

Yermo School

School Accountability Report Card

Reported Using Data from the 2015-16 School Year

Published During 2016-17

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 2016-17)

School Contact Information	
School Name	Yermo School
Street	38320 Gleason St.
City, State, Zip	Yermo, CA 92398
Phone Number	(760) 254-2931
Principal	Katherine Henson
E-mail Address	khenson@svusdk12.net
Web Site	http://silvervalley.k12.ca.us/yermo/
CDS Code	36-73890-6035455

District Contact Information	
District Name	Silver Valley Unified School District
Phone Number	(760) 254-2916
Superintendent	Jill S. Kemock
E-mail Address	jkemock@svusdk12.net
Web Site	www.svusdk12.net

School Description and Mission Statement (School Year 2016-17)

Principal's Message

Hello families of Yermo School students. The purpose of the School Accountability Report card is to provide parents and community members with information about Yermo School's instructional programs, academic achievement, materials and facilities, and the staff.

We have made a commitment to provide the best educational program possible for our students. The outstanding quality of our school is a reflection of our highly committed staff. We are dedicated to ensuring that our school provides a welcoming and stimulating environment where students are actively involved in learning academics, as well as positive values. Through our hard work, together, our students will be challenged to reach their maximum potential.

Parents and community play a very important role in our schools. Understanding our educational program, student achievement, and curriculum development can assist both our school and the community in ongoing improvement.

Yermo School Mission

Yermo School students will achieve at their maximum potential in a safe, engaging, inspiring, and challenging learning environment. Yermo School will work in partnership with students, families and the community to ensure that each student acquires the knowledge, 21st Century Learning skills and core values necessary to achieve personal success and to enrich the community.

Community & School Profile

Located in the rural high desert of Southern California, 126 miles from Los Angeles and 144 miles from Las Vegas, Silver Valley Unified School District educates nearly 2,300 students in transitional kindergarten through grade twelve. Covering an area of 3,200 square miles, the district serves the communities of Calico, Daggett, Fort Irwin, Ludlow, Newberry Springs, and Yermo.

Yermo School is located in the Mojave Desert off of Interstate 15. Yermo School serves approximately 370 Transitional Kindergarten through eighth grade students on a traditional calendar schedule during the 2016-2017 school year.

The district is comprised of seven school sites including four elementary schools, one middle school, one comprehensive high school, and an alternative education center. The alternative education center is made up of four schools and includes, Calico High School, Silver Valley Academy, Silver Valley Community Day School, and Silver Valley Adult Education all at one location.

Student Enrollment by Grade Level (School Year 2015-16)

Grade Level	Number of Students
Kindergarten	32
Grade 1	27
Grade 2	24
Grade 3	24
Grade 4	30
Grade 5	24
Grade 6	42
Grade 7	45
Grade 8	43
Total Enrollment	291

Student Enrollment by Group (School Year 2015-16)

Student Group	Percent of Total Enrollment
Black or African American	4.8
American Indian or Alaska Native	1.4
Asian	1.4
Filipino	0.3
Hispanic or Latino	36.4
Native Hawaiian or Pacific Islander	0.3
White	47.1
Two or More Races	7.9
Socioeconomically Disadvantaged	80.4
English Learners	6.9
Students with Disabilities	21.6
Foster Youth	0

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the Basic State Priority (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
	2014-15	2015-16	2016-17	2016-17
With Full Credential	19	20	22	120
Without Full Credential	1	0	0	8
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2014-15	2015-16	2016-17
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments *	1	0	0
Vacant Teacher Positions	0	0	0

Note: "Misassignments" refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.

* Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

Core Academic Classes Taught by Highly Qualified Teachers (School Year 2015-16)

Location of Classes	Percent of Classes In Core Academic Subjects	
	Taught by Highly Qualified Teachers	Not Taught by Highly Qualified Teachers
This School	100.0	0.0
All Schools in District	99.3	0.7
High-Poverty Schools in District	99.1	0.9
Low-Poverty Schools in District	100.0	0.0

Note: High-poverty schools are defined as those schools with student eligibility of approximately 40 percent or more in the free and reduced price meals program. Low-poverty schools are those with student eligibility of approximately 39 percent or less in the free and reduced price meals program.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2016-17)

Year and month in which data were collected: August 2016

Pursuant to the settlement of Williams vs. the State of California, Silver Valley Unified School District thoroughly inspected each of its school sites at the start of the 2016-17 school year to determine whether or not each school had sufficient and good quality textbooks, instructional materials, and/or science laboratory equipment. The date of the most recent resolution of the sufficiency of textbooks is September 06, 2016.

