomona chapter and we are excited to announce Mrs. Cindy Martinez as our PTA President. The goal of our PTA is to increase parental involvement at San Jose by offering a variety of activities and events during the school year to increase participation participation. Activities and functions include but are not limited to the following: Oratorical contests, McDonald's Night, Bingo nights, BBQ luncheons with parents, talent contests, dances, magic shows, movie nights, fundraisers, Santa's workshop, Halloween parades, and Read Across America activities. The PTA meets once a month in the school's parent center.

#### School Site Council (SSC):

The School Site Council consists of 5 staff members and 5 parent representatives. These members are responsible for developing and following the Single Plan for Student Achievement (SPSA), monitoring the instructional program, reviewing site data to monitor student progress, and controlling categorical budget location and expenditures. The School Site Council meets on the last Monday of each month in the parent center.

#### District Advisory Council Committee (SAC):

This committee meets monthly to discuss the progress of students who are not making adequate progress in reading, language arts, math, science, and history. San Jose is allocated Title I funds to provide additional support and interventions to these identified students. Support may include, but is not limited to: supplemental materials, technology, computer programs, books, workbooks, and college tutors. This committee meets the fourth Thursday of each month at the parent center.

#### English Learner Advisory Committee (ELAC):

The Committee discusses the progress of all English learners and monitors the English language proficiency of these students. San Jose is allocated LCFF-English learner funds to provide additional academic support and interventions for these students. Support may include, but not limited to: Imagine Learning, Star Fall, Footsteps2Brilliance, ST Math, technology (desktops, chromebooks, laptops), web based enrichment programs programs, books, workbooks, tutors, and summer school participation. A 50% Resource teacher is funded with these funds to help to monitor the English language acquisition of all English learners. This committee meets the fourth Thursday of each month in the parent center.



GATE Parent Committee:

The purpose of this committee is to establish ongoing communication with parents about the GATE program and to discuss the opportunities available to identified GATE students at San Jose.

Uncommon Good:

Uncommon Good offers a variety of services including counseling, mentoring, social services, parent education, enrichment and leadership activities to members of the community. The group meets every Friday in the Parent Center for book talk sessions.

In addition to the opportunities mentioned above, parents can also volunteer their time at school. Volunteer time may include: assisting in classrooms, Library, front office, serve as chaperones on field trips, assist in decorating at special site events. We encourage all interested parents to come by the office and pick up a volunteer application.

### 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>	6.1	3.1	1.6	4.4	3.2	3.8	3.8	3.7	3.6
<b>Expulsions</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

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

The safety of the students and staff at San Jose is a primary concern of the Pomona Unified School District. All schools in the district are in compliance with all laws, rules and regulations pertaining to hazardous materials. All staff members at San Jose are provided with information at the beginning of the year in regards to safety procedures and protocols. A disaster drill is conducted every year at the site including participation in the Great Shakeout to ensure all buildings within the site are in compliance with state earthquake standards and to ensure everyone is aware of the procedures in place in an event of a disaster. A fire drill is also scheduled monthly to ensure evacuation procedures are in place and that everyone is prepared to evacuate and assemble away from dangerous zones in the event of a fire. A Safe School Plan has been adopted and revised in 2016-2017 and includes policies on disaster preparedness, student discipline, the components of a safe and orderly school environment, suspension/expulsion procedures, safety, child abuse reporting procedures, student dress codes, and sexual harassment board policies.

### 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	In PI
<b>First Year of Program Improvement</b>	2011-2012	2004-2005
<b>Year in Program Improvement*</b>	Year 3	Year 3
<b>Number of Schools Currently in Program Improvement</b>	N/A	31
<b>Percent of Schools Currently in Program Improvement</b>	N/A	96.9

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

**Average Class Size and Class Size Distribution (Elementary)**

Grade Level	2014-15				2015-16				2016-17			
	Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
<b>K</b>	29		2		22	1	3		21	1	4	
<b>1</b>	25		2		28		1		27		1	
<b>2</b>	28		2		26		2		28		2	
<b>3</b>	28		2		26		2		28		2	
<b>4</b>	30		1		29		2		29		2	
<b>5</b>	24	1	2		32		1		28		2	
<b>6</b>	20	1	2		22	1	2		20	1	2	
<b>Other</b>	6	1			6	2						

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

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

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
<b>Academic Counselor</b>	0	0
<b>Counselor (Social/Behavioral or Career Development)</b>	0	N/A
<b>Library Media Teacher (Librarian)</b>	0	N/A
<b>Library Media Services Staff (Paraprofessional)</b>	0.37	N/A
<b>Psychologist</b>	0.33	N/A
<b>Social Worker</b>	0	N/A
<b>Nurse</b>	0.33	N/A
<b>Speech/Language/Hearing Specialist</b>	0	N/A
<b>Resource Specialist</b>	1	N/A
<b>Other</b>	1	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	
<b>School Site</b>	4796	388	4408	78415
<b>District</b>	N/A	N/A	5034	\$79,778
<b>Percent Difference: School Site and District</b>	N/A	N/A	-12.4	-1.7
<b>State</b>	N/A	N/A	\$6,574	\$79,228
<b>Percent Difference: School Site and State</b>	N/A	N/A	-32.9	-1.0

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

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

San Jose Elementary receives the following funds to provide support and services to students: Title 1, Title 1-Parent Involvement, LCFF-English learners, LCFF-Supplemental Concentration. The funds are used to pay for personnel, materials, supplies, equipment, parent involvement, and professional development. The PTA and donations received by the school help to fund field trips, student incentives and special events.

