## The Heights Charter

# School Accountability Report Card Reported Using Data from the 2017-18 School Year California Department of Education 

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.

Mrs. Diana Whyte, Director<br>- Principal, The Heights Charter

## About Our School

## Contact

The Heights Charter
2710 Alpine Blvd., Suite E
Alpine, CA 91901-2389
Phone: 619-792-9000
E-mail: heightscharter@gmail.com

## About This School

Contact Information (School Year 2018-19)

| District Contact Information (School Year 2018-19) |  |
| :--- | :--- |
| District Name | Dehesa Elementary |
| Phone Number | (619) 444-2161 |
| Superintendent | Nancy Hauer |
| E-mail Address | $\underline{\text { www.h.hauer@dehesasd.net }}$ |
| Web Site |  |


| School Contact Information (School Year 2018-19) |  |
| :--- | :--- |
| School Name | The Heights Charter |
| Street | 2710 Alpine Blvd., Suite E |
| City, State, Zip | Alpine, Ca, 91901-2389 |
| Phone Number | Mrs. Diana Whyte, Director |
| Principal | $\underline{\text { heightscharter@gmail.com }}$ |
| E-mail Address | 3ww.heightscharter.orq |

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

School Description

The Heights Charter opened in the 2012-2013 school year. It is a K-8 independent study charter school designed to draw out the excellence in each individual student by developing his or her interests, gifts, talents, and passions. The Heights Charter operates one resource center where each student has an individualized study program with the benefits of optional onsite academic and learning labs. Onsite learning activities provide opportunities for socialization, academic enrichment, and teacher support not usually available in a standard independent study program. The program customizes the learning experience to each student's needs and interests so they learn right at the edge of challenge, minimizing frustration and boredom, and optimizing student engagement time. Consequently, students typically excel as well as develop a love of learning. The Heights Charter embraces the opportunity to provide a dynamic, individualized learning experience to a student population that has increasingly fallen through the educational 'cracks' in previous learning environments.

## School Mission

The Heights Charter is founded on the belief that all children are born with the capacity for excellence. Our goal is to enable students to become self-motivated, competent, and lifelong learners. We provide students with a rigorous, standards-based program within a small school nurturing environment that incorporates strong family and community ties. To this end, we offer a non-traditional K-8 independent study program that offers optional onsite opportunities to enhance and enrich the individually designed curriculum and direction.

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

|  | Grade Level |
| :--- | :--- |
| Kindergarten | Number of Students |
| Grade 1 | 40 |
| Grade 2 | 25 |
| Grade 3 | 25 |
| Grade 4 | 30 |
| Grade 5 | 29 |
| Grade 6 | 29 |
| Grade 7 | 23 |
| Grade 8 | 25 |
| Total Enrollment | 17 |



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

| Student Group | Percent of Total Enrollment |
| :--- | :---: |
| Black or African American | $0.8 \%$ |
| American Indian or Alaska Native | $0.4 \%$ |
| Asian | $0.4 \%$ |
| Filipino | $0.4 \%$ |
| Hispanic or Latino | $16.0 \%$ |
| Native Haw aiian or Pacific Islander | $0.8 \%$ |
| White | $74.1 \%$ |
| Two or More Races | $7.0 \%$ |
| Other | $0.1 \%$ |
| Student Group (Other) | $14.8 \%$ |
| Socioeconomically Disadvantaged | $0.8 \%$ |
| English Learners | $11.5 \%$ |
| Students with Disabilities | Pret Total Enrollment |
| Foster Youth |  |

## 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

|  | School <br> 2016 <br> Teachers | $\mathbf{2 0 1 7}$ <br> School <br> $\mathbf{- 1 8}$ | School <br> $\mathbf{2 0 1 8}$ <br> $\mathbf{- 1 9}$ | 2018- <br> $\mathbf{1 9}$ |
| :--- | :---: | :---: | :---: | :---: |
| With Full Credential | 15 | 16 | 18 |  |
| Without Full Credential | 0 | 0 | 0 |  |
| Teachers Teaching Outside Subject <br> Area of Competence (with full <br> credential) | 0 | 0 | 0 |  |



Last updated: 1/6/2019

## Teacher Misassignments and Vacant Teacher Positions

| Indicator | $\mathbf{2 0 1 6 -}$ <br> $\mathbf{1 7}$ | $\mathbf{2 0 1 7}$ <br> $\mathbf{1 8}$ | $\mathbf{2 0 1 8}-$ <br> $\mathbf{1 9}$ |
| :--- | :---: | :---: | :---: |
| Misassignments of Teachers of English <br> 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.

