



Isaac L. Sowers Middle School

9300 Indianapolis Ave. • Huntington Beach, CA 92646 • (714) 962-7738 • Grades 6-8

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<https://isms.schoolloop.com/>

2016-17 School Accountability Report Card Published During the 2017-18 School Year



Huntington Beach City School District

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Educational Services**

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**Assistant Superintendent
Administrative Services**

School Description

Sowers Middle School- Setting the Course for 21st Century Leaders

Isaac L. Sowers students will experience an academically challenging and supporting learning environment which promotes the realization of all students' full potential.

Beliefs

- **Developmental Awareness:** Our dedicated and knowledgeable staff recognizes the developmental uniqueness of the middle school child and demonstrates a commitment to foster the conditions necessary for student achievement. School personnel model the qualities and characteristics they expect to instill in students.
- **Nurturing Learning Environment:** We offer an inviting, safe, and purposeful environment which is conducive to learning. Parents and staff will work together to provide students with the time, support, and encouragement they need to achieve.
- **Supportive Structure and Schedule:** We are organized to promote meaningful professional collaboration with a focus on learning and providing access for all students. Teams are viewed as the building blocks for a strong Professional Learning Community. We place a high priority on protecting instructional and collaborative planning time, maintaining reasonable class size and providing supportive student services during the regular school day.
- **Standards-based Curriculum:** We will provide a core curriculum that can be enriched, extended, or differentiated to meet the individual learning needs of students. Education in the fine and practical arts, physical education, and language are valued as integral parts of the instructional program. We will provide a standards-based learning environment which clearly establishes criterion for subject mastery and identifies what students will know and be able to do as a result of completing the instructional program. The scope and sequence of the curriculum will reflect a continuum of offerings that challenge all students.
- **Focus on Best Practices of Instruction:** We will develop and implement a wide array of strategies to optimize student learning. Technology will be integrated into the instructional process as a means to achieve specific curricular outcomes. We value an ongoing process of vertical articulation with their elementary and high school colleagues to ensure a continuum of instruction.
- **Clarity of Assessment Goals and Practices (Progress Indicators):** We will employ a variety of methods to measure the learning progress of every student. Teachers, in collaboration with their departments, will develop consistent grading practices in support of the instructional program. Assessment information will be used to guide the learning process, refine instructional plans, and inform parents of their child's academic progress.
- **Emphasis on Active Participation:** We will promote active student participation in co-curricular programs. The middle school years offer students their first real opportunity to enjoy a range of extracurricular activities, engage in exploratory study, and participate in the performing arts. We recognize the potential of these programs to enhance the health and fitness of young adolescents, improve academic performance, and build positive links between school, families, and the local community.

Sowers Middle School opened in 1972, as a 6th through 8th grade middle school. Sowers is located in a city characterized by miles of beautiful Pacific shoreline, bicycle paths, parks, and an ecological preserve. The school is one of two middle schools and seven elementary schools serving almost 7000 students in Huntington Beach. The school facility is attractive, well-maintained, and situated in a residential area adjacent to a park. There are 43 classrooms which are allocated for general, elective, and special education classes and support services. The school also offers a Multipurpose Room (room 402), and separate boys and girls Physical Education locker rooms. Assemblies, student programs, and large activities are conducted in a spacious interior school mall complete with stage and sound system. Technologically, Sowers is fully networked in all classrooms with both hardwired and wireless networking capabilities.

Sowers Middle School faces many of the same challenges and opportunities confronting schools throughout Southern California. Sowers offers a rich elective program along with school clubs, committees and activity groups for students to join. In addition, pyramids of intervention classes have been designed to help students experiencing difficulty at school find success. Sowers Middle School also offers CORE areas of Language Arts and Social Studies in block periods with Gate/Honors classes at all grade levels. An accelerated math program is offered in 7th and 8th grade for eligible students to participate based on a district criteria, as well as a well designed special education program comprised of a special education services along a continuum of support, including co-teaching with one special education and one general education teacher in CORE classes (ELA/Social Studies), two special day classes, guided support in math and our social thinking classes for students with needs in socialization. Our math program provides math curriculum with the opportunity for students to accelerate in 7th and 8th grade. A school-wide positive behavior system is in place in which all students, staff, and community follow the ISMS Way demonstrating Integrity - Safety - Making Responsible Choices - Showing Respect.

