

# Munsey Elementary School

## School Accountability Report Card

### Reported Using Data from the 2018-19 School Year

#### Published During 2019-20

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/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 <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.

## **About This School**

### **School Contact Information (School Year 2019-20)**

| Entity                                   | Contact Information   |
|--|---|
| <b>School Name</b>                       | Munsey Elementary School                                      |
| <b>Street</b>                            | 3801 Brave Avenue   |
| <b>City, State, Zip</b>                  | Bakersfield, CA 93309   |
| <b>Phone Number</b>                      | (661) 631-5390  |
| <b>Principal</b>                         | Dayna Martin Gardner  |
| <b>Email Address</b>                     | gardnerd@bcsd.com   |
| <b>Website</b>                           | <a href="http://munsey.bcsd.com/">http://munsey.bcsd.com/</a> |
| <b>County-District-School (CDS) Code</b> | 15-63321-6009096  |

| Entity         | Contact Information              |
|----------------|----------------------------------|
| District Name  | Bakersfield City School District |
| Phone Number   | 661-631-4600                     |
| Superintendent | Doc Ervin                        |
| Email Address  | supt@bcsd.com                    |
| Website        | www.bcsd.com                     |

## School Description and Mission Statement (School Year 2019-20)

The School Accountability Report Card was established by Proposition 98, an initiative passed by California voters. As you read the Report Card, you will gain a better understanding of Munsey as a school with a record for improvement, a faculty that is "Highly Qualified" and personally committed to meeting the learning needs of students.

Our vision is to create a peaceful community dedicated to engaging students in high levels of academic learning while developing leadership skills and socially-successful behavior. We will ensure that all students are taught a guaranteed and viable curriculum with high expectations.

Our mission is to create Successful Teams of Academic Responsible Scholars (STARS).

Munsey Elementary School is

- A school abundant with high quality, innovative teaching professionals leading students.
- A school that is dedicated to high expectations for students and all staff.
- A school where strong partnerships exist between home and school.
- A school that is committed to creating a warm, caring, and positive learning environment.
- A school where collaboration is expected among teachers and among students.
- A school where academic excellence is celebrated.

We have three main goals at Munsey Elementary School: To build relationships in a positive school environment, to hold high expectations for students and staff, and to accelerate learning for all students. To accomplish our goals our school program will include:

STEAM educational opportunities including performing arts and a garden

Professional Learning Communities

School-wide Positive Behavior Support and Intervention

Response to Intervention and Instruction

Good First Instruction

Parent Engagement and Community Involvement

### Student Enrollment by Grade Level (School Year 2018-19)

| Grade Level             | Number of Students |
|-------------------------|--------------------|
| Kindergarten            | 148                |
| Grade 1                 | 91                 |
| Grade 2                 | 118                |
| Grade 3                 | 102                |
| Grade 4                 | 104                |
| Grade 5                 | 105                |
| <b>Total Enrollment</b> | <b>668</b>         |

### Student Enrollment by Group (School Year 2018-19)

| Student Group                       | Percent of Total Enrollment |
|-------------------------------------|-----------------------------|
| Black or African American           | 19                          |
| American Indian or Alaska Native    | 0.3                         |
| Asian                               | 0.3                         |
| Filipino                            | 0.3                         |
| Hispanic or Latino                  | 67.2                        |
| Native Hawaiian or Pacific Islander | 0.1                         |
| White                               | 8.4                         |
| Two or More Races                   | 3.9                         |
| Socioeconomically Disadvantaged     | 93.7                        |
| English Learners                    | 22.5                        |
| Students with Disabilities          | 9.9                         |
| Foster Youth                        | 0.1                         |
| Homeless                            | 1.6                         |

## 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 2017-18 | School 2018-19 | School 2019-20 | District 2019-20 |
|--|----------------|----------------|----------------|------------------|
| With Full Credential   | 30             | 29             | 30             |                  |
| Without Full Credential  | 2              | 3              | 4              |                  |
| Teaching Outside Subject Area of Competence (with full credential) | 0              | 0              | 0              |                  |