All students, including English Learners, are given their own individual textbooks and/or instructional materials in core subjects, as well as, foreign language and health (as appropriate), for use in the classroom and to take home if necessary. Additionally, all textbooks and instructional materials used within the district must be aligned with the California State Content Standards and frameworks, with final approval by the Board of Education. The table displays information collected in August 2016 about the quality, currency, and availability of the standards-aligned textbooks and other instructional materials used at the school.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	Holt Adopted 2010 Pearson Adopted 2010	Yes	0%
Mathematics	Holt, Rinehart & Winston Adopted 2008 EnVision Pearson 2014	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Science	Glencoe/McGraw Hill Adopted 2007 Houghton Mifflin Adopted 2007	Yes	0%
History-Social Science	Houghton Mifflin Adopted 2006 Glencoe/McGraw Adopted 2006	Yes	0%
Health	Glencoe/McGraw Hill Adopted 2006 Glencoe/McGraw Hill Adopted 2010	Yes	0%

School Facility Conditions and Planned Improvements (Most Recent Year)

Yermo School was originally constructed in 1949 and fully modernized in 1994. The campus is situated on 19.6 acres and comprised of 27 classrooms, a library, a multipurpose room, and two playgrounds.

Cleaning Process

The school provides a safe and clean environment for students, staff, and volunteers. The district governing board has adopted cleaning standards for all schools in the district. Basic cleaning operations are performed on a daily basis throughout the school year with emphasis on classrooms and restrooms. A joint effort between students and staff helps keep the campus clean and litter-free. The principal works with the custodial staff to develop sanitation schedules that ensure a clean, safe, and functional learning environment.

Maintenance & Repair

A scheduled maintenance program is administered by the District's maintenance staff on a regular basis, with heavy maintenance functions occurring during vacation periods. Additionally, a scheduled maintenance program is administered by Silver Valley Unified School District, including regular facilities inspections, to ensure that school grounds and facilities remain in excellent repair. A work order process is used when issues arise that require immediate attention.

Repair requests are completed efficiently and in the order in which they are received. The chart displays the results of the most recent school facilities inspection, provided by the district.

School Facility Good Repair Status (Most Recent Year)

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: July 2016				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Systems: Gas Leaks, Mechanical/HVAC, Sewer	X			
Interior: Interior Surfaces		X		
Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation	X			

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: July 2016				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Electrical: Electrical	X			
Restrooms/Fountains: Restrooms, Sinks/ Fountains	X			
Safety: Fire Safety, Hazardous Materials	X			
Structural: Structural Damage, Roofs	X			
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: July 2016				
Overall Rating	Exemplary	Good	Fair	Poor
			X	

B. Pupil Outcomes

State Priority: Pupil Achievement

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

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with 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

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
English Language Arts/Literacy	39	46	45	53	44	48
Mathematics	36	39	35	41	34	36

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

**CAASPP Test Results in ELA by Student Group
Grades Three through Eight and Grade Eleven (School Year 2015-16)**

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	32	31	96.9	45.2
	4	36	36	100.0	47.2
	5	24	22	91.7	45.5
	6	42	42	100.0	42.9
	7	47	43	91.5	53.5
	8	50	50	100.0	42.9
Male	4	19	19	100.0	52.6
	6	24	24	100.0	29.2
	7	19	17	89.5	47.1
	8	20	20	100.0	35.0
Female	3	23	23	100.0	52.2
	4	17	17	100.0	41.2
	5	14	12	85.7	58.3
	6	18	18	100.0	61.1
	7	28	26	92.9	57.7
	8	30	30	100.0	48.3
Hispanic or Latino	3	15	15	100.0	40.0
	4	16	16	100.0	37.5
	6	15	15	100.0	33.3
	7	13	11	84.6	54.5
	8	16	16	100.0	31.3
White	3	11	10	90.9	40.0
	4	18	18	100.0	55.6
	5	11	10	90.9	60.0
	6	17	17	100.0	47.1
	7	27	27	100.0	48.1
	8	24	24	100.0	50.0
Socioeconomically Disadvantaged	3	25	24	96.0	37.5
	4	29	29	100.0	44.8
	5	18	17	94.4	35.3
	6	32	32	100.0	37.5
	7	39	35	89.7	42.9
	8	43	43	100.0	40.5
Students with Disabilities	6	12	12	100.0	16.7

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 on the CAAs divided by the total number of students who participated in both assessments.

