

Bostonia Language Academy

School Accountability Report Card

Reported Using Data from the 2017-18 School Year

Published During 2018-19

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

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

DataQuest

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

Internet Access

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

About This School

Contact Information (School Year 2018-19)

School Contact Information	
School Name	Bostonia Language Academy
Street	1390 Broadway
City, State, Zip	El Cajon, CA 92021
Phone Number	619-588-3121
Principal	Izela Jacobo
E-mail Address	jacobo@cajonvalley.net
Web Site	http://www.cajonvalley.net/bostonia
CDS Code	37-67991-6037576

District Contact Information	
District Name	Cajon Valley Union School District
Phone Number	619-588-3000
Superintendent	David Miyashiro
E-mail Address	miyashirod@cajonvalley.net
Web Site	www.cajonvalley.net

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

Our Vision

As a community, we prepare our students to be multilingual, multiliterate, and multicultural global citizens.

Our Mission

The Language Academy provides a creative learning environment where strengths and individuality are respected and students are encouraged to apply knowledge learned utilizing innovative methods.

Our Guiding Principles-

As a multilingual, multiliterate, and multicultural community we:
 help others become successful and responsible citizens of the world
 nurture diverse skills and personalities
 welcome and inspire creative ideas
 work as a team to innovate and solve real world problems
 exhibit positive attitudes and high expectations
 promote the development and pride of competencies for all

We are a community!

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

Grade Level	Number of Students
Kindergarten	125
Grade 1	91
Grade 2	76
Grade 3	86
Grade 4	68
Grade 5	65
Total Enrollment	511

Student Enrollment by Group (School Year 2017-18)

Student Group	Percent of Total Enrollment
Black or African American	5.5
American Indian or Alaska Native	0.4
Asian	0.8
Filipino	0.2
Hispanic or Latino	76.1
Native Hawaiian or Pacific Islander	0.0
White	11.7
Socioeconomically Disadvantaged	65.4
English Learners	44.4
Students with Disabilities	6.5
Foster Youth	0.4

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	21	22	25	790
Without Full Credential	1	1	1	22
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	6

Teacher Misassignments and Vacant Teacher Positions

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

Year and month in which data were collected: August 2018

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	<p>LANGUAGE ARTS and ELD</p> <p>TK, Houghton Mifflin: HSP California Excursions 2010, Houghton Mifflin Harcourt, Adopted 2012</p> <p>TK, Avenues, Pre-K, (Teacher's Edition only), Hampton Brown, Adopted 2005</p> <p>TK Houghton Mifflin: HSP California Excursions 2010, (Spanish) Houghton Mifflin Harcourt, Adopted 2012</p> <p>TK-5 Bilingual: Maravillas & Wonders ELA/ELD, McGraw Hill Education, Adopted 2018</p> <p>K-5 NatGeo-Reach for Reading ELA/ELD, Cengage Learning, Adopted 2018</p> <p>K-5 Houghton Mifflin: A Legacy of Literature, (Spanish) Houghton Mifflin, Adopted 2003</p> <p>1-5 Everyday Spelling 2000 (Spanish), Scott Foresman-Addison Wesley, Adopted 2000</p> <p>4-8, Language! - Intervention, Sopris West, Adopted 2005</p> <p>4-8, REACH - Intervention, SRA, Adopted 2005</p> <p>4-8, Read 180 - Intervention, Scholastic, Adopted 2005</p> <p>6-8 StudySync ELA/ELD, McGraw Hill Education, Adopted 2018</p> <p>6-8, Inside: Language, Literacy, & Content 2009, National Geographic/Hampton Brown, Adopted 2010 (ELA/ELD for Newcomers)</p> <p>6-8 Holt Literature & Language Arts 2000 (Spanish), Holt, Adopted 2003</p>	Yes	0
Mathematics	<p>TK, Hands-On Standards Mathematics, ETA Cuisinaire, Adopted 2012</p> <p>TK Hands-On Standards Mathematics (translated), ETA Cuisinaire, Adopted 2012</p> <p>K-5, California GoMath, Houghton Mifflin Harcourt, Adopted 2015</p> <p>K-5, California GoMath (Spanish Edition), Houghton Mifflin Harcourt, Adopted 2015</p> <p>6-8, California GoMath, Houghton Mifflin Harcourt, Adopted 2014</p> <p>Digital Supplemental Curriculum Materials: TK-8 Math, ST Math, MIND Research, Hampton Brown, Adopted 2014</p>	Yes	0

