

# Leo G. Pauly Elementary 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)**

<b>School Contact Information</b>	
<b>School Name</b>	Leo G. Pauly Elementary School
<b>Street</b>	313 Planz Road
<b>City, State, Zip</b>	Bakersfield, CA 93304
<b>Phone Number</b>	(661) 631-5430
<b>Principal</b>	Jennifer Santillan
<b>E-mail Address</b>	santillanj@bcsd.com
<b>Web Site</b>	<a href="http://pauly.bcsd.com/">http://pauly.bcsd.com/</a>
<b>CDS Code</b>	15-63321-6009047

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

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

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 Pauly as a school with a record for improvement, a faculty that is professionally skilled and personally committed to meeting the learning needs of students and a student body which is enthusiastic and motivated to perform well.

Pauly School is a neighborhood school located in the southern part of Bakersfield. It is one of 44 schools operated by the Bakersfield City School District. Our population includes State pre-school, pre-K/K autism, 1st - 5th, autism and two (2) Mild/Moderate Special Education classes in addition to our TK - 6 regular education classes.

Our mission is to educate, inspire and nurture the human spirit-One Student, One School, One Neighborhood at a time.

Here are the principles of how we live that EVERYDAY:

- Bridging the Connection Between Home and School
- Ensure a Safe Learning Environment
- Provide Teaching Relationships Where Learning Happens
- Set Goals and Establish Student Outcome Expectations

Community...Connection...Respect...Dignity...Humor...Humanity...Accountability

ONWARD

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

<b>Grade Level</b>	<b>Number of Students</b>
<b>Kindergarten</b>	139
<b>Grade 1</b>	108
<b>Grade 2</b>	107
<b>Grade 3</b>	101
<b>Grade 4</b>	116
<b>Grade 5</b>	129
<b>Total Enrollment</b>	700

**Student Enrollment by Group (School Year 2017-18)**

Student Group	Percent of Total Enrollment
Black or African American	9.1
American Indian or Alaska Native	0.0
Asian	0.3
Filipino	0.0
Hispanic or Latino	81.6
Native Hawaiian or Pacific Islander	0.0
White	6.9
Socioeconomically Disadvantaged	97.3
English Learners	38.9
Students with Disabilities	8.0
Foster Youth	1.3

**A. Conditions of Learning**

**State Priority: Basic**

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

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

**Teacher Credentials**

Teachers	School			District
	2016-17	2017-18	2018-19	2018-19
With Full Credential	33	32		
Without Full Credential	3	3		
Teaching Outside Subject Area of Competence (with full credential)	0	0		

**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
<b>Reading/Language Arts</b>	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%
<b>Mathematics</b>	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%
<b>Science</b>	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%
<b>History-Social Science</b>	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%
<b>Foreign Language</b>		Yes	0%
<b>Health</b>		Yes	0%

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

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

Pauly School was built in 1969 and modernized in 2012. It sits on 8.32 acres of which 4.82 acres is playground. This school has 40 classrooms, a multi-purpose facility, pre-K room, instructional materials center, library, speech/nurse room and a computer lab. 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

<b>School Facility Good Repair Status (Most Recent Year)</b> Year and month of the most recent FIT report: 09/06/2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	Good	
<b>Interior:</b> Interior Surfaces	Good	Computer Lab - Room has been cleaned and now in use on or before 10/19/18
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	Good	

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: 09/06/2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
<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	

