

# Horace Mann Elementary School

## School Accountability Report Card

### Reported Using Data from the 2016-17 School Year

#### Published During 2017-18

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 2017-18)**

<b>School Contact Information</b>	
<b>School Name</b>	Horace Mann Elementary School
<b>Street</b>	2710 Niles Street
<b>City, State, Zip</b>	Bakersfield, CA 93306
<b>Phone Number</b>	(661) 631-5360
<b>Principal</b>	Rene Beed
<b>E-mail Address</b>	beedr@bcasd.com
<b>Web Site</b>	
<b>CDS Code</b>	15-63321-6008981

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

### **School Description and Mission Statement (School Year 2017-18)**

The School Accountability Report Card was established by Proposition 98, an initiative passed by California voters. As you read the Report Card, you will gain a better understanding of Horace Mann Elementary as a school with a commitment towards academic achievement and continuous improvement, a faculty that is professionally skilled and personally committed to meeting the learning needs of students, and a student body that is enthusiastic and motivated to achieve to their fullest potential.

At Horace Mann School we believe that:

- A strong academic background is essential for all students to have successful and productive lives.
- Teachers, administrators, parents and the community share the responsibility for advancing the school's mission.
- Students learn in different ways and should be provided with a variety of instructional approaches to support their learning.
- A safe, attractive and physically comfortable environment promotes student learning.
- The commitment to continuous improvement is imperative if our school is going to enable students to become confident, self-directed learners.

The mission of Horace Mann School is to create a learning community where individuality is valued and students are motivated to learn the necessary skills to become productive citizens in an ever-changing society.

Our goals are to have (1) A safe, welcoming and attractive school environment. (2) High academic achievement for all students. (3) Parents as partners in their child's education.

### **Student Enrollment by Grade Level (School Year 2016-17)**

<b>Grade Level</b>	<b>Number of Students</b>
<b>Kindergarten</b>	178
<b>Grade 1</b>	140
<b>Grade 2</b>	141
<b>Grade 3</b>	139
<b>Grade 4</b>	155
<b>Grade 5</b>	127
<b>Total Enrollment</b>	880

**Student Enrollment by Group (School Year 2016-17)**

Student Group	Percent of Total Enrollment
Black or African American	3.8
American Indian or Alaska Native	0.8
Asian	0.3
Filipino	0.2
Hispanic or Latino	89.3
Native Hawaiian or Pacific Islander	0
White	4.5
Two or More Races	1
Socioeconomically Disadvantaged	96.9
English Learners	46.5
Students with Disabilities	5.6
Foster Youth	0.2

**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
	2015-16	2016-17	2017-18	2017-18
With Full Credential	38	39		
Without Full Credential	0	0		
Teaching Outside Subject Area of Competence (with full credential)	0	0		

**Teacher Misassignments and Vacant Teacher Positions**

Indicator	2015-16	2016-17	2017-18
Misassignments of Teachers of English Learners	0	0	
Total Teacher Misassignments *	0	0	
Vacant Teacher Positions	0	0	