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Science	<p>TK, Hands-On Standards Science, ETA Cuisinaire, Adopted 2012 TK Hands-On Standards Science (translated) Spanish, ETA Cuisinaire, Adopted 2012</p> <p>K California Science 2008 (Spanish Edition) [Teacher flipchart only], MacMillan McGraw-Hill, Adopted 2007 K-5, California Science 2008, Macmillan McGraw-Hill, Adopted 2007 1-5 California Science 2008 (Spanish Edition), MacMillan McGraw-Hill, Adopted 2007</p> <p>6-8, California Science 2007, Holt, Rinehart, Winston, Adopted 2007</p>	Yes	0
History-Social Science	<p>TK, Hands-On Standards Science, ETA Cuisinaire, Adopted 2012 TK Hands-On Standards Science (translated) Spanish, ETA Cuisinaire, Adopted 2012</p> <p>K California Science 2008 (Spanish Edition) [Teacher flipchart only], MacMillan McGraw-Hill, Adopted 2007 K-5, California Science 2008, Macmillan McGraw-Hill, Adopted 2007 1-5 California Science 2008 (Spanish Edition), MacMillan McGraw-Hill, Adopted 2007</p> <p>6-8, California Science 2007, Holt, Rinehart, Winston, Adopted 2007</p>	Yes	0
Health	<p>K-2, Primarily Health 1998, Wright Group, Adopted 1998</p> <p>K-5, Too Good for Drugs 2003, Mendez Foundation, Adopted 2003</p> <p>4-5, Healthy You 1996, Harcourt Brace, Adopted 2000</p> <p>6-8, Teen Health, Glencoe, Adopted 1998 6-8, Project ALERT 2000, Best Foundation, Adopted 2003</p>	Yes	0
Visual and Performing Arts	K-8, Music and You 1988, Macmillan Publishing Company, Adopted 1990	Yes	0

School Facility Conditions and Planned Improvements (Most Recent Year)

General

The District takes great efforts to ensure that all schools are clean, safe, and functional. To assist in this effort, the District uses a facility survey instrument developed by the State of California Office of Public School Construction. This survey was completed on 09/07/2018 and is available at the Facilities, Maintenance and Operations office.

Below is more specific information on the condition of the school and the efforts made to ensure that students are provided with a clean, safe, and functional learning environment.

Facilities Description

This school has 34 permanent classrooms and 11 portable classrooms, a library with computer lab, a multipurpose room, and an administration building. The main campus was built in 1995. Five relocatable classrooms were added in 2015. Proposition 39 funds were used to install LED lighting.

Maintenance and Repair

District maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner. A work order process is used to ensure efficient service and that emergency repairs are given the highest priority.

Cleaning Process and Schedule

The school is cleaned every other night by a district cleaning crew. Work performed includes: sweeping, vacuuming, and mopping floors, emptying trash, cleaning sinks, filling dispensers, and dusting rooms, as scheduled. Grounds are maintained by District groundskeeping staff. There is one full-time day custodian. The day custodian is responsible for daily restroom cleaning, cleaning eating and food preparation areas, daily grounds clean up, minor facility repairs, and special emergency clean ups. Carpets are shampooed and tile flooring is cleaned and refinished every winter, spring, and summer break. A thorough deep cleaning of all areas is done every summer. District administration works daily with custodial and grounds supervisors to ensure a clean, safe school.

Deferred Maintenance Budget

The District allocates funds for completion of deferred maintenance projects which consists of major repair or replacement of existing school building components. Typically, this includes roofing, plumbing, heating, air conditioning, electrical systems, interior or exterior paint, and floor systems.

School Facility Good Repair Status (Most Recent Year)

Using the **most recently collected** FIT data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The overall rating

School Facility Good Repair Status (Most Recent Year)		
Year and month of the most recent FIT report: September 7, 2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	
Interior: Interior Surfaces	Good	
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation	Good	
Electrical: Electrical	Good	
Restrooms/Fountains: Restrooms, Sinks/Fountains	Fair	Water pressure at fountains will be adjusted. Sticking urinal valve at boy's restroom will be repaired.
Safety: Fire Safety, Hazardous Materials	Good	

School Facility Good Repair Status (Most Recent Year)		
Year and month of the most recent FIT report: September 7, 2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: September 7, 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
English Language Arts/Literacy (grades 3-8 and 11)	50.0	58.0	42.0	42.0	48.0	50.0
Mathematics (grades 3-8 and 11)	52.0	52.0	32.0	33.0	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	217	215	99.08	57.67
Male	90	90	100.00	60.00
Female	127	125	98.43	56.00
Black or African American	12	12	100.00	66.67