## Teacher Misassignments and Vacant Teacher Positions

| Indicator                                      | 2017-18 | 2018-19 | 2019-20 |
|--|---------|---------|---------|
| 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 2019-20)

Year and month in which data were collected: September, 2019

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

| Subject                      | Textbooks and Other Instructional Materials/year of Adoption  | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
|------------------------------|---|----------------------------|--|
| <b>Reading/Language Arts</b> | <p>Grades TK-5: Benchmark Education Company, Benchmark Advance California; Benchmark Adelante California, 2018</p> <p>Grades 6-8: McGraw Hill, Study Sync, 2018</p> <p>Grades TK-5: Benchmark Education Company, Benchmark Advance (How English Works) (ELD), 2018</p> <p>Grades 6-8: HMH, English 3D (ELD), 2017</p> | Yes                        | 0%   |
| <b>Mathematics</b>           | <p>Grades K-5: McGraw Hill, McGraw Hill My Math, 2013</p> <p>Grades 6-8: McGraw Hill, McGraw Hill California Math, Courses 1-3, 2013</p> <p>Grade 7: McGraw Hill, Glencoe Math Accelerated, 2013</p> <p>Grade 8: McGraw Hill, Glencoe Algebra 1, 2013</p>   | Yes                        | 0%   |
| <b>Science</b>               | <p>Grades K-5: Houghton Mifflin, Houghton Mifflin California Science, 2007</p> <p>Grades 6-8: Holt, Rinehart &amp; Winston, Holt California Science: Earth, Life and Physical Science, 2007</p>   | Yes                        | 0%   |

| Subject                           | Textbooks and Other Instructional Materials/year of Adoption   | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
|-----------------------------------|--|----------------------------|--|
| <b>History-Social Science</b>     | Grades K-5: Harcourt School Publishers, Reflections, 2007<br><br>Grade 6: Holt, Rinehart & Winston, Holt California Social Studies: World History, Ancient Civilizations, 2006<br><br>Grade 7: Holt, Rinehart & Winston, Holt California Social Studies: World History Medieval to Early Modern Times, 2006<br><br>Grade 8: Holt, Rinehart & Winston, Holt California Social Studies: United States History Independence to 1914, 2006 | Yes                        | 0%   |
| <b>Visual and Performing Arts</b> | Grades TK-6 (Elementary): The California Arts Project, BCSD Course of Study TK-5 (Online), 2019<br><br>Grades 6-8 (Jr Hi/Middle School): Pearson Scott Foresman, Pearson/Scott Foresman, Art, 2007<br><br>Grades 6-8: Silver Burdett, Silver Burdett Making Music, 2007  | Yes                        | 0%   |

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

Munsey School was built in 1954 and modernized in 1993. It sits on 8.5 acres of which 4.1 acres is playground. This school has 33 classrooms, a multi-purpose facility, library, parent center, pre-k room, learning center, professional development room and a speech/psychologist room. The campus also has a staff lounge.

The custodial staff adheres to a weekly cleaning schedule that includes classrooms, restrooms, 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

**Year and month of the most recent FIT report: 09/09/2019**

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

## 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

#### Percentage of Students Meeting or Exceeding the State Standard

| Subject  | School 2017-18 | School 2018-19 | District 2017-18 | District 2018-19 | State 2017-18 | State 2018-19 |
|--|----------------|----------------|------------------|------------------|---------------|---------------|
| English Language Arts/Literacy (grades 3-8 and 11) | 38             | 32             | 35               | 36               | 50            | 50            |
| Mathematics (grades 3-8 and 11)                    | 21             | 24             | 23               | 22               | 38            | 39            |