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

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

**Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2017-18)**

**Year and month in which data were collected:** September, 2017

Every student is provided with sufficient and standards-aligned textbooks or other instructional materials.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	<p>Grades K-5: Pearson Scott Foresman, Pearson CA Reading Street; Pearson Calle de Lectura para California, 2010</p> <p>Grades 6-8: Holt, Rinehart &amp; Winston, Holt Literature and Language Arts, 2010</p> <p>Grades K-5: Pearson Scott Foresman, Language Central (ELD), 2010</p> <p>Grades 6-8: HMH, English 3D (ELD), 2017</p> <p>Grades 4-6 Elementary: Sopris West Educational Services, Language!, 2011</p> <p>Grades 6-8 Junior High/Middle Schools: Steck-Vaughn, California Gateways, 2011</p>	Yes	0%
<b>Mathematics</b>	<p>Grades K-5: McGraw Hill, McGraw Hill My Math, 2013</p> <p>Grades 6-8: McGraw Hill, McGraw Hill California Math, Courses 1-3, 2013</p> <p>Grade 7: McGraw Hill, Glencoe Math Accelerated, 2013</p> <p>Grade 8: McGraw Hill, Glencoe Algebra1, 2013</p>	Yes	0%
<b>Science</b>	<p>Grades K-5: Houghton Mifflin, Houghton Mifflin California Science, 2007</p> <p>Grades 6-8: Holt, Rinehart &amp; Winston, Holt California Science: Earth, Life and Physical Science, 2007</p>	Yes	0%
<b>History-Social Science</b>	<p>Grades K-5: Harcourt School Publishers, Reflections, 2007</p> <p>Grade 6: Holt, Rinehart &amp; Winston, Holt California Social Studies: World History, Ancient Civilizations, 2006</p> <p>Grade 7: Holt, Rinehart &amp; Winston, Holt California Social Studies: World History Medieval to Early Modern Times, 2006</p> <p>Grade 8: Holt, Rinehart &amp; Winston, Holt California Social Studies: United States History Independence to 1914, 2006</p>	Yes	0%
<b>Foreign Language</b>		Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Health		Yes	0%
Visual and Performing Arts	Grades K-5: Harcourt School Publishers, Harcourt Art Express, 1999  Grade 6 (Elementary): Glencoe/McGraw Hill, Glencoe/McGraw Hill, Understanding Art, 1999  Grades 6-8 (Jr Hi/Middle School): Pearson Scott Foresman, Pearson/Scott Foresman, Art, 2007  Grades K-6 (Elementary): Silver Burdett, Silver Burdett Music Connection, 1999  Grades 6-8: Silver Burdett, Silver Burdett Making Music, 2007	Yes	0%
Science Laboratory Equipment (grades 9-12)		Yes	0%

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

Horace Mann School was built in 1930 and modernized in 1991. It sits on 11.85 acres of which 6.65 acres is playground. This school has 39 classrooms, a multi-purpose facility, library, pre-k classroom, instructional materials center, after school program room, staff lounge, speech room, academic coach room, computer lab and a parent center. The campus also has a staff lounge.

The custodial staff adheres to a weekly cleaning schedule that includes classrooms, restrooms, cafeteria and kitchen areas.

The District’s Mobile Maintenance Team visits the school site at least twice a year. Maintenance emergencies are addressed immediately. District personnel maintain the grounds at least once every two weeks.

This site also is maintained to ensure a clean, safe, and functional facility as determined pursuant to a Facility Inspection Tool developed by the State of California Office of Public School Construction.

**School Facility Good Repair Status (Most Recent Year)**

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

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

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 09/05/17				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Systems: Gas Leaks, Mechanical/HVAC, Sewer	X			

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 09/05/17				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<b>Interior:</b> Interior Surfaces	X			Rm B6 - Storage bins have been removed - 11/01/17 Rm B5 - Storage bins have been removed - 11/01/17 Rm 24 - Storage bins have been removed - 11/13/17
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical:</b> Electrical	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/Fountains	X			
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

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

Year and month of the most recent FIT report: 09/05/17				
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. 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	
	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17
English Language Arts/Literacy (grades 3-8 and 11)	37	34	31	34	48	48
Mathematics (grades 3-8 and 11)	25	27	21	23	36	37

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 2016-17)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	421	415	98.57	34.46
Male	211	207	98.1	31.88
Female	210	208	99.05	37.02
Black or African American	14	13	92.86	38.46
Asian	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	382	377	98.69	34.48
White	19	19	100	36.84
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	419	413	98.57	34.14
English Learners	272	270	99.26	31.11
Students with Disabilities	40	37	92.5	5.41
Students Receiving Migrant Education Services	32	32	100	21.88

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 2016-17)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	421	415	98.57	26.99
Male	211	207	98.1	30.43
Female	210	208	99.05	23.56
Black or African American	14	13	92.86	30.77
Asian	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	382	377	98.69	25.99
White	19	19	100	47.37
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	419	413	98.57	26.63
English Learners	272	270	99.26	26.67
Students with Disabilities	39	36	92.31	11.11
Students Receiving Migrant Education Services	32	32	100	31.25

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	Percent of Students Scoring at Proficient or Advanced					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
Science (grades 5, 8, and 10)	16	21	32	33	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.