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Hispanic or Latino	165	163	98.79	50.92
White	26	26	100.00	80.77
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	153	153	100.00	50.33
English Learners	133	131	98.50	46.56
Students with Disabilities	21	21	100.00	4.76

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	217	216	99.54	52.31
Male	90	90	100	57.78
Female	127	126	99.21	48.41
Black or African American	12	12	100	50
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Hispanic or Latino	165	164	99.39	45.12
White	26	26	100	76.92
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	153	153	100	47.71
English Learners	133	132	99.25	41.67
Students with Disabilities	21	21	100	9.52

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

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

**CAASPP Test Results in Science for All Students
Grades Five, Eight, and Ten**

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

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

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

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

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)

Parent Participation

Successful education requires a strong partnership between parents and the school. To foster this partnership, we encourage parents to be involved in their child’s education through regular communication with teachers and school staff. While parent conferences are held in November, we encourage you to talk with your child’s teacher throughout the year. You can assist your child’s progress by monitoring class work, providing a structured time for homework, reviewing progress reports, and becoming involved in school activities.

The following District and site committees are designed to foster parent involvement:

District Committees:

Superintendent’s Citizen’s Advisory Council (SCAC) – Parent representatives from each school meet with the Superintendent to receive information and give input about activities at the schools. The SCAC meets three times in a school year.

Learning Environment Task Force (LETF) – This committee monitors a comprehensive plan that maximizes facility use and improves the quality of program offerings at the school. Parent representative and staff meet as needed.

Local Control Advisory Committee/Title I District Advisory Council (LCAC/DAC) – Is comprised of parents, facilitators from Title I schools, community members and staff. Title I parent representatives are provided an opportunity to not only receive information regarding Title I programs, but also participate in the development of the District’s Local Control Advisory Plan (LCAP) by giving input to improve student achievement.

District English Learner Advisory Committee (DELAC) – This committee meets almost every month and provides opportunities for representatives from each school to learn about District and state programs for English learners.

Local Control Accountability Plan (LCAP) - School districts in California are required to develop, adopt, and annually update a three-year Local Control and Accountability Plan (LCAP). Cajon Valley LCAP Committee meaningfully engages a broad group of stakeholders comprised of parents, community members and school and district staff members to provide input in the development of the plan to identify annual goals, specific actions, and measures of student progress. The LCAP guides decision making about actions and services for all students in the district including low-income students, English Learners and foster youth.

School Site Committees:

School Site Council (SSC) – Each school has a School Site Council that is comprised of parents, staff, and the principal. The School Site Council makes decisions for the school through the development and implementation of the Comprehensive School Plan for Student Achievement. The SSC approves categorical budget expenditures focused on improving student achievement.

English Learner Advisory Committee (ELAC) – This committee, comprised of parents of English learners, advises principals on the instructional program for students who are learning English.

School Events:

Each year parents are invited to Curriculum Night, Spring Open House, Fall Festival, Back to School Social, Holiday Shop, and several PTA Family Nights. In addition, our site actively seeks the involvement of parents and community members through classroom volunteers, room parents, PTA, ELAC, and SSC.

Parent Education:

The District promotes parent education through collaboration with Adult Education, site-based parent education sessions, Title I and Bilingual Program offerings, and the San Diego County Office of Education sponsored conferences. In addition, the District sponsors English as a Second Language (ESL) Family Education Program which provides free English language instruction to parents and members of the community who do not speak fluent English.

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

Suspensions and Expulsions

Rate	School			District			State		
	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18
Suspensions									
Expulsions									

School Safety Plan (School Year 2018-19)

Bostonia Language Academy is focused on providing a positive, safe, and secure learning environment for students, staff, parents, and the community. The site’s comprehensive Safe School Plan addresses safety concerns identified through a school wide planning process. The goals and objectives of this plan support a learning environment that allows staff to effectively teach and students to actively learn. The plan promotes campus safety and focuses on character building and the analysis of the school’s physical, social, and cultural environments. Additional components of the plan include information on the site discipline plan and policies; safe travel to and from school; child abuse reporting protocols; school crime data; notifications to teachers of dangerous students; discipline, non-discrimination/harassment, hate-motivated behavior, bullying and sexual harassment policies; and descriptions of strategies that help to develop a safe, positive environment. The site Safe School Plan is updated annually. For the 2017-2018 school year, it was approved by the School Site Council on 11/29/2017 and discussed and reviewed by the staff on 11/29/2017.

The site Safe School Plan also includes routine and emergency disaster information, including the site Emergency Operations Plan (EOP) that aligns site emergency operations procedures with the District Emergency Operations Plan. The site EOP is updated annually.

