

Juniper Elementary School

School Accountability Report Card

Reported Using Data from the 2015-16 School Year

Published During 2016-17

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC Web page at <http://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF Web page at <http://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest Web page at <http://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

About This School

Contact Information (School Year 2016-17)

School Contact Information	
School Name	Juniper Elementary School
Street	9400 I Avenue
City, State, Zip	Hesperia, CA 92345
Phone Number	(760) 244-6161
Principal	Theresa Kallenberger
E-mail Address	theresa.kallenberger@hesperiausd.org
Web Site	
CDS Code	36-75044-6035950

District Contact Information	
District Name	Hesperia Unified School District
Phone Number	(760) 244-4411
Superintendent	David McLaughlin
E-mail Address	david.mclaughlin@hesperiausd.org
Web Site	www.hesperiausd.org

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

JUNIPER ELEMENTARY SCHOOL'S MISSION:

Juniper staff, parents, and community have recently adopted the mission:
"Make a Positive Impact."

JUNIPER ELEMENTARY SCHOOL'S VISION:

"At Juniper School of Literacy, Communication and Character, our focus on acquiring strong literacy skills, becoming effective communicators, and supporting the development of good character will empower students, as confident problem solvers, to face life's challenges and maximize every available opportunity."

HESPERIA UNIFIED SCHOOL DISTRICT'S MISSION:

Preparing Today's Students for Tomorrow's World

HESPERIA UNIFIED SCHOOL DISTRICT'S VISION:

Provide students with 21st Century Skills: Continue to develop, implement, and evaluate a quality educational program that supports academic excellence, closes student achievement gaps and advances college and career ready options.

SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS' MISSION:

Teach them well, Keep Them Safe, Prepare them for the Future.

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With the goal of State Standards to provide every opportunity for our students to be college and career ready, our district adopted a mission statement to address the need of preparing our students for what is yet to come. The San Bernardino County Superintendent of Schools also have a mission directed at focusing on preparing students for the future. Juniper's mission is an extension of those statements as we feel it is our duty to make every effort to make a positive and lasting impact in the lives of our students. We have already taken on some of the tasks of acting as judge, counselor, nurse, and advocate. Within these actions, we are attempting to provide character education to our students and make them contributing, fair, and well-educated citizens in our society.

It is our goal to inspire passion and innovation as our superintendent has directed. In addition, our task is to incorporate the 4 C's (critical thinking, collaboration, communication, creativity) in our instruction to lead students to a higher level of rigor and more prepared for college and career; our ultimate objective being to bring forth students who are ready to succeed in the 21st Century.

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

Grade Level	Number of Students
Kindergarten	103
Grade 1	74
Grade 2	103
Grade 3	93
Grade 4	106
Grade 5	93
Grade 6	83
Total Enrollment	655

Student Enrollment by Group (School Year 2015-16)

Student Group	Percent of Total Enrollment
Black or African American	3.7
American Indian or Alaska Native	0.5
Asian	1.2
Filipino	0.3
Hispanic or Latino	61.8
Native Hawaiian or Pacific Islander	1.1
White	16.6
Two or More Races	2
Socioeconomically Disadvantaged	85
English Learners	29.8
Students with Disabilities	10.5
Foster Youth	2

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the Basic State Priority (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair.

Teacher Credentials

Teachers	School			District
	2014-15	2015-16	2016-17	2016-17
With Full Credential	28	28	30	
Without Full Credential	1	1	1	
Teaching Outside Subject Area of Competence (with full credential)		0	0	

Teacher Misassignments and Vacant Teacher Positions

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

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

Location of Classes	Percent of Classes In Core Academic Subjects	
	Taught by Highly Qualified Teachers	Not Taught by Highly Qualified Teachers
This School	100.0	0.0
All Schools in District	97.0	3.0
High-Poverty Schools in District	97.0	3.0
Low-Poverty Schools in District	0.0	0.0

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

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

Year and month in which data were collected: August, 2016

All textbooks used in the core curriculum throughout Hesperia Unified School District are aligned to the California Content Standards and Frameworks. Instructional Materials for grades K-8 are selected from the state's most recent list of standards-based materials and adopted by the State Board of Education. Instructional materials for grades 9-12 are standards-based and approved by the district's Board of Trustees. The district follows the State Board of Education's six-year adoption cycle for core content materials and the eight-year cycle for textbook adoptions in foreign language, visual and performing arts, and health. District textbook review and adoption activities occur the year following the state's adoption. Parents are invited to preview proposed adoptions at the district office for one evening and ten days prior to approval by the school board.