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 2015-16)**

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	32	31	96.9	38.7
	4	36	36	100.0	34.3
	5	24	22	91.7	31.8
	6	42	42	100.0	42.9
	7	47	43	91.5	48.8
	8	47	43	91.5	48.8
Male	4	19	19	100.0	44.4
	6	24	24	100.0	41.7
	7	19	17	89.5	52.9
	8	19	17	89.5	52.9
Female	3	23	23	100.0	47.8
	4	17	17	100.0	23.5
	5	14	12	85.7	33.3
	6	18	18	100.0	44.4
	7	28	26	92.9	46.1
	8	28	26	92.9	46.1
Hispanic or Latino	3	15	15	100.0	40.0
	4	16	16	100.0	18.8
	6	15	15	100.0	40.0
	7	13	11	84.6	27.3
	8	13	11	84.6	27.3
White	3	11	10	90.9	30.0
	4	18	18	100.0	47.1
	5	11	10	90.9	50.0
	6	17	17	100.0	47.1
	7	27	27	100.0	59.3
	8	27	27	100.0	59.3
Socioeconomically Disadvantaged	3	25	24	96.0	29.2
	4	29	29	100.0	28.6
	5	18	17	94.4	17.6
	6	32	32	100.0	40.6
	7	39	35	89.7	48.6
	8	39	35	89.7	48.6

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
Students with Disabilities	6	12	12	100.0	16.7

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 on the CAAs divided by the total number of students who participated in both assessments.

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

Subject	Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards)								
	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Science (grades 5, 8, and 10)	63	59	59	63	54	57	60	56	54

Note: Science test results include California Standards Tests (CSTs), California Modified Assessment (CMA), and California Alternate Performance Assessment (CAPA) in grades five, eight, and ten.

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

CAASPP Test Results in Science by Student Group Grades Five, Eight, and Ten (School Year 2015-16)

Student Group	Total Enrollment	# of Students with Valid Scores	% of Students with Valid Scores	% of Students Proficient or Advanced
All Students	74	71	96.0	59.2
Male	30	30	100.0	60.0
Female	44	41	93.2	58.5
Hispanic or Latino	24	24	100.0	45.8
White	35	34	97.1	70.6
Socioeconomically Disadvantaged	61	59	96.7	59.3

Note: Science test results include CSTs, CMA, and CAPA in grades five, eight, and ten. The "Proficient or Advanced" is calculated by taking the total number of students who scored at Proficient or Advanced on the science assessment divided by the total number of students with valid scores.

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

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the Other Pupil Outcomes State Priority (Priority 8):

- Pupil outcomes in the subject areas of physical education.

California Physical Fitness Test Results (School Year 2015-16)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	9.1	36.4	40.9
7	27.9	20.9	27.9

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 Parental Involvement State Priority (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each schoolsite.

Opportunities for Parental Involvement (School Year 2016-17)

Parents are encouraged to undertake an active role in their child's education. Parents are welcome to volunteer in the classrooms, chaperone school events and field trips, and participate in the Parent Teacher Organization (PTO). Parents also have a chance to affect school policy through participation in the School Site Council (SSC).

Volunteer packets are available in the Yermo School Office. For more information for volunteer opportunities at the school, you can contact the office at 760-254-2931. You can reach the PTO at YermoPTO@gmail.com.

State Priority: School Climate

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

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

Suspensions and Expulsions

Rate	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Suspensions	4.1	4.3	5.1	4.6	3.3	2.2	4.4	3.8	3.7
Expulsions	0.0	0.0	0.0	0.3	0.0	0.0	0.1	0.1	0.1

School Safety Plan (School Year 2016-17)

The safety of students and staff is a primary concern of Yermo School. All guests to the campus must sign in at the office and wear a visitor's badge at all times. Supervision is provided to ensure the safety of each student before school, during breaks, at lunch, and after school. Supervision is a responsibility shared among all staff including, noon-duty aides, teachers, support staff, and school administration.