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

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 2018-19)

| Student Group                       | Total Enrollment | Number Tested | Percent Tested | Percent Not Tested | Percent Met or Exceeded |
|-------------------------------------|------------------|---------------|----------------|--------------------|-------------------------|
| All Students                        | 325              | 319           | 98.15          | 1.85               | 31.66                   |
| Male                                | 177              | 176           | 99.44          | 0.56               | 29.55                   |
| Female                              | 148              | 143           | 96.62          | 3.38               | 34.27                   |
| Black or African American           | 64               | 62            | 96.88          | 3.12               | 25.81                   |
| American Indian or Alaska Native    | --               | --            | --             | --                 | --                      |
| Filipino                            |                  |               |                |                    |                         |
| Hispanic or Latino                  | 220              | 218           | 99.09          | 0.91               | 33.49                   |
| Native Hawaiian or Pacific Islander |                  |               |                |                    |                         |
| White                               | 26               | 24            | 92.31          | 7.69               | 33.33                   |
| Two or More Races                   | 12               | 12            | 100.00         | 0.00               | 25.00                   |

| Student Group  | Total Enrollment | Number Tested | Percent Tested | Percent Not Tested | Percent Met or Exceeded |
|--|------------------|---------------|----------------|--------------------|-------------------------|
| <b>Socioeconomically Disadvantaged</b>               | 310              | 304           | 98.06          | 1.94               | 30.26                   |
| <b>English Learners</b>                              | 102              | 100           | 98.04          | 1.96               | 28.00                   |
| <b>Students with Disabilities</b>                    | 47               | 45            | 95.74          | 4.26               | 6.67                    |
| <b>Students Receiving Migrant Education Services</b> | --               | --            | --             | --                 | --                      |
| <b>Foster Youth</b>                                  | --               | --            | --             | --                 | --                      |
| <b>Homeless</b>                                      | --               | --            | --             | --                 | --                      |

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 2018-19)

| Student Group  | Total Enrollment | Number Tested | Percent Tested | Percent Not Tested | Percent Met or Exceeded |
|--|------------------|---------------|----------------|--------------------|-------------------------|
| <b>All Students</b>                                  | 328              | 323           | 98.48          | 1.52               | 24.15                   |
| <b>Male</b>  | 178              | 178           | 100.00         | 0.00               | 26.40                   |
| <b>Female</b>  | 150              | 145           | 96.67          | 3.33               | 21.38                   |
| <b>Black or African American</b>                     | 65               | 63            | 96.92          | 3.08               | 17.46                   |
| <b>American Indian or Alaska Native</b>              | --               | --            | --             | --                 | --                      |
| <b>Filipino</b>                                      |                  |               |                |                    |                         |
| <b>Hispanic or Latino</b>                            | 222              | 220           | 99.10          | 0.90               | 24.09                   |
| <b>Native Hawaiian or Pacific Islander</b>           |                  |               |                |                    |                         |
| <b>White</b>   | 26               | 25            | 96.15          | 3.85               | 40.00                   |
| <b>Two or More Races</b>                             | 12               | 12            | 100.00         | 0.00               | 25.00                   |
| <b>Socioeconomically Disadvantaged</b>               | 313              | 308           | 98.40          | 1.60               | 23.38                   |
| <b>English Learners</b>                              | 104              | 102           | 98.08          | 1.92               | 21.57                   |
| <b>Students with Disabilities</b>                    | 48               | 46            | 95.83          | 4.17               | 4.35                    |
| <b>Students Receiving Migrant Education Services</b> | --               | --            | --             | --                 | --                      |
| <b>Foster Youth</b>                                  | --               | --            | --             | --                 | --                      |
| <b>Homeless</b>                                      | --               | --            | --             | --                 | --                      |

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  
Percentage of Students Meeting or Exceeding the State Standard**

| Subject                               | School<br>2017-18 | School<br>2018-19 | District<br>2017-18 | District<br>2018-19 | State<br>2017-18 | State<br>2018-19 |
|---------------------------------------|-------------------|-------------------|---------------------|---------------------|------------------|------------------|
| Science (grades 5, 8 and high school) | N/A               | N/A               | N/A                 | N/A                 | N/A              | N/A              |

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

Note: This is a placeholder for the California Science Test (CAST) which was administered operationally during the 2018-19 school year. However, these data are not available for inclusion in the 2018-19 SARC posting due February 1, 2020. These data will be included in the 2019-20 SARC posting due February 1, 2021.