Year and month in which the data were collected:

| Subject | Textbooks and Instructional Materials/year of Adoption | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
| :---: | :---: | :---: | :---: |
| Reading/Language <br> Arts | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| Mathematics | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| Science | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| History-Social Science | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| Foreign Language | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| Health | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| Visual and Performing Arts | The Heights Charter provides high quality instructional materials and core curricula for all students at all grade levels, including standards-aligned textbooks. Materials are updated and replaced as needed. |  | 0.0 \% |
| Science Lab <br> Eqpmt (Grades 9- <br> 12) | N/A | N/A | 0.0 \% |

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

The Heights Charter resource center is in excellent condition. The Heights Charter expanded the square footage of the resource center based on increased enrollment wanting to ensure that there is adequate space to accommodate all students that choose to make use of the resources offered at the learning center. Such resources include reference books and materials, computers and learning labs, and interaction with credentialed teachers to allow each child to attain the goals outlined in his/her individual study program. In addition, in response to parents voicing a concern regarding the level of physical activity offered, expansion of the physical education area $w$ as obtained to allow the resource center to offer supervised sports.

## School Facility Good Repair Status

Year and month of the most recent FIT report: May 2018

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

## Overall Facility Rate

Year and month of the most recent FIT report: May 2018
Overall Rating Exemplary

Last updated: 1/6/2019

## 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 <br> $\mathbf{2 0 1 6 - 1 7}$ | School <br> $\mathbf{2 0 1 7 - 1 8}$ | District <br> $\mathbf{2 0 1 6 - 1 7}$ | District <br> $\mathbf{2 0 1 7 - 1 8}$ | State <br> $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| English Language Arts / Literacy (grades 3-8 and 11) | $65.0 \%$ | $65.0 \%$ | $39.0 \%$ | $41.0 \%$ | $48.0 \%$ | $50.0 \%$ |
| Mathematics (grades 3-8 and 11) | $48.0 \%$ | $47.0 \%$ | $22.0 \%$ | $23.0 \%$ | $37.0 \%$ | $38.0 \%$ |

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 | 151 | 135 | 89.40\% | 65.19\% |
| Male | 69 | 62 | 89.86\% | 53.23\% |
| Female | 82 | 73 | 89.02\% | 75.34\% |
| Black or African American | -- | -- | -- |  |
| American Indian or Alaska Native |  |  |  |  |
| Asian | -- | -- | -- |  |
| Filipino | -- | -- | -- |  |
| Hispanic or Latino | 30 | 29 | 96.67\% | 62.07\% |
| Native Hawaiian or Pacific Islander | -- | -- | -- |  |
| White | 108 | 94 | 87.04\% | 63.83\% |
| Two or More Races | -- | -- | -- |  |
| Socioeconomically Disadvantaged | 14 | 12 | 85.71\% | 75.00\% |
| English Learners | -- | -- | -- |  |
| Students with Disabilities | 20 | 18 | 90.00\% | 16.67\% |
| Students Receiving Migrant Education Services |  |  |  |  |
| Foster Youth |  |  |  |  |

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

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

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

## CAASPP Test Results in Mathematics by Student Group

Grades Three through Eight and Grade Eleven (School Year 2017-18)

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 151 | 132 | 87.42\% | 46.56\% |
| Male | 69 | 60 | 86.96\% | 45.00\% |
| Female | 82 | 72 | 87.80\% | 47.89\% |
| Black or African American | -- | -- | -- |  |
| American Indian or Alaska Native |  |  |  |  |
| Asian | -- | -- | -- |  |
| Filipino | -- | -- | -- |  |
| Hispanic or Latino | 30 | 28 | 93.33\% | 32.14\% |
| Native Hawaiian or Pacific Islander | -- | -- | -- |  |
| White | 108 | 92 | 85.19\% | 50.55\% |
| Two or More Races | -- | -- | -- |  |
| Socioeconomically Disadvantaged | 14 | 11 | 78.57\% | 36.36\% |
| English Learners | -- | -- | -- |  |
| Students with Disabilities | 20 | 17 | 85.00\% | 11.76\% |

Students Receiving Migrant Education Services
Foster Youth

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

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

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

CAASPP Test Results in Science for All Students

## Grades Five, Eight and High School

Percentage of Students Meeting or Exceeding the State Standard

| Subject | $\begin{gathered} \text { School } \\ 2016-17 \end{gathered}$ | $\begin{aligned} & \text { School } \\ & 2017-18 \end{aligned}$ | $\begin{gathered} \text { District } \\ 2016-17 \end{gathered}$ | $\begin{aligned} & \text { District } \\ & 2017-18 \end{aligned}$ | $\begin{gathered} \text { State } \\ 2016-17 \end{gathered}$ | $\begin{gathered} \text { State } \\ 2017-18 \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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: 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 new California Science Test (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 fieldtested 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 area of physical education

| California Physical Fitness Test Results (School Year 2017-18) |
| :--- |
| Grade <br> Level Percentage of Students Meeting Four of Six <br> Fitness Standards Percentage of Students Meeting Five of Six <br> Fitness Standards Percentage of Students Meeting Six of Six <br> Fitness Standards <br> 5 $21.4 \%$ $25.0 \%$ $21.4 \%$ <br> 7 $31.8 \%$ $22.7 \%$ $9.1 \%$ |

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)

In addition to encouraging parents to serve on the Board, a Parent Advisory Council was created to be responsible for parent involvement in school activities, fundraising, and advising the Board of Directors on any and all matters related to the strengthening of the charter school community. Parent participation plays a vital role in the effectiveness of our program.