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+
K	22		5		23	1	4		25		5	
1	24		4		21	2	2		23		4	
2	25		3		24		4		19	4		
3	24		3		24		3		22	1	3	
4					32		2		34			2
5									33		1	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.

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)	0.5	N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)	0.2813	N/A
Psychologist	0.60	N/A
Social Worker		N/A
Nurse	0.10	N/A
Speech/Language/Hearing Specialist	0.80	N/A
Resource Specialist (non-teaching)		N/A
Other		N/A

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

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

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	\$10,610	\$3,224	\$7,386	\$78,834
District	N/A	N/A	\$7,398	\$79,095
Percent Difference: School Site and District	N/A	N/A	-0.2	2.6
State	N/A	N/A	\$11,548	\$80,910
Percent Difference: School Site and State	N/A	N/A	11.6	0.6

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)

A variety of supplemental services are available at Bostonia Language Academy, funded by the school's categorical budgets: Title I, Supplemental Concentration, Basic, and Donation. These extra support services include supplemental literacy and math programs, in classroom assistance, small group tutoring during the instructional day, and enrichment program that provides our students with the opportunity to explore extracurricular activities.

Along with the academic supplemental services, Bostonia Language Academy offers support programs for students and families. Character education is promoted through a school wide program that focuses on core character values. A school counselor and psychologist provide additional support to staff, students and families.

Teacher and Administrative Salaries (Fiscal Year 2016-17)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$44,382	\$50,084
Mid-Range Teacher Salary	\$75,962	\$80,256
Highest Teacher Salary	\$103,403	\$100,154
Average Principal Salary (Elementary)	\$125,285	\$125,899
Average Principal Salary (Middle)	\$125,285	\$130,255
Average Principal Salary (High)	\$0	\$128,660
Superintendent Salary	\$270,689	\$222,447
Percent of Budget for Teacher Salaries	36.0	37.0
Percent of Budget for Administrative Salaries	5.0	5.0

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

Professional Development (Most Recent Three Years)

Each year, teachers and support staff participate in Professional Development, as indicated in the Comprehensive School Plan for Student Achievement (SPSA), the Local Education Agency Plan and Local Control Accountability Plan (LCAP). Priorities for professional development are established for teacher and staff training using student achievement data, teacher needs assessment surveys, and observations of instruction. In response to these priorities, sessions are developed to support classroom implementation. Teachers requiring additional certifications to meet student needs are enrolled in appropriate programs.

- Certificated and support staff participate in workshops offered within the District (in person and online), offered by the San Diego County Office of Education, local universities or outside vendors as appropriate.
- An online professional development calendar which includes Cajon Valley Union School District offerings for the year is accessible to all staff. Certificated staff who attend workshops during the year are frequently called upon to present relevant information and teaching techniques during site and district professional development sessions.
- Professional Development is available for certificated personnel as well as classified staff members who work with students. Site categorical fund expenditures must be approved by the School Site Council.
- Professional Development opportunities are offered during summer, winter, and spring intersession, as well as during the school year.
- Full day release and after-school workshops and trainings are also available.
- Online Digital Badges were offered to be completed within a month where teachers could finish at their own pace (NGSS, ELD, ELA, Math, and EdTech)
- Writing Workshop Support was offered at the site level and tailored to fit individual site and/or grade-level team needs.

In the 2017-18 school year, elementary and middle school teachers were released for one-half day each trimester to collaborate with grade level/department peers, analyze student work, review formative assessment data, develop lesson plans and identify instructional strategies to meet student needs. In addition, workshops on the topics listed below were offered prior to and during the school year:

- Applied Behavioral Analysis Workshop for Special Education Teachers
- Achieve 3000 (online reading supplemental program)
- ELPAC Training
- Chrome Apps and Extension
- Computer Science with Code.org
- Engineering Design in the Classroom
- ELD: Designated/Integrated
- Family Engagement
- Google Apps for Education (GAFE)
- How to Integrate Technology into Writing Workshop
- How to Use Mentor Text to Teach Grammar/Conventions
- Mild/Moderate Transitional Training for Special Education Teachers
- Moderate/Severe Special Education Classroom Quality Indicators
- Next Generation Science Standards
- Number Talks
- Positive Prevention Plus Curriculum (middle school science teachers)
- Professional Assault Crisis Training (ProAct)
- Presentation Literacy
- ST Math training
- Sanford Harmony
- Trauma Informed Care
- Working with the ELD Standards
- World of Work
- Zones of Regulation

Support for implementation of 1:1 chromebooks, personalized learning, technology integration writing, and mathematics was provided by teacher facilitators (coaches) using both push-in and pull-out models throughout the school year.