A talented and enthusiastic staff makes Sowers Middle School a school where students take pride in learning and growing socially. Parents feel supported and teachers have the tools to help their students learn. Our instructional teams, work collaboratively, under the construct of Professional Learning Communities, to develop and implement programs that motivate, and engage all learners. Our teachers care deeply about all aspects of the school program, participate in shared decision-making, and engage in professional development activities to build skills to meet students' needs, understand the uniqueness of the middle school child, and perform with distinction. Our support staff are personnel who work together to nurture the intellectual, physical and emotional capacities of each child. Sowers staff members are well trained, experienced, and are enthusiastic about meeting student needs. Our Student Body of approximately 1200 regular and special education students represent a cross section of cultural, racial and ethnic backgrounds, as well as an array of ability levels from the learning handicapped to the intellectually gifted. The virtues of mutual respect and recognition of personal dignity are fostered and nurtured by students and staff. The contributions, achievements and progress of ALL students are valued and respected. The parents and community are an integral part of the Sowers school community and are welcomed to participate as volunteers in school, speakers, committee members, PTSA, and School Site Council. The local community and family involvement is vital to the success of our educational program at Sowers.

About the SARC

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.

2016-17 Student Enrollment by Grade Level	
Grade Level	Number of Students
Grade 6	394
Grade 7	381
Grade 8	418
Total Enrollment	1,193

2016-17 Student Enrollment by Group

Group	Percent of Total Enrollment
Black or African American	0.4
American Indian or Alaska Native	0.4
Asian	9.1
Filipino	0.9
Hispanic or Latino	14.8
Native Hawaiian or Pacific Islander	0.3
White	64.6
Two or More Races	9.3
Socioeconomically Disadvantaged	10.6
English Learners	1.6
Students with Disabilities	9.7
Foster Youth	0.3

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

Isaac L. Sowers Middle School	15-16	16-17	17-18
With Full Credential	46	45	44
Without Full Credential	0	0	0
Teaching Outside Subject Area of Competence	3	2	2
Huntington Beach City School District	15-16	16-17	17-18
With Full Credential	♦	♦	
Without Full Credential	♦	♦	
Teaching Outside Subject Area of Competence	♦	♦	

Teacher Misassignments and Vacant Teacher Positions at this School

Isaac L. Sowers Middle School	15-16	16-17	17-18
Teachers of English Learners	0	0	0
Total Teacher Misassignments	0	0	0
Vacant Teacher Positions	0	0	0

* "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 2017-18)

Pursuant to the settlement of Williams vs. the State of California, Huntington Beach City School District thoroughly inspected each of its school sites at the start of the 2017-18 school year to determine whether or not each school had sufficient and good quality textbooks, instructional materials, and/or science laboratory equipment.

All students, including English Learners, are required to be given their own individual textbooks and/or instructional materials (in core subjects), for use in the classroom. 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.

Textbooks and Instructional Materials Year and month in which data were collected: October 2017	
Core Curriculum Area	Textbooks and Instructional Materials/Year of Adoption
Reading/Language Arts	Houghton Mifflin Harcourt – California Collections Adoption Year 2017 The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0.0%
Mathematics	Glencoe California Math, Courses 1-3 Glencoe Math Accelerated (Grade 7 Accelerated) Glencoe Algebra 1 (Grade 8 Accelerated) Adoption Year 2015 The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0.0%
Science	Pearson Prentice Hall - California Science Explorer Adoption Year 2008 The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0.0%
History-Social Science	Teachers' Curriculum Institute - History Alive! Adoption Year 2007 The textbooks listed are from most recent adoption: Yes Percent of students lacking their own assigned textbook: 0.0%
Science Laboratory Equipment	N/A The textbooks listed are from most recent adoption: N/A

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

School Facility Conditions and Planned Improvements (Most Recent Year)

Sowers Middle School, built in 1971, consists of a main building with five pods including administrative offices, library, stage, multipurpose room, a mall/cafeteria area, locker rooms and 28 classrooms. The site also has 14 portable classrooms added during the 1990's.

This site has a solar array along the athletic fields in the back of the school that provides a shaded area for students and the site has been retrofit with energy efficient interior and exterior lighting.