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

Year and month of the most recent FIT report: 09/06/2018	
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
<b>English Language Arts/Literacy (grades 3-8 and 11)</b>	22.0	30.0	34.0	35.0	48.0	50.0
<b>Mathematics (grades 3-8 and 11)</b>	11.0	14.0	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	340	335	98.53	30.45
Male	170	167	98.24	25.15
Female	170	168	98.82	35.71
Black or African American	31	31	100.00	25.81
Hispanic or Latino	284	280	98.59	31.43
White	17	16	94.12	18.75
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	337	333	98.81	30.63
English Learners	196	192	97.96	29.69
Students with Disabilities	32	31	96.88	0.00
Students Receiving Migrant Education Services	13	13	100.00	46.15
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 2017-18)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	341	337	98.83	13.65
Male	170	167	98.24	17.37
Female	171	170	99.42	10
Black or African American	31	31	100	9.68
Hispanic or Latino	285	282	98.95	13.83
White	17	16	94.12	12.5
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	338	335	99.11	13.73
English Learners	196	193	98.47	13.99
Students with Disabilities	33	31	93.94	0
Students Receiving Migrant Education Services	13	13	100	15.38
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	Percentage of Students Meeting or Exceeding the State Standard					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
<b>Science (grades 5, 8, and 10)</b>	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
5	22.5	14.0	10.1

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 school site.

**Opportunities for Parental Involvement (School Year 2018-19)**

Parents and community members are encouraged to participate in all functions and support our students in and out of the classroom through multi-tier enrichment opportunities, Migrant tutoring, volunteerism, and CBET English classes. Students are recognized monthly for perfect attendance, quarterly for citizenship, and academic excellence. Parents can support by bringing students on time, volunteering in the Family and Community Engagement room and providing opportunities for students to complete homework. The Team for Student Success (TSS) meets twice a month to assist students with various academic and behavioral needs. From this, determinations are made to refer students for intervention, special education or alternate community services. Pauly has adopted a school-wide Response to Intervention (RtI) plan that meets individual student needs.

Newsletters are sent home monthly to inform parents of upcoming events and activities that the students may be participating in. Information sent home to parents is translated and translation is provided at activities as needed. Parent Cafes are held in the FACE center to educate parents on various school-based activities. Home-based activities are provided to support individual skills and standards, demonstrated by the home-room teacher. Incoming kindergarten students are provided orientation in May prior to the start of school and Kinder Bridging two (2) weeks before school begins to acclimate to the new environment.

Students participate in the District Music Festival, Oral Language, Math Bowl, Spelling Bee, track, basketball and other activities that occur within the district and on the school campus. Awards assemblies are attended by all students on a quarterly basis allowing students to be recognized for academic and extra-curricular success. Parents support by assisting with preparation, donations and recognition. If you have any questions regarding the opportunities for parents and students, please feel free to contact the school office at (661) 631-5430.

### 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
<b>Suspensions</b>	4.8	1.2	1.6	3.3	2.1	2.3	3.7	3.7	3.5
<b>Expulsions</b>	0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.1	0.1

#### School Safety Plan (School Year 2018-19)

Pauly 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. Pauly’s School Safety Plan is current and is updated annually. Key elements of Pauly’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.

### 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	2015-16				2016-17				2017-18			
	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>	15	8			16	4	4		20	2	5	
<b>1</b>	22		5		21	1	4		21		5	
<b>2</b>	22	2	3		22	1	4		21	2	3	
<b>3</b>	20	2	4		20	1	5		20	4	1	
<b>4</b>	32		3		29		4		28		4	
<b>5</b>	24	2	3	1	24	2	1	3	22	2	4	
<b>Other</b>	31		1		10	1			5	2		

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.

**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		
Counselor (Social/Behavioral or Career Development)		N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)	1	N/A
Psychologist	1	N/A
Social Worker		N/A
Nurse	1	N/A
Speech/Language/Hearing Specialist		N/A
Resource Specialist (non-teaching)	1	N/A
Other	3	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	\$7,268	\$1,395	\$5,873	\$60,054
District	N/A	N/A	\$3,131	\$70,477
Percent Difference: School Site and District	N/A	N/A	60.9	-12.0
State	N/A	N/A	\$7,125	\$80,910
Percent Difference: School Site and State	N/A	N/A	-11.3	-26.5

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
  - State Pre-K
  - FFVP
  - 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.