## State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates; and
- High school graduation rates


## Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

| Indicator | School <br> $\mathbf{2 0 1 4 - 1 5}$ | School <br> $\mathbf{2 0 1 5 - 1 6}$ | District <br> $\mathbf{2 0 1 4 - 1 5}$ | District <br> $\mathbf{2 0 1 5 - 1 6}$ | State <br> $\mathbf{2 0 1 4 - 1 5}$ | $\mathbf{2 0 1 5 - 1 6}$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Dropout Rate | $0.0 \%$ | $0.0 \%$ | -- | -- | $10.7 \%$ |  |
| Graduation Rate | -- | -- | $96.2 \%$ | $9.7 \%$ |  |  |


| Indicator | School <br> $\mathbf{2 0 1 6 - 1 7}$ | District <br> $\mathbf{2 0 1 6 - 1 7}$ | State <br> $\mathbf{2 0 1 6 - 1 7}$ |
| :--- | :---: | :---: | :---: |
| Dropout Rate | $0.0 \%$ | $27.4 \%$ | $9.1 \%$ |
| Graduation Rate | -- | $98.6 \%$ | $82.7 \%$ |



For the formula to calculate the 2016-17 adjusted cohort graduation rate, see the 2017-18 Data Element Definitions document located on the SARC web page at https://www.cde.ca.gov/ta/ac/sa/.

## 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

|  | School | School | School | District | District | District | State | State | State |
| ---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Rate | $\mathbf{2 0 1 5 - 1 6}$ | $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ | $\mathbf{2 0 1 5 - 1 6}$ | $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ | $\mathbf{2 0 1 5 - 1 6}$ | $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ |
| Suspensions | $0.0 \%$ | $0.0 \%$ | $0.0 \%$ | -- | -- | -- | $3.7 \%$ | $3.7 \%$ | $3.5 \%$ |
| Expulsions | $0.0 \%$ | $0.0 \%$ | $0.0 \%$ | -- | -- | -- | $0.1 \%$ | $0.1 \%$ | $0.1 \%$ |




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

The Heights Charter has a school safety coordinator who attends safety meetings at the county office of education and who works to keep the school's comprehensive safety plan up to date. The safety coordinator and the director are responsible for organizing fire and earthquake drills, which take place quarterly. Each room at the resource center is equipped with emergency essentials such as first aid kits and flashlights. The Heights Charter also maintains an updated school safety plan and reviews with staff on a regular basis. The safety plan includes emergency procedures, emergency telephone numbers, and an immediate response plan. The Heights Charter puts forth great effort to ensure that our facilities are clean, safe, and functional for students and staff.

## 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.

## 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) |  | $\mathrm{N} / \mathrm{A}$ |
| Library Media Teacher (Librarian) | $\mathrm{N} / \mathrm{A}$ |  |
| Library Media Services Staff (Paraprofessional) | N |  |
| Psychologist | $\mathrm{N} / \mathrm{A}$ |  |
| Social Worker | $\mathrm{N} / \mathrm{A}$ |  |
| Nurse | $\mathrm{N} / \mathrm{A}$ |  |
| Speech/Language/Hearing Specialist | $\mathrm{N} / \mathrm{A}$ |  |
| Resource Specialist (non-teaching) | $\mathrm{N} / \mathrm{A}$ |  |
| Other | $\mathrm{N} / \mathrm{A}$ |  |

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.

Last updated: 1/6/2019

## Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2016-17)

| Level | Total Expenditures Per Pupil | Expenditures Per Pupil (Restricted) | Expenditures Per Pupil (Unrestricted) | Average Teacher Salary |
| :---: | :---: | :---: | :---: | :---: |
| School Site | \$8147.0 | \$891.0 | \$7256.0 | \$49636.0 |
| District | N/A | N/A | \$8147.0 | \$55519.0 |
| Percent Difference - School Site and District | N/A | N/A | 0.0\% | 0.0\% |
| State | N/A | N/A | \$6574.0 | \$63218.0 |
| Percent Difference - School Site and State | N/A | N/A | 13.0\% | -13.0\% |

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

Last updated: 1/6/2019
Teacher and Administrative Salaries (Fiscal Year 2016-17)

| Category | District Amount | State Average For Districts In Same Category |
| :--- | :---: | :---: |
| Beginning Teacher Salary | -- | $\$ 44,375$ |
| Mid-Range Teacher Salary | -- | $\$ 65,926$ |
| Highest Teacher Salary | -- | $\$ 82,489$ |
| Average Principal Salary (Elementary) | -- | $\$ 106,997$ |
| Average Principal Salary (Middle) | -- | $\$ 109,478$ |
| Average Principal Salary (High) | -- | -- |
| Superintendent Salary | -- | $\$ 121,894$ |
| Percent of Budget for Teacher Salaries | $13.0 \%$ | $32.0 \%$ |
| Percent of Budget for Administrative Salaries | $6.0 \%$ | $7.0 \%$ |

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


Last updated: 1/6/2019

## Professional Development

Teachers/staff attend workshops and seminars that pertain to their specific subject area of focus/expertise as needed and as the workshops become available.