Improvements during 2017 included upgrades to library technology and furniture, the teacher lounge was upgraded, a conference room to be used for meetings and collaboration was created from a former office space, new mailboxes were added to the teacher lounge, external paneling on portables were replaced and fences were added to prevent injury between portables, floor repairs were made to room 208, and the addition of two 21st Century demonstration classrooms.

Facilities are inspected continuously by custodial and maintenance personnel and work orders are submitted as needed.

School Facility Good Repair Status (Most Recent Year)				
Year and month in which data were collected: August 23, 2017				
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			
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 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

2016-17 CAASPP Results for All Students						
Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	15-16	16-17	15-16	16-17	15-16	16-17
ELA	75	76	74	74	48	48
Math	58	64	67	68	36	37

* 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 Science for All Students						
Subject	Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards)					
	School		District		State	
	14-15	15-16	14-15	15-16	14-15	15-16
Science	87	90	84	86	60	56

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.

Note: The 2016-17 data are not available. The California Department of Education 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 piloted in spring 2017. The CST and CMA for Science will no longer be administered.

Grade Level	2016-17 Percent of Students Meeting Fitness Standards		
	4 of 6	5 of 6	6 of 6
7	11.7	25.6	48

* 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.

**2015-16 CAASPP Results by Student Group
Science (grades 5, 8, and 10)**

Group	Number of Students		Percent of Students	
	Enrolled	with Valid Scores	w/ Valid Scores	Proficient or Advanced
All Students	376	372	98.9	89.5
Male	189	188	99.5	92.6
Female	187	184	98.4	86.4
Asian	28	28	100.0	96.4
Hispanic or Latino	55	55	100.0	76.4
White	255	251	98.4	91.2
Two or More Races	26	26	100.0	92.3
Socioeconomically Disadvantaged	47	46	97.9	84.8
Students with Disabilities	28	27	96.4	51.9

* 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. 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.

**School Year 2016-17 CAASPP Assessment Results - English Language Arts (ELA)
Disaggregated by Student Groups, Grades Three through Eight and Eleven**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	"1,187"	"1,176"	99.07	75.94
Male	628	620	98.73	70.32
Female	559	556	99.46	82.19
Black or African American	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	111	110	99.1	86.36
Filipino	--	--	--	--
Hispanic or Latino	176	175	99.43	66.29
Native Hawaiian or Pacific Islander	--	--	--	--
White	761	753	98.95	75.56
Two or More Races	115	115	100	83.48
Socioeconomically Disadvantaged	135	135	100	59.26
English Learners	37	37	100	45.95
Students with Disabilities	105	101	96.19	29.7
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.

**School Year 2016-17 CAASPP Assessment Results - Mathematics
Disaggregated by Student Groups, Grades Three through Eight and Eleven**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	1,186	1,172	98.82	64.05
Male	627	617	98.41	61.69
Female	559	555	99.28	66.67
Black or African American	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	111	111	100	81.98
Filipino	--	--	--	--
Hispanic or Latino	176	174	98.86	44.83
Native Hawaiian or Pacific Islander	--	--	--	--
White	760	749	98.55	65.37
Two or More Races	115	115	100	70.43
Socioeconomically Disadvantaged	135	135	100	42.96
English Learners	37	37	100	40.54
Students with Disabilities	105	101	96.19	22.77
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.

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 schoolsite.

Opportunities for Parental Involvement (School Year 2017-18)

School categorical funding including Local Control Funding Formula (LCFF) and Special Education are resources which are allocated to the support of under performing students. Our Parent Teacher Student Association (PTSA) provides monetary support of individual classroom and school-wide instructional materials and programs. For example, PTSA has generously supported the purchase of Chromebook carts and laptops for all teachers (technology), funding for entire grade level field trips (programs), and support of school climate building. The Huntington Beach Education Foundation (HBEF) provides support through its grant program, which has provided mobile labs, student devices in the classrooms, and supplemental resources for teachers. Teachers as well as students from the local high school and universities are available to provide additional support to at-risk students. Community organizations and resources provide additional support to our school and families. These resources include: the Regional Center of Orange County, parent education offerings, and the Huntington Beach Libraries, Phoenix House/Behavioral Health Intervention Systems as well as the Outreach Counseling program.