In October, 2012, the Hesperia Unified School District Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students. The Board of Trustees adopted Resolution No. 2012/13-11 which certifies as required by Education Code section 60119 (1) that textbooks and instructional materials were provided to all students, including English learners in the Hesperia Unified School District to the extent that each pupil has a textbook or instructional materials, or both, to use in class and to take home to study, (2) sufficient textbooks and instructional materials were provided to each student, including English learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum frameworks in math, science, history-social science, and English/language arts, (3) sufficient textbooks or instructional materials were provided to each pupil enrolled in foreign language or health classes, and (4) sufficient laboratory science equipment was provided for science laboratory classes offered in grades 9-12, inclusive.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	Houghton Mifflin Reading California - 2002	Yes	0%
Mathematics	Investigations and Springboard Math - 2016	Yes	0%
Science	Houghton Mifflin California Science - 2007	Yes	0%
History-Social Science	Houghton Mifflin History-Social Science - 2006	Yes	0%

School Facility Conditions and Planned Improvements (Most Recent Year)

SCHOOL FACILITIES

Juniper Elementary provides a safe, clean environment for learning through proper facilities maintenance and campus supervision. Original facilities were built in 1958; ongoing maintenance and modernization helps facilities remain up to date and provide adequate space for students. Portable classrooms have been added throughout the years to accommodate growth in enrollment.

CAMPUS DESCRIPTION

Year Built - 1958
Acreage - 10 ac

Square Footage - 46,596 sf
 Number of Permanent Classrooms - 14
 Number of Portable Classrooms - 22
 Number of Restrooms (student use) - 5 sets
 Computer Lab - 1
 Library - 1
 Cafeteria/Multipurpose Room - 1
 Health Office - 1
 Staff Work room/Lounge - 1

CAMPUS MAINTENENANCE

The custodial staff and district's maintenance department work together to ensure playgrounds, classrooms, and campus grounds are well-maintained, safe, and functioning for students, staff, and visitors. The principal and custodians communicate daily or as needed and for special assignments; hand-held two-way radios enhance communication efforts and help facilitate an immediate response to emergency situations.

One full-time day custodian, one full-time evening custodian and one 3 3/4 hour custodian are assigned to Juniper Elementary. Custodians follow a schedule and checklist system for completing daily, weekly, and monthly cleaning and maintenance projects. Every morning before school begins, the day custodian inspects facilities for safety hazards or other conditions that need attention prior to students and staff entering school grounds. The evening custodians clean classrooms, administrative offices, desks, restrooms, and are responsible for set up and take down of equipment and/or furniture for afternoon and evening events.

Juniper Elementary works closely with the district's Maintenance & Operations department (M&O) for larger projects, routine facilities maintenance projects, and school inspections. M&O employs a work order process that enables Juniper Elementary to communicate unscheduled maintenance needs, urgent repairs, or special projects. Emergency situations are regularly resolved within appropriate time limits.

The district participates in the State School Deferred Maintenance Program, which provides state matching funds on a dollar-for-dollar basis, to assist school districts with expenditures for major repair or replacement of existing school building components. Typically, this includes roofing, plumbing, heating, air conditioning, electrical systems, interior or exterior painting, and floor systems.

School Facility Good Repair Status (Most Recent Year)

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 07/09/15				
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 Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: 07/09/15				
Overall Rating	Exemplary	Good	Fair	Poor
			X	

B. Pupil Outcomes

State Priority: Pupil Achievement

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

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study

CAASPP Test Results in English Language Arts/Literacy (ELA) and Mathematics for All Students

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
English Language Arts/Literacy	36	40	31	34	44	48
Mathematics	19	23	19	21	34	36

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

CAASPP Test Results in ELA by Student Group

Grades Three through Eight and Grade Eleven (School Year 2015-16)

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	98	93	94.9	46.2
	4	108	103	95.4	42.7
	5	96	92	95.8	38.0
	6	85	85	100.0	34.1
Male	3	47	45	95.7	40.0
	4	55	52	94.5	44.2
	5	49	49	100.0	36.7
	6	48	48	100.0	31.3
Female	3	51	48	94.1	52.1
	4	53	51	96.2	41.2
	5	47	43	91.5	39.5
	6	37	37	100.0	37.8
Black or African American	3	--	--	--	--

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--
American Indian or Alaska Native	5	--	--	--	--
Asian	3	--	--	--	--
	4	--	--	--	--
Filipino	3	--	--	--	--
	6	--	--	--	--
Hispanic or Latino	3	63	61	96.8	41.0
	4	69	66	95.7	39.4
	5	70	70	100.0	38.6
	6	56	56	100.0	28.6
Native Hawaiian or Pacific Islander	4	--	--	--	--
	5	--	--	--	--
White	3	19	19	100.0	57.9
	4	24	22	91.7	50.0
	5	13	12	92.3	33.3
	6	18	18	100.0	55.6
Two or More Races	3	--	--	--	--
	4	--	--	--	--
	6	--	--	--	--
Socioeconomically Disadvantaged	3	88	85	96.6	45.9
	4	95	91	95.8	39.6
	5	88	86	97.7	36.0
	6	69	69	100.0	30.4
English Learners	3	36	35	97.2	40.0
	4	30	28	93.3	21.4
	5	23	23	100.0	13.0
	6	18	18	100.0	11.1
Students with Disabilities	3	11	10	90.9	10.0
	4	16	16	100.0	18.8
	5	--	--	--	--
	6	11	11	100.0	
Foster Youth	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard on the CAAs divided by the total number of students who participated in both assessments.