**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 2018-19)**

| 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 |
|-------------|--|--|---|
| 5           | 23.1   | 28.8   | 7.7   |

Note: Percentages are not calculated and double dashes (--) appear in the table 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 2019-20)

Parents have an open invitation to volunteer in the classroom, in the Parent Center to attend report card conferences, Team for Student Success meetings and SARB meetings. Parents can participate in the School Site Council and the English Learner Advisory Committee. Parents and families are encouraged to attend our quarterly Family Nights where they can learn about science, art, math and reading. Parents are always welcome to attend assemblies, awards ceremonies, and special events. Parents are kept informed of these events through a monthly newsletter, the school marquee, School Messenger, Remind App., Facebook, Twitter and special notices. Teachers will communicate with parents through weekly contacts, parent conferences, and classroom newsletters. In addition, parents have the opportunity to attend “Parent Cafes”, listen to guest speakers from the school or community, discuss school events, receive academic support, and hear information relevant to the education of their students. Parents can also attend a District sponsored events, Family Picnics, and attend an end of the year Parent Celebration. Parent input is sought through a Post Parent Climate Survey. Munsey school is a designated District Parent Resource Center location that is open daily for parents and includes resources such as computers and literature for parenting. Parents can call our school office at (661) 631-5390 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<br>2016-17 | School<br>2017-18 | School<br>2018-19 | District<br>2016-17 | District<br>2017-18 | District<br>2018-19 | State<br>2016-17 | State<br>2017-18 | State<br>2018-19 |
|--------------------|-------------------|-------------------|-------------------|---------------------|---------------------|---------------------|------------------|------------------|------------------|
| <b>Suspensions</b> | 2.3               | 2.4               | 0.9               | 2.1                 | 2.3                 | 2.1                 | 3.6              | 3.5              | 3.5              |
| <b>Expulsions</b>  | 0.1               | 0.0               | 0.0               | 0.1                 | 0.1                 | 0.1                 | 0.1              | 0.1              | 0.1              |

### School Safety Plan (School Year 2019-20)

Munsey’s School Safety Plan is current and is updated annually with input and direction from the Bakersfield City School District and School Site Council. All staff members receive copies of the plan and training. The school has regular practice drills in the various safety scenarios that are included in the plan. Key elements of Munsey’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 and bullying 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.

## 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 | 2016-17            | 2016-17                    | 2016-17                     | 2016-17                   | 2017-18            | 2017-18                    | 2017-18                     | 2017-18                   | 2018-19            | 2018-19                    | 2018-19                     | 2018-19                   |
|-------------|--------------------|----------------------------|-----------------------------|---------------------------|--------------------|----------------------------|-----------------------------|---------------------------|--------------------|----------------------------|-----------------------------|---------------------------|
|             | Average Class Size | # of Classes*<br>Size 1-20 | # of Classes*<br>Size 21-32 | # of Classes*<br>Size 33+ | Average Class Size | # of Classes*<br>Size 1-20 | # of Classes*<br>Size 21-32 | # of Classes*<br>Size 33+ | Average Class Size | # of Classes*<br>Size 1-20 | # of Classes*<br>Size 21-32 | # of Classes*<br>Size 33+ |
| K           | 22                 | 1                          | 5                           |                           | 18                 | 2                          | 5                           |                           | 24                 |                            | 6                           |                           |
| 1           | 19                 | 5                          |                             |                           | 25                 |                            | 5                           |                           | 18                 | 5                          |                             |                           |
| 2           | 23                 |                            | 5                           |                           | 20                 | 4                          | 1                           |                           | 23                 |                            | 5                           |                           |
| 3           | 18                 | 4                          | 2                           |                           | 22                 |                            | 5                           |                           | 20                 | 3                          | 2                           |                           |
| 4           | 24                 |                            | 4                           |                           | 26                 |                            | 4                           |                           | 21                 | 1                          | 4                           |                           |
| 5           | 24                 |                            | 4                           |                           | 21                 | 1                          | 3                           |                           | 26                 |                            | 4                           |                           |
| Other**     |                    |                            |                             |                           |                    |                            |                             |                           | 5                  | 1                          |                             |                           |

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

\*\* "Other" category is for multi-grade level classes.

