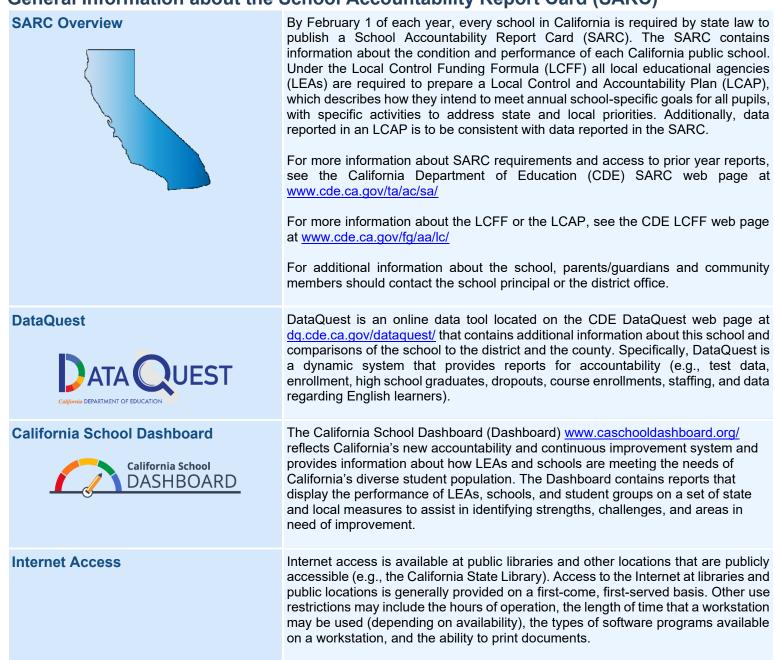
# Cottonwood Creek Charter School 2021 School Accountability Report Card

# General Information about the School Accountability Report Card (SARC)



### 2021-22 School Contact Information

School Name	ttonwood Creek Charter School			
Street	25 Brush Street			
City, State, Zip	Cottonwood			
Phone Number	5303477200			
Principal	Mark Boyle			
Email Address	mboyle@cwusd.com			
School Website	cottonwoodcreekcharter.com			
County-District-School (CDS) Code	45699550121640			

2021-22 District Contact Information			
District Name	Cottonwood Creek Charter School		
Phone Number	5303477200		
Superintendent	Mark Boyle		
Email Address	mboyle@cwusd.com		
District Website Address	www.cottonwoodcreekcharter.com		

#### 2021-22 School Overview

#### School Description:

Cottonwood Creek Charter School is located in the historic town of Cottonwood in Northern California. Cottonwood Creek Charter School is sponsored by the Cottonwood School District and offers a quality, tuition free education to K -8 students. Our family-friendly school schedules are independent study based. This allows parents to have the option of homeschooling their students or sending them to our site based classrooms for a more traditional classroom education. This model ensures that each student, whether home schooled or attending site classes, receives a personalized learning plan that focuses on his/her educational strengths and needs. Our site based classes are small (approximately 24 students per class) to optimize learning and teacher/student interaction. Our site classes are held Monday - Thursday mornings. In the afternoon, students have the option to select electives in Music, Art, Foreign Language and Technology. Fridays are reserved for field trips. Field trip days provide educational and hands-on learning in nature and the community. Our field trips have included: skiing, hiking, visiting local museums, Shasta Dam Tour, Shasta Caverns, and a Community Service Day.

#### Our Mission Statement:

Students at Cottonwood Creek Charter School will become well rounded participants in their community today as well as in the future. We will use a blended learning model that combines both site based classes and Personalized Learning to develop an individualized program of study for every student, melding "hands on" educational opportunities through technological resources, educational field trips, local experts and a dedicated, committed staff of talented teachers and parents.

# **About this School**

2020-21 Student Enrollment by Grade Level				
Grade Level	Number of Students			
Kindergarten	27			
Grade 1	26			
Grade 2	33			
Grade 3	25			
Grade 4	29			
Grade 5	27			
Grade 6	30			
Grade 7	28			
Grade 8	20			
Total Enrollment	245			

# 2020-21 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
Female	48.6
Male	51.4
American Indian or Alaska Native	0.8
Asian	0.4
Black or African American	0.8
Hispanic or Latino	7.3
Two or More Races	4.9
White	78.4
Socioeconomically Disadvantaged	34.3
Students with Disabilities	8.2

# 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

Note: For more information refer to the Updated Teacher Equity Definitions web page at <u>https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp</u>