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.



## State Priority: Other Pupil Outcomes

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

- Pupil outcomes in the subject areas of physical education.

### California Physical Fitness Test Results (School Year 2016-17)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	18.1	27.6	11.8

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 schoolsite.

### Opportunities for Parental Involvement (School Year 2017-18)

Horace Mann implements a school-parent compact with all parents. This compact is a three-part commitment that details what our school, parents, and students pledge to ensure that each child achieves success at school. Each school-home compact is individualized to the specific needs of our students. Parents receive communication through the following methods:

- At the beginning of the school year a Back to School Night is held where parents are given information about student expectations, Title I and how to become involved in school.
- The school publishes Parent Newsletters and Monthly calendars to keep parents abreast of all school activities. The school website also contains information and links to websites that are beneficial for their students.
- The school offers classes for parents including Gang Prevention, Safety, Reading, Nutrition, Home Finances and Report Card Conference Know-How.
- Parents have the opportunity to attend Parent/Teacher Conferences in the fall and schedule informal meetings with teachers and or the Principal as needed.
- Parents can utilize the Parent Center as a resource for learning including using and learning about technology. The Parent Center is open daily.
- All school-to-home communications are provided in both English and Spanish.
- Family Picnic Days are held several times a year as well as Family Movie Nights and quarterly academic evenings.
- A Helping Hands Hour is held every month for parents to help prepare materials for classrooms.
- PTA holds monthly meetings on the first Thursday of the month.
- Parent Cafes are held monthly to answer parents questions and concerns and share information with parents and families.
- Our School Site Council and appropriate parent groups oversee the implementation of the school plan.
- The computer lab is open for parents to use on Monday and Thursday mornings to improve their skills in English, typing and learn ways to assist their children.
- The library is opened for special evenings and Saturdays for parents and children to check-out and explore books.

Parents can call our school office at (661) 631-5360 to access information concerning participation opportunities.

## 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		
	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
<b>Suspensions</b>	1.0	0.9	0.9	3.3	3.3	2.1	3.8	3.7	3.6
<b>Expulsions</b>	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1

### School Safety Plan (School Year 2017-18)

Horace Mann established its Comprehensive School Safety Plan in 1998. A law enforcement officer specializing in safety provided direction in the establishment of the School Safety Plan. Horace Mann's School Safety Plan is current and is updated annually. Key elements of Horace Mann's School Safety Plan include the following: (a) routine and emergency disaster procedures; (b) suspension, and expulsion procedures; (c) teacher notification of pupils with a specific discipline history; (d) child abuse reporting procedures, (e) the district's sexual harassment policy; (f) school crime data; (g) the student dress code; (h) safe entrance and exit procedures; (i) the civil defense and disaster plan; and (j) discipline rules and procedures. Our overall goal is to maintain a safe and orderly school environment conducive to learning.

## D. Other SARC Information

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

### Federal Intervention Program (School Year 2017-18)

Indicator	School	District
<b>Program Improvement Status</b>	In PI	In PI
<b>First Year of Program Improvement</b>	2001-2002	2004-2005
<b>Year in Program Improvement*</b>	Year 5	Year 3
<b>Number of Schools Currently in Program Improvement</b>	N/A	36
<b>Percent of Schools Currently in Program Improvement</b>	N/A	87.8

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

### Average Class Size and Class Size Distribution (Elementary)

Grade Level	2014-15				2015-16				2016-17			
	Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
<b>K</b>	19	7	2		22	3	6		20	4	5	
<b>1</b>	23	1	6		22		6		20	4	3	
<b>2</b>	23		6		21	1	6		24		6	
<b>3</b>	20	1	6		23		6		23		6	
<b>4</b>	33		1	3	31		4		31		5	
<b>5</b>	23	1	4		34			4	31		4	
<b>Other</b>					3	2			3	1		