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

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

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

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	98	94	95.9	36.2
	4	108	103	95.4	30.1
	5	97	95	97.9	9.6
	6	85	85	100.0	14.3
Male	3	47	45	95.7	42.2
	4	55	52	94.5	40.4
	5	50	50	100.0	12.2
	6	48	48	100.0	16.7
Female	3	51	49	96.1	30.6
	4	53	51	96.2	19.6
	5	47	45	95.7	6.7
	6	37	37	100.0	11.1
Black or African American	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--
American Indian or Alaska Native	5	--	--	--	--
Asian	3	--	--	--	--
	4	--	--	--	--
Filipino	3	--	--	--	--
	6	--	--	--	--
Hispanic or Latino	3	63	61	96.8	34.4
	4	69	66	95.7	31.8
	5	71	71	100.0	8.6
	6	56	56	100.0	5.5
Native Hawaiian or Pacific Islander	4	--	--	--	--
	5	--	--	--	--
White	3	19	19	100.0	47.4
	4	24	22	91.7	27.3

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	5	13	12	92.3	8.3
	6	18	18	100.0	27.8
Two or More Races	3	--	--	--	--
	4	--	--	--	--
	6	--	--	--	--
Socioeconomically Disadvantaged	3	88	85	96.6	35.3
	4	95	91	95.8	27.5
	5	89	87	97.8	9.3
	6	69	69	100.0	11.8
English Learners	3	36	35	97.2	34.3
	4	30	28	93.3	10.7
	5	23	23	100.0	4.3
	6	18	18	100.0	
Students with Disabilities	3	11	10	90.9	
	4	16	16	100.0	6.3
	5	--	--	--	--
	6	11	11	100.0	
Foster Youth	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--

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

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

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

CAASPP Test Results in Science for All Students

Subject	Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards)								
	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Science (grades 5, 8, and 10)	53	31	34	46	36	33	60	56	54

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

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

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

Student Group	Total Enrollment	# of Students with Valid Scores	% of Students with Valid Scores	% of Students Proficient or Advanced
All Students	96	92	95.8	33.7
Male	49	49	100.0	38.8
Female	47	43	91.5	27.9
Hispanic or Latino	70	70	100.0	32.9
White	13	12	92.3	33.3
Socioeconomically Disadvantaged	88	86	97.7	33.7
English Learners	23	23	100.0	13.0

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

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

State Priority: Other Pupil Outcomes

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

- Pupil outcomes in the subject areas of physical education.

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

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	13.8	18.4	31

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

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the Parental Involvement State Priority (Priority 3):

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

Opportunities for Parental Involvement (School Year 2016-17)

At Juniper Elementary, the school and family form an important partnership to assist students in achieving their fullest potential and maturation into responsible citizens. Teachers and administrators encourage parents to become active members of the Juniper Elementary learning community and help develop independent, self-reliant, and lifelong learners. Parents are invited to volunteer in the classroom, participate in school events, and join school committees. School Site Council, Parent Teacher Club, English Language Advisory Council, and GATE (Gifted and Talented Education) Advisory Council are a few of the many opportunities for parents to become involved in their child's educational experience. Parents who are interested in volunteering their talents may contact the school secretary at (760) 244-6161.

Juniper Elementary encourages parents to participate in the parent component of the before-school FLAIR (Focusing on Language and Academic Instruction Renewal) program. Instruction is provided one hour a day, four days a week to help parents acquire the reading skills necessary to support their child's academic efforts at home.

School-to-home communication is provided in both English and Spanish. Juniper Elementary has created a Facebook page, Twitter account as well as a school website that keeps the community up-to-date on upcoming events, news, tips and ideas to support the students at home, links to academic websites or apps and messages from the principal. Class newsletters from teachers, flyers sent home with students, progress reports, Connect ED, the school website, and the school marquee are used to keep parents informed of school news. Bilingual school staff is available for parents who need translation at school meetings and parent conferences.

State Priority: School Climate

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

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

Suspensions and Expulsions

Rate	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
Suspensions	3.8	3.1	3.5	5.9	5.6	5.8	4.4	3.8	3.7
Expulsions	0.0	0.0	0.0	0.3	0.4	0.3	0.1	0.1	0.1

School Safety Plan (School Year 2016-17)

The Comprehensive School Site Safety Plan was developed for Juniper Elementary in collaboration with local agencies and the district office to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and departure from school, sexual harassment policy, and dress code policy. The plan's most recent review and update by school staff took place in November 2016. A copy of the school site safety plan may be obtained at Juniper Elementary's main office or the Hesperia Unified School District office.