2019-20 Teacher Preparation and Placement				
Authorization/Assignment	2019-20			
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	12			
Intern Credential Holders Properly Assigned	0			
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	0			
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	0			
Unknown	0			
Total Teaching Positions	12			

Note: The data in this table is based on Full Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned to based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

# 2019-20 Teachers Without Credentials and Misassignments (considered "ineffective" under ESSA)Authorization/Assignment2019-20Permits and Waivers0Misassignments0Vacant Positions0Total Teachers Without Credentials and Misassignments0

2019-20 Credentialed Teachers Assigned Out-of-Field (considered "out-of-field" under ESSA)				
Indicator 2019-20				
Credentialed Teachers Authorized on a Permit or Waiver	0			
Local Assignment Options	0			
Total Out-of-Field Teachers	0			

2019-20 Class Assignments				
Indicator	2019-20			
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	0			
No credential, permit or authorization to teach (a percentage of all the classes taught by teachers with no record of an authorization to teach)	0			

2021-22 Quality, Currency, Availability of Textbooks and Other Instructional Materials					
Year and month in which the data were collected	January 2020				

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption ?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	CA Treasures	Yes	0
Mathematics	Everyday Math, Go Math and CPM	Yes	0
Science	McGraw-Hill / Glencoe	Yes	0
History-Social Science	McGraw-Hill / Glencoe	Yes	0

#### **School Facility Conditions and Planned Improvements**

Cottonwood Creek Charter leased the East Cottonwood School Campus for 5 years and three years ago Cottonwood Creek Charter School purchased the surplussed campus. The campus currently is comprised of 21 classrooms, a library, a computer lab, one staff room, a multipurpose room with a stage, a school office, a playground and and a large soccer field. At the time of publication of this SARC, 100% of all bathroooms on campus were in working condition. A full time custodian ensures classrooms, restrooms, and campus grounds are kept clean and safe. Cottonwood Creek Charter School administers a scheduled maintenance program to ensure that classrooms and facilities are maintained to a degree of adequacy that provides a suitable learning environment. Maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner. A work order process is used to ensure efficient service and that emergency repairs are given the highest priority.

#### Year and month of the most recent FIT report

November 2021

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

Overall Facility Rate			
Exemplary	Good	Fair	Poor
	Х		

# **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 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).

The CAASPP System encompasses the following assessments and student participation requirements:

- 1. Smarter Balanced Summative Assessments and CAAs for ELA in grades three through eight and grade eleven.
- 2. Smarter Balanced Summative Assessments and CAAs for mathematics in grades three through eight and grade eleven.
- 3. California Science Test (CAST) and CAAs for Science in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

#### SARC Reporting in the 2020-2021 School Year Only

Where the most viable option, LEAs were required to administer the statewide summative assessment in ELA and mathematics. Where a statewide summative assessment was not the most viable option for the LEA (or for one or more grade-level[s] within the LEA) due to the pandemic, LEAs were allowed to report results from a different assessment that met the criteria established by the State Board of Education (SBE) on March 16, 2021. The assessments were required to be:

- Aligned with CA CCSS for ELA and mathematics;
  - Available to students in grades 3 through 8, and grade 11; and
- Uniformly administered across a grade, grade span, school, or district to all eligible students.

#### Options

Note that the CAAs could only be administered in-person following health and safety requirements. If it was not viable for the LEA to administer the CAAs in person with health and safety guidelines in place, the LEA was directed to not administer the tests. There were no other assessment options available for the CAAs. Schools administered the Smarter Balanced Summative Assessments for ELA and mathematics, other assessments that meet the SBE criteria, or a combination of both, and they could only choose one of the following:

- Smarter Balanced ELA and mathematics summative assessments;
- Other assessments meeting the SBE criteria; or
- Combination of Smarter Balanced ELA and mathematics summative assessments and other assessments.

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.

## Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative test suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

The 2020-2021 data cells have N/A values because these data are not comparable to other year data due to the COVID-19 pandemic during the 2020-2021 school year. Where the CAASPP assessments in ELA and/or mathematics is not the most viable option, the LEAs were allowed to administer local assessments. Therefore, the 2020-2021 data between school years for the school, district, state are not an accurate comparison. As such, it is inappropriate to compare results of the 2020-2021 school year to other school years.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
English Language Arts/Literacy (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A
Mathematics (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A

# 2020-21 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	153	146	95.42	4.58	73.29
Female	80	77	96.25	3.75	77.92
Male	73	69	94.52	5.48	68.12
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino	0	0	0	0	0
Hispanic or Latino	11	11	100	0	54.55
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races					
White	130	123	94.62	5.38	74.8
English Learners	0	0	0	0	0
Foster Youth	0	0	0	0	0
Homeless	0	0	0	0	0
Military	0	0	0	0	0
Socioeconomically Disadvantaged	55	54	98.18	1.82	74.07

Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	11	6	54.55	45.45	

# 2020-21 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	153	146	95.42	4.58	63.01
Female	80	77	96.25	3.75	63.64
Male	73	69	94.52	5.48	62.32
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino	0	0	0	0	0
Hispanic or Latino	11	11	100.00	0.00	54.55
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races					
White	130	123	94.62	5.38	65.85
English Learners	0	0	0	0	0
Foster Youth	0	0	0	0	0
Homeless	0	0	0	0	0
Military	0	0	0	0	0
Socioeconomically Disadvantaged	55	54	98.18	1.82	53.70
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	11	6	54.55	45.45	

# 2020-21 Local Assessment Test Results in ELA by Student Group

This table displays Local Assessment test results in ELA by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

N/A Student Groups	N/A Total Enrollment	N/A Number Tested	N/A Percent Tested	N/A Percent Not Tested	N/A Percent At or Above Grade Level	
All Students	N/A	N/A	N/A	N/A	N/A	
*At or above the grade-level standard in the context of the local assessment administered.						

#### 2020-21 Local Assessment Test Results in Math by Student Group

This table displays Local Assessment test results in Math by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

N/A Student Groups	N/A Total Enrollment	N/A Number Tested	N/A Percent Tested	N/A Percent Not Tested	N/A Percent At or Above Grade Level		
All Students	N/A	N/A	N/A	N/A	N/A		
*At or above the grade-level standard in the context of the local assessment administered.							

#### CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative testing suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

For any 2020-2021 data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Subject	School	School	District	District	State	State
	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21
Science (grades 5, 8 and high school)	N/A	38.10	N/A	28.65	N/A	28.72

## 2020-21 CAASPP Test Results in Science by Student Group

This table displays CAASPP test results in Science by student group for students grades five, eight, and High School. For any data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	44	42	95.45	4.55	38.10
Female	23	23	100.00		
Male	21	19	90.48		
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American					
Filipino	0	0	0	0	0
Hispanic or Latino					
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races					
White	36	34	94.44	5.56	41.18
English Learners	0	0	0	0	0

Foster Youth	0	0	0	0	0
Homeless	0	0	0	0	0
Military	0	0	0	0	0
Socioeconomically Disadvantaged	19	18	94.74	5.26	33.33
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities					

# **B. Pupil Outcomes**

# **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.

# 2020-21 California Physical Fitness Test Results

Due to the COVID-19 crisis, the Physical Fitness Test was suspended during the 2020-2021 school year and therefore no data are reported and each cell in this table is populated with "N/A."

Grade Level		Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
Grade 5	N/A	N/A	N/A
Grade 7	N/A	N/A	N/A
Grade 9	N/A	N/A	N/A

# 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 regarding the school district and at each school site.

## 2021-22 Opportunities for Parental Involvement

Cottonwood Creek emphasizes Parental Involvement throughout its school program. In addition to a weekly newsletters, parents attend students conferences, volunteer in the classrooms, attend Friday Field Trips, participate in Parent Club, attend LCAP Meetings, teach elective courses, organize school events and participate in school fundraisers. Cottonwood Creek Charter School also provides two annual parent surveys which help set the direction of the school. The first survey is a School Climate Survey which provides parental feedback on the overall school climate including school safety, bullying, school improvements ideas, elective course ideas, and overall school satisfaction. The second survey is a Teacher Effectiveness Survey and with this survey tool parents rank the effectiveness of their child's teacher for the school year.

# 2020-21 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students	250	245	16	6.5
Female	122	119	9	7.6
Male	128	126	7	5.6
American Indian or Alaska Native	2	2	0	0.0
Asian	1	1	0	0.0
Black or African American	2	2	1	50.0
Filipino	0	0	0	0.0
Hispanic or Latino	20	19	1	5.3
Native Hawaiian or Pacific Islander	0	0	0	0.0
Two or More Races	14	14	0	0.0
White	210	206	14	6.8
English Learners	0	0	0	0.0
Foster Youth	0	0	0	0.0
Homeless	0	0	0	0.0
Socioeconomically Disadvantaged	91	90	10	11.1
Students Receiving Migrant Education Services	0	0	0	0.0
Students with Disabilities	24	24	2	8.3

# C. Engagement

# 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**

This table displays suspensions and expulsions data collected between July through June, each full school year respectively. Data collected during the 2020-21 school year may not be comparable to earlier years of this collection due to differences in learning mode instruction in response to the COVID-19 pandemic.