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

**Academic Counselors and Other Support Staff (School Year 2016-17)**

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor		
Counselor (Social/Behavioral or Career Development)		N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)		N/A
Psychologist		N/A
Social Worker		N/A
Nurse		N/A
Speech/Language/Hearing Specialist		N/A
Resource Specialist		N/A
Other	2	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 2015-16)**

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	\$6,301	\$832	\$5,470	\$64,542
District	N/A	N/A	\$5,890	\$67,730
Percent Difference: School Site and District	N/A	N/A	-7.1	-4.7
State	N/A	N/A	\$6,574	\$78,363
Percent Difference: School Site and State	N/A	N/A	-16.8	-17.6

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

**Types of Services Funded (Fiscal Year 2016-17)**

- 
- Special Ed
  - Migrant Ed
  - TITLE I
  - After School Program
  - State Pre-K
  - FFVP
  - School Site Supplemental Funds
  - NSLP

**Teacher and Administrative Salaries (Fiscal Year 2015-16)**

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$44,829	\$48,678
Mid-Range Teacher Salary	\$67,581	\$78,254
Highest Teacher Salary	\$87,137	\$96,372
Average Principal Salary (Elementary)	\$122,768	\$122,364
Average Principal Salary (Middle)	\$126,177	\$125,958
Average Principal Salary (High)		\$126,758
Superintendent Salary	\$225,000	\$212,818
Percent of Budget for Teacher Salaries	34%	38%
Percent of Budget for Administrative Salaries	4%	5%

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

**Professional Development (Most Recent Three Years)**

Professional development is designed to provide continuous learning opportunities for administrators, teachers, and classified personnel. Training opportunities affirm the basic philosophy of education that learning is a lifelong process that contributes to the well-being of the students, teachers, administrators, and community. Professional Development is an essential component of effective instruction and student learning.

All training revolves around identified needs of students and adults for the purpose of the improvement of instruction and increasing content knowledge. Central to all training are student achievement data, district focus areas, the Common Core State Standards, the state adopted standards-based instructional materials, and strategies to effectively teach the academic content standards to all students.

The district created professional development based on the Common Core State Standards for teachers and administrators. The modules included a Common Core overview, Mathematical Practices, Cross-Curricular/Evidence Based Writing, Text Complexity/Academic Vocabulary and the new ELD standards for California. We also provided extensive professional development for Professional Learning Communities through the use of Guiding Coalitions to school site and district teams. On-site coaching and support is provided by academic coaches for reading/language arts and mathematics. The district provides time and resources for collaboration, planning, and professional development. Additionally, we provided professional development on Positive School-wide Behavior Intervention and Support to school and district teams.

Teachers new to the District received four days of professional development prior to the beginning of the school year focused on orientation to District and school site policies and services, Common Core State Standards, classroom management, curriculum and pacing, and setting up the classroom. Teachers in their second year with the District received two days of professional development prior to the beginning of the school year focused on best practices for improving student achievement.

New teachers with California preliminary credentials received professional development through the Beginning Teacher Support and Assessment (BTSA) program. The focus of training was in the Formative Assessment for California Teachers (FACT), California Standards for the Teaching Profession (CSTP), meeting the California Induction standards, and the California Academic Content Standards. Each beginning teacher was assigned a veteran teacher who served as a support provider. The support providers received on-going professional development in FACT, coaching strategies, and instructional techniques. Professional development was provided through individual mentoring, monthly meetings, and after-school workshops.

Intern teachers received professional development at monthly meetings focusing on the initial teaching skills of the CSTP including classroom management, lesson planning, assessment, and establishing a climate that is conducive to student achievement. Each Intern was assigned a support provider that provided day-to-day support in these areas as well as advisement toward meeting credential requirements. Support providers received monthly professional development in meeting the needs of Intern teachers. Interns also received coursework and supervision from universities partnered with BCSD to provide the Intern Program.