### Ratio of Academic Counselors to Pupils (School Year 2018-19)

| Title                | Ratio |
|----------------------|-------|
| Academic Counselors* | .0    |

\*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.

### Student Support Services Staff (School Year 2018-19)

| Title   | Number of FTE*<br>Assigned to School |
|---|--------------------------------------|
| Counselor (Academic, Social/Behavioral or Career Development) |                                      |
| Library Media Teacher (Librarian)                             |                                      |
| Library Media Services Staff (Paraprofessional)               |                                      |
| Psychologist  |                                      |
| Social Worker   |                                      |
| Speech/Language/Hearing Specialist                            |                                      |
| Resource Specialist (non-teaching)                            | 3.3                                  |
| Other   | 1.0                                  |

\*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 2017-18)

| Level   | Total Expenditures Per Pupil | Expenditures Per Pupil (Restricted) | Expenditures Per Pupil (Unrestricted) | Average Teacher Salary |
|---|------------------------------|-------------------------------------|---------------------------------------|------------------------|
| School Site                                   | \$9,726                      | \$1,708                             | \$8,018                               | \$83,728               |
| District                                      | N/A                          | N/A                                 | \$3,176                               | \$72,033.00            |
| Percent Difference - School Site and District | N/A                          | N/A                                 | 86.5                                  | 15.0                   |
| State   | N/A                          | N/A                                 | \$7,506.64                            | \$82,663.00            |
| Percent Difference - School Site and State    | N/A                          | N/A                                 | 6.6                                   | 1.3                    |

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 2018-19)

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

### Teacher and Administrative Salaries (Fiscal Year 2017-18)

| Category                                      | District Amount | State Average For Districts In Same Category |
|---|-----------------|--|
| Beginning Teacher Salary                      | \$48,021        | \$45,741                                     |
| Mid-Range Teacher Salary                      | \$72,393        | \$81,840                                     |
| Highest Teacher Salary                        | \$93,341        | \$102,065                                    |
| Average Principal Salary (Elementary)         | \$134,518       | \$129,221                                    |
| Average Principal Salary (Middle)             | \$133,064       | \$132,874                                    |
| Average Principal Salary (High)               | \$0             | \$128,660                                    |
| Superintendent Salary                         | \$241,020       | \$224,581                                    |
| Percent of Budget for Teacher Salaries        | 31%             | 36%  |
| Percent of Budget for Administrative Salaries | 4%              | 5%   |

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

### Professional Development (Most Recent Three Years)

| Measure   | 2017-18 | 2018-19 | 2019-20 |
|---|---------|---------|---------|
| Number of school days dedicated to Staff Development and Continuous Improvement |         |         |         |

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.

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 and district specialists for reading/language arts, mathematics, science, writing and social emotional learning. 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, using technology 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 provided by the school site and focused on improving best practices.

New teachers with California preliminary credentials received professional development through the Bakersfield City School District (BCSD) Teacher Induction Program (TIP). The focus of BCSD TIP is being mentored by an experienced teacher, growing in the California Standards for the Teaching Profession (CSTP) and meeting the California Induction standards. The culmination of TIP is the recommendation for the CA Clear Credential. Each TIP teacher was assigned a veteran teacher who served as a mentor. The mentors received on-going professional development in coaching/mentoring strategies, instructional strategies, and guiding cycles of inquiry. 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.

Teachers on Short Term Staffing Permits (STSPs) were provided mentors and monthly trainings on beginning pedagogy and best teaching practices. Each teacher on a STSP designed a plan to meet requirements to move to a CA Intern or Preliminary Credential. Support was provided for required testing and BCSD staff worked closely with university partners to ensure teachers on permits were taking prerequisite requirements to move to credentials.

Teachers on Provisional Intern Permits (PIPs) were provided a weekly cohort meeting focused on beginning pedagogy. Two cohort meetings occurred weekly to allow teachers on a PIP to work around university course schedules. Support was provided for required testing and BCSD staff worked closely with university partners to ensure teachers on permits were taking prerequisite requirements to move to credentials.