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

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$46,287	\$47,808
Mid-Range Teacher Salary	\$77,237	\$73,555
Highest Teacher Salary	\$93,690	\$95,850
Average Principal Salary (Elementary)	\$119,216	\$120,448
Average Principal Salary (Middle)	\$119,387	\$125,592
Average Principal Salary (High)	\$136,266	\$138,175
Superintendent Salary	\$279,056	\$264,457
Percent of Budget for Teacher Salaries	38%	35%
Percent of Budget for Administrative Salaries	6%	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)

Pomona Unified School District is committed to providing high quality professional learning for administrators, teachers, classified staff and parents that is aligned to the District's Strategic Plan, Our Promise of Excellence and is focused on academic achievement.

District teachers and support staff participate in six Professional Development Days that are driven by student achievement data, staff learning needs, and research-based best practices. Six District-wide days of professional learning and collaboration for 2017-2018 are concentrated around our focus areas (A.I.R.2) – Academic: Academic Vocabulary, Informational Text: Reading and Writing, and Rigor, Social-Emotional: Attendance, Intervention, and Relationships including an emphasis on English Learners, Foster Youth, and Low-income Pupils -- as well as articulation with grade level and department colleagues to enhance instruction and assessment. These focus areas are in direct alignment with federal, state, and district student achievement academic goals. In addition to the district-wide professional development days, sites use their weekly late start Friday sessions, 2 additional hours per month, and 4 additional hours per year (once per semester), to analyze student achievement data in a collegial forum. They then design effective instructional interventions to promote students' academic growth. Each site's professional development plan is designed collaboratively to address identified student achievement and staff needs aligned to the District's focus areas as indicated in each site's Single Plan for Student Achievement (SPSA).

District and site professional development also includes trainings around 21st Century Teaching and Learning which include the California State Standards and the P21 Framework. Training outcomes are to increase the capacity of site and teacher leaders to lead the transition and implementation of the California State Standards. Sessions include themes such as the need for a paradigm shift in teaching and learning, the essential components of the P21 Framework, California State Standards, English Learner standards and framework, equity and culturally responsive instruction, social and emotional learning, and integrating the use of technology to enhance/support instruction and learning. Performance Matters, our professional learning management system is supporting us in paving the way for various formats and structures that allow for increased voice, choice, and time around options for professional learning experiences. Ranging from traditional face-to-face sessions, to the creation of hybrid sessions (face-to-face and online digital modules), to pure online digital modules. New this year is our implementation of KYTE Learning an online digital platform that will support just in time technology professional learning and acquisition of technology based badges. In addition our District is partnering with the Center for Quality Teaching (CTQ) to pilot another option for professional learning through the venue of online, just in time, micro-credentials.

Through monthly content and grade level specific cohorts, along with other year-long activities, District Teacher Specialist and Teachers on Assignment model, co-teach, coach, conduct peer observations, facilitate trainings, and conduct sessions focused on lesson design and delivery of District focus areas, and other site and District instructional initiatives. Teacher Specialists and site-based teacher mentors, and teaching teacher specialists serve as the District's teacher support program mentors for Pomona's Teacher Induction Program for participating teachers in the process of clearing their credential. These programs support the training, development, and retention of high quality teachers using current research on effective teaching and grounds what they are learning in daily practices. PUSD administrators also engage in monthly professional learning with embedded Professional Learning Community opportunities to grow and learn collaboratively with peers. Administrators in need of clearing their credential have the opportunity to do so by participating in PUSD's new Administrative Tier II Credential Program. Participating principals work with a mentor, engage in reflective thinking, coaching, and attend monthly training sessions.

Various departments within Educational Services also provide and receive workshops on relevant topics in response to District and site-identified needs. These include responsive instruction, budget, technology, personnel, and pupil resources issues, as well as problem-solving and facilitative skills. The Curriculum Instruction and Accountability team include administrators, managers, and other administrative staff and serves as a forum to connect stakeholders to the District's focus areas (A.I.R.2)-- Academic Vocabulary, Informational Text: Reading and Writing, and Rigor, Attendance, Intervention, and Relationships with an emphasis on English Learners, Foster Youth, and Low-income Pupils and 21st Century Teaching and Learning.

Pomona Unified School District continues its commitment to providing quality professional learning opportunities in technology. With the establishment of District technology standards and the use of Haiku (online learning management system), PUSD has provided a critical base for technology training classes. These session topics include Internet use, OARS (Online Assessment Reporting System), Web 2.0 tools and creating and using multimedia as a vehicle to enhance teaching and learning. To meet these goals, Educational Technology (Ed Tech) Teacher Specialists serve as technology/instructional trainers who work in classrooms to provide coaching and support for teachers who use technology-based intervention programs. Teacher Technology Leads (TTLs) serve as a site level technology support and accelerate the implementation of the Technology Master Plan.

Teachers participate in developing curriculum documents in our curriculum management system, EdCaliber/Lessoneer, based on needs identified by the District's Curriculum Committees. These committees, composed of teacher and administrative representatives, meet in grade level groups, (PreK-8 and 6-Adult) to examine new State publications and reform efforts, discuss curriculum issues and identify needs for new or revised District curriculum documents. Examples of projects include the creation of grade specific standards-based electronic report cards, standards-based curriculum guides, course descriptions aligned to the California State Standards.

Our overall professional development vision is to design and implement a highly coherent, innovative, district-wide professional learning system that is responsive to the differentiated needs of adult learners using a professional development model that honors the adult learners' voice, choice, time, and professionalism, builds individual and collective efficacy, promotes deep organizational learning and sustainable optimal results that ultimately leads to high student achievement and college and career readiness for all students. The goal of the Educational Services' Division is to provide professional learning that supports schools in the implementation of effective instructional programs and strategies to ensure "Excellence for every student, in every classroom, every day!"