D. Other SARC Information

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

Federal Intervention Program (School Year 2016-17)

Indicator	School	District
Program Improvement Status	In PI	In PI
First Year of Program Improvement	2011-2012	2004-2005
Year in Program Improvement*	Year 3	Year 3
Number of Schools Currently in Program Improvement	N/A	20
Percent of Schools Currently in Program Improvement	N/A	80.0

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

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2013-14			2014-15			2015-16					
	Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
K	29		1	2	22	2	1	1	22	2	1	1
1	33		1	2	27		4		27		4	
2	27	1	3		26		3		26		3	
3	28		3		28		4		28		4	
4	34			2	29		3		29		3	
5	33			2	31		1		31		1	
6	25	1	3		30		3		30		3	
Other					30		1		30		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 2015-16)

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)	1	N/A
Library Media Services Staff (Paraprofessional)		N/A
Psychologist	1	N/A
Social Worker		N/A
Nurse	1	N/A
Speech/Language/Hearing Specialist	1	N/A
Resource Specialist		N/A
Other		N/A

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

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Expenditures per Pupil and School Site Teacher Salaries (Fiscal Year 2014-15)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site				
District	N/A	N/A		\$69,949
Percent Difference: School Site and District	N/A	N/A		
State	N/A	N/A	\$5,677	\$75,837
Percent Difference: School Site and State	N/A	N/A		

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

Types of Services Funded (Fiscal Year 2015-16)

In addition to general fund state funding, Hesperia Unified School District receives state and federal categorical funding for special programs. For the 2014-15 school year, the District received federal, state, and local aid for the following categorical, special education, and support programs:

Class Size Reduction

Drug/Alcohol/Tobacco Education
 Economic Impact Aid
 Gifted & Talented
 Home-to-School Transportation
 Instructional Materials
 Special Education
 Title I (some schools)
 Vocation Education, Handicapped
 Vocational and Applied Technology

Teacher and Administrative Salaries (Fiscal Year 2014-15)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$45,290	\$45,092
Mid-Range Teacher Salary	\$71,772	\$71,627
Highest Teacher Salary	\$90,580	\$93,288
Average Principal Salary (Elementary)	\$114,281	\$115,631
Average Principal Salary (Middle)	\$117,442	\$120,915
Average Principal Salary (High)	\$128,138	\$132,029
Superintendent Salary	\$169,132	\$249,537
Percent of Budget for Teacher Salaries	34%	37%
Percent of Budget for Administrative Salaries	5%	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)

All professional development activities in Hesperia Unified School District revolve around the State Standards and are research-based.

The Certificated staff builds teaching skills and concepts through participation in ongoing training sponsored by the district and school site. Each school site identifies and coordinates its own staff development activities based upon individual student needs, school site plans, and the districts designated focus areas. Supplemental training involving curriculum, teaching strategies, and methodologies in the content areas of reading/language arts and math were provided at site request via Coordinator of Staff Development and Academic Coaches. In addition, district coaches provide training for the implementation of Common Core Standards.

Supplemental training topics are selected by the principal, assistant principal, school Advisory team, and Site Council. Training programs and topics were chosen based upon the school focus and student needs. Results from state testing and district single assessments, teacher feedback, and findings from classroom observations help identify areas for improvement and training programs that will enable teachers to deliver a challenging and rigorous standards-based education fostering student success and proficiency.

The district supplements site-level professional development to follow up and support year-round and ongoing programs centered on the district's focus areas of reading and math. Supplemental professional development is offered throughout the school year on early student release days, during summer vacation, and on weekends. Staff development topics and focus areas are identified and selected based upon input from the district's Professional Development Committee, Principals' Roundtable, and teacher survey results. The Professional Development Committee meets four times a year to review student test results from state and district assessments and review teacher survey needs. The Principals' Roundtable provides opportunities for school principals to discuss and share training needs based upon data analysis and classroom observations from each school site.

New teachers receive support and training through the district's Induction Program and New Teachers Academy. For beginning and out-of-state teachers, the district utilized the state Induction Program (formerly known as Beginning Teacher Support and Assessment), a statewide and state-mandated research-based program providing support and skill building through formative assessment and individualized support based on assessment. The New Teachers Academy sponsors three new teacher orientations each year to support year-round hiring practices; the orientation is a comprehensive overview of the district's policies, school law, English language learners support, curriculum, instruction, and grade-level and content area specialties.

Annual number of school days dedicated to staff development

2009-10: 1

2010-11: 0

2011-12: 0

2012-13: 1

2013-14: 1

2014-15: 1

2015-16: 2

2016-17: 1