To safeguard the well-being of students and staff, Comprehensive School Site Safety Plans have been developed for each site by the district. The Safety Plans were most recently updated in March 2016, with all revisions reviewed immediately with the staff. Key elements of the Safety Plan focus on the following: school rules and procedures, disaster procedures, current status of school crime, notification to teachers, child abuse reporting procedures, school-wide dress code, routine and emergency drills, sexual harassment policy, policies related to suspension and expulsion, maintaining a safe and orderly school environment, safe ingress and egress of pupils, parents, and school employees.

The school is always in compliance with the laws, rules, and regulations pertaining to hazardous materials and state earthquake standards. Safety drills, including fire, earthquake and intruder drills, are held regularly.

D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

Federal Intervention Program (School Year 2016-17)

Indicator	School	District
Program Improvement Status	Not in PI	Not In PI
First Year of Program Improvement		
Year in Program Improvement*		
Number of Schools Currently in Program Improvement	N/A	0
Percent of Schools Currently in Program Improvement	N/A	.0

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

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2013-14				2014-15				2015-16			
	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	61	3	1	2	101		1	2	15		2	
1	23		1		21		1		24		1	
2	28		1		24		1		23		1	
3	16	1			12	1	1		22		1	
4	14	1	1		23		1		25		1	
5	29		1		24		1		21		1	
6	22	4	10	2	25		20		19		2	
Other					8	3						

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

Average Class Size and Class Size Distribution (Secondary)

Subject	2013-14				2014-15				2015-16			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-22	23-32	33+		1-22	23-32	33+		1-22	23-32	33+
English												
Mathematics												
Science												
Social Science												

Note: Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Academic Counselors and Other Support Staff (School Year 2015-16)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	1	138
Counselor (Social/Behavioral or Career Development)	0	N/A
Library Media Teacher (Librarian)	0	N/A
Library Media Services Staff (Paraprofessional)	1	N/A
Psychologist	.25	N/A
Social Worker	0	N/A
Nurse	.15	N/A
Speech/Language/Hearing Specialist	1	N/A
Resource Specialist	0	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 2014-15)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	\$8,334	\$1,943	\$6,391	\$59,189
District	N/A	N/A	\$4,984	\$64,917
Percent Difference: School Site and District	N/A	N/A	28.2	1.1
State	N/A	N/A	\$5,677	\$67,348
Percent Difference: School Site and State	N/A	N/A	15.4	-6.3

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

Types of Services Funded (Fiscal Year 2015-16)

In addition to general state funding, Silver Valley Unified School District received state and federal categorical funding for the following support programs:

- Title I, Part A, Educationally Disadvantaged Children
- Title II, Part A, Teacher/Principal Training and Recruiting

Teacher and Administrative Salaries (Fiscal Year 2014-15)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$44,344	\$42,063
Mid-Range Teacher Salary	\$67,560	\$64,823
Highest Teacher Salary	\$91,680	\$84,821
Average Principal Salary (Elementary)	\$104,398	\$101,849
Average Principal Salary (Middle)	\$105,956	\$107,678
Average Principal Salary (High)	\$113,012	\$115,589
Superintendent Salary	\$170,000	\$169,152
Percent of Budget for Teacher Salaries	28%	35%
Percent of Budget for Administrative Salaries	6%	6%

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)

A constructive evaluation process promotes quality instruction and is a fundamental element of a sound educational program. Evaluations and formal observations are designed to encourage common goals and comply with the state's evaluation criteria and district policies. Temporary and probationary teachers are evaluated twice a year and tenured teachers are evaluated every other year.

Evaluations are conducted by the principal, who has been trained and certified for competency to perform teacher evaluations. Evaluations are based on the "California Standards for the Teaching Profession" which include the following: engaging and supporting all students in learning, understanding and organizing subject matter for student learning, assessing student learning, creating and maintaining effective environments for student learning, planning instruction and designing learning experiences for all students, and developing as a professional educator.

Staff members build teaching skills and concepts through participation in conferences and workshops throughout the year. Teachers were offered a broad-based variety of professional growth opportunities in curriculum, teaching strategies, and methodologies. 2015-2016 staff development topics included: ELA/RCD Training, Pearson enVision Math Training, Pat Pavelka, Rtl, Houghton Mifflin Read 180 & System 44 training, Waterford Early Reading Program training, and Success Maker training.

For additional support in their profession, teachers may enlist the services of the district's Beginning Teacher Support and Assessment (BTSA), now induction, support provider and/or the Peer Assistance and Review (PAR) Program.