Subject	School 2018-19	School 2020-21	District 2018-19	District 2020-21	State 2018-19	State 2020-21
Suspensions	0.00	1.20	1.91	2.45	3.47	0.20
Expulsions	0.00	0.00	0.00	0.00	0.08	0.00

This table displays suspensions and expulsions data collected between July through February, partial school year due to the COVID-19 pandemic. The 2019-2020 suspensions and expulsions rate data are not comparable to other year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to other school years.

Subject	School 2019-20	District 2019-20	State 2019-20
Suspensions	0.00	2.03	2.45
Expulsions	0.00	0.00	0.05

## 2020-21 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students	1.20	0.00
Female	1.64	0.00
Male	0.78	0.00
American Indian or Alaska Native	0.00	0.00
Asian	0.00	0.00
Black or African American	0.00	0.00
Filipino	0.00	0.00
Hispanic or Latino	0.00	0.00
Native Hawaiian or Pacific Islander	0.00	0.00
Two or More Races	0.00	0.00
White	0.95	0.00
English Learners	0.00	0.00
Foster Youth	0.00	0.00
Homeless	0.00	0.00
Socioeconomically Disadvantaged		
Students Receiving Migrant Education Services	0.00	0.00
Students with Disabilities		

#### 2021-22 School Safety Plan

The School Site Safety Plan was last updated in March, 2020 and is revised and updated annually. The Safety Plan is revised by the Safety Committee, which consists of site administration, teachers and clerical staff. The school's safety plan includes steps for ensuring student and staff safety during a disaster. Emergency drills are conducted on a regular basis throughout the school year. Cottonwood Creek Charter School provides a safe and clean environment for students, staff, and volunteers. The safety of students and staff is a primary concern of Cottonwood Creek Charter School. The school is in compliance with all laws, rules, and regulations pertaining to hazardous materials and state earthquake standards. Highly visible, organized, and professional adult supervision is provided by teachers, paraprofessionals, and administrative staff to insure the campus is safe and well supervised so all students can achieve social, academic, physical, and moral excellence.

# D. Other SARC Information

# Information Required in the SARC

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

#### 2018-19 Elementary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multigrade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
К				
1				
2				
3				
4				
5				
6				

#### 2019-20 Elementary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
К	24		1	
1	24		1	
2	22		1	
3	25		1	
4	24		1	
5	24		1	
6	19	1	4	
Other	7	2		

# 2020-21 Elementary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
К	13	1	1	
1	13	1	1	
2	13	1	1	
3	12	1	1	
4	24		1	
5	22		1	
6	20	1	4	
Other	6	5		

# 2020-21 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. 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.

Title	Ratio
Pupils to Academic Counselor	

## 2020-21 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. 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.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	0
Library Media Teacher (Librarian)	0
Library Media Services Staff (Paraprofessional)	0
Psychologist	0
Social Worker	0
Speech/Language/Hearing Specialist	0
Resource Specialist (non-teaching)	0
Other	0.7

## 2019-20 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2019-20 expenditures per pupil and average teach salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$9,543	\$2,045	\$7,498	\$57,274
District	N/A	N/A	\$6,285	\$65,244
Percent Difference - School Site and District	N/A	N/A	17.6	-13.0
State			\$8,444	\$72,352
Percent Difference - School Site and State	N/A	N/A	-11.9	-23.3

### 2019-20 Teacher and Administrative Salaries

This table displays the 2019-20 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <a href="http://www.cde.ca.gov/ds/fd/cs/">http://www.cde.ca.gov/ds/fd/cs/</a>.

Category	District Amount	State Average for Districts in Same Category	
Beginning Teacher Salary	\$46,107	\$47,265	
Mid-Range Teacher Salary	\$66,378	\$69,813	
Highest Teacher Salary	\$85,648	\$91,237	
Average Principal Salary (Elementary)	\$102,920	\$113,466	
Average Principal Salary (Middle)	\$102,086	\$115,186	
Average Principal Salary (High)	\$0	\$0	
Superintendent Salary	\$125,580	\$131,359	
Percent of Budget for Teacher Salaries	28%	30%	
Percent of Budget for Administrative Salaries	6%	7%	

#### **Professional Development**

Staff members build teaching skills and concepts through participation in conferences and workshops throughout the year. All teachers have the opportunity to participate in district and school sponsored in-service training and in outside training of their own choosing.

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject		2020-21	2021-22
Number of school days dedicated to Staff Development and Continuous Improvement	3	3	3