All opportunities are offered to parents in PTSA, School Site Council, District Advisory Committee (DAC), School Committees, Coffee with the Principal or by informal invitations through School Loop or school-wide phone calls. Sowers MS also publishes a quarterly parent information newsletter (The Viking Voice) which compiles information received from staff regarding recent or upcoming events, programs, and celebrations. In spring of the 2016-2017 school year, the district completed a comprehensive survey for all schools. The survey included questions on program, environment, and academics. It also allowed for parents to provide additional feedback. In reviewing data with staff and parents, there is a strong commitment to on-going and continued improvement of our students' performance. Parents are proud of the growth Sowers has made in the past, and it is a priority that we focus on improvement to remain a high-performing school. The data from this survey was disseminated to school leadership teams to use for program changes and shared with the School Site Council, PTSA, and at Coffee with the Principal meetings. Feedback for Sowers Middle School was positive but ongoing feedback is implemented to engage parents in the education of their child through more frequent surveys.

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.

School Safety Plan

Many people visit the Sowers MS campus to volunteer and participate in school events. Parents and visitors are welcomed and required to check in at the school office upon arrival to obtain a visitors badge; visitors are required to return to the school office upon departure. Visits are restricted at certain times of the year to minimize classroom disruption during activities such as benchmark and Smarter Balanced Assessment Consortium (SBAC) testing. During lunch and before and after school, playground supervisors, teachers, and administrators supervise students and monitor the campus to ensure a safe and orderly environment. As a proactive measure, the school has a closed-circuit camera security system. The Comprehensive Safe School Plan was developed by the district to comply with Senate Bill 187 (SB 187) of 1997. The plan provides students and staff a means of ensuring a safe and orderly learning environment. The following requirements of SB 187 are included in the safe school plans: current status of school crime; child abuse reporting procedures; disaster procedures; routine and emergency; policies related to suspension and expulsion; notification to teachers; sexual harassment policy; provision of a school-wide dress code; safe ingress and egress of pupils, parents, and school employees; safe and orderly school environment; and school rules and procedures. The school evaluates the plan annually, updates it as needed, and involves outside agencies such as Huntington Beach Police Department and HB Fire Department to coordinate safety practices and inspections. Safety procedures, including elements of the Safe School Plan, are reviewed with school and district staff in the fall, at the start of each school year. The district progressively addresses structural needs at each school to ensure facilities are safe and comply with education codes as well as building and safety regulations.

Suspensions and Expulsions			
School	2014-15	2015-16	2016-17
Suspensions Rate	5.2	3.5	4.0
Expulsions Rate	0.2	0.0	0.0
District	2014-15	2015-16	2016-17
Suspensions Rate	2.4	2.7	2.3
Expulsions Rate	0.0	0.0	0.0
State	2014-15	2015-16	2016-17
Suspensions Rate	3.8	3.7	3.6
Expulsions Rate	0.1	0.1	0.1

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.

2017-18 Federal Intervention Program		
Indicator	School	District
Program Improvement Status		In PI
First Year of Program Improvement		2012-2013
Year in Program Improvement		Year 2
Number of Schools Currently in Program Improvement		4
Percent of Schools Currently in Program Improvement		100

Academic Counselors and Other Support Staff at this School	
Number of Full-Time Equivalent (FTE)	
Academic Counselor	0
Counselor (Social/Behavioral or Career Development)	0
Library Media Teacher (Librarian)	N/A
Library Media Services Staff (Paraprofessional)	.75
Psychologist	2
Social Worker	N/A
Nurse	N/A
Speech/Language/Hearing Specialist	1.4
Resource Specialist	0
Other	0
Average Number of Students per Staff Member	
Academic Counselor	N/A

* 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.

Average Class Size and Class Size Distribution (Secondary)

Subject	Average Class Size			Number of Classrooms*								
				1-22			23-32			33+		
	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
English	25	22	21	7	10	14	18	26	25	6	0	1
Mathematics	29	20	24	4	23	4	1	11	3	8	7	3
Science	30	29	31	0	3		22	20	21	6	5	7
Social Science	28	26	27	3	4	3	18	25	25	6	0	1

* 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.

Professional Development provided for Teachers

Sowers Middle School is committed to providing best first instruction for all students through the implementation of standards-based programs, lessons, and activities that engage students in their learning. Teachers align classroom curriculum to ensure that all students are afforded an opportunity to meet or exceed local and state proficiency levels. Benchmark assessments, walk-through observations and data, and state testing scores are used to inform instructional practices of teachers in the classroom. During the 2017-18 school year all teachers were given four full days of release time to collaborate with grade level and department level colleagues to plan and calibrate best practices as we implement state standards. All training and curriculum development at Sowers Middle School revolves around the Common Core State Standards and best practices. Teachers align classroom curriculum to ensure that all students either meet or exceed local and state proficiency levels. Examples of professional development include Kelly Gallagher (ELA), ELA Textbook Adoption, NGSS training and collaboration, and PLC collaboration.

Huntington Beach City School District regularly collaborates with all levels of district and school site staff when developing professional development activities. Instructional program improvement is driven by student needs and guided by state standards and frameworks. District and school administrators use site trend analyses, state testing, district-level assessments, teacher response, and administrator observations to identify more effective methods and strategies to achieve positive results for teachers and students.

The Assistant Superintendent of Educational Services and principals meet monthly to analyze current instructional programs, instructional materials, implementation timelines, and student achievement. Feedback is gathered at the site level through direct input and staff observation.

The Sowers Middle School staff is continually involved in a process of curriculum development and staff training. District goals and objectives, constructed in keeping with state frameworks, are used to set achievable benchmarks. Each content area, PLC, meets monthly to assess and refine its educational goals.

Individual departments, the Leadership Team, the principal, and the School Site Council continually monitor the school plan. A major component of the school plan is staff development and collaboration. As needs are identified, training sessions are developed, in keeping with district direction, state frameworks, and recommended curricula.

Teachers new to the profession are supported by peer coaching and are encouraged to attend in-services offered by the Orange County Department of Education. Teachers are encouraged to attend subject-specific seminars and major conferences and share what they learn with other staff members. These programs offer additional support and opportunities to new teachers. The program is designed to expand and deepen their teaching skills, help the school district retain more new teachers, and improve learning opportunities for students.

Classified staff and instructional assistants are provided training and development opportunities at the school, district, and county levels. In-services for classified staff are geared to their specialty areas.

FY 2015-16 Teacher and Administrative Salaries		
Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$48,175	\$48,678
Mid-Range Teacher Salary	\$90,731	\$78,254
Highest Teacher Salary	\$110,675	\$96,372
Average Principal Salary (ES)	\$134,807	\$122,364
Average Principal Salary (MS)	\$129,610	\$125,958
Average Principal Salary (HS)		\$126,758
Superintendent Salary	\$219,103	\$212,818
Percent of District Budget		
Teacher Salaries	42%	38%
Administrative Salaries	6%	5%

* For detailed information on salaries, see the CDE Certificated Salaries & Benefits webpage at www.cde.ca.gov/ds/fd/cs/.

Types of Services Funded

A significant portion of Sowers categorical program budget is allocated for professional development activities to support improved instruction and technology to support student learning. The district continuously explores ways to increase extended learning opportunities and improve intervention with at-risk students.

Each year a portion of funds are used to enable staff members to attend teaching seminars and other events designed to enhance their teaching techniques and expand their knowledge base. Teachers who are new to the profession are supported by peer coaching and are encouraged to attend in-services. Teachers who attend conferences, seminars, and other events are encouraged to share what they learn with other staff members. New teacher support is provided at the site level through coaching by administrators and colleagues and also with the Orange County Department Education through frequent conferences and subject-related in-service opportunities. These programs assist teachers to expand and deepen their teaching skills, help the school district retain more new teachers, and improve student learning.

Gifted and Talented Education (GATE) Program cluster classes are provided for grades 6 through 8 for GATE identified students.

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.

FY 2015-16 Expenditures Per Pupil and School Site Teacher Salaries				
Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Restricted	Unrestricted	
School Site	\$5,740.89	\$891.44	\$4,849.45	\$91,550
District	♦	♦	\$2,179.27	\$88,973
State	♦	♦	\$6,574	\$78,363
Percent Difference: School Site/District			122.5	2.9
Percent Difference: School Site/ State			-26.2	16.8

* Cells with ♦ do not require data.