KIPP Iluminar Academy

California Department of Education School Accountability Report Card

Reported Using Data from the 2015-16 School Year

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 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 <u>CDE DataQuest Web page</u> 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.



Mara Bond, Founding School Leader

Principal, KIPP Iluminar Academy

About Our School

I am delighted to share our School Accountability Report Card with you.

At KIPP Iluminar we truly believe that it is our job to create classrooms that inspire innovation in our students, not only to prepare our students for college, but also to inspire them to make our world a better place. At the heart of the academic program you will find a belief that learning should be experiential, student-centered, and creative. With this in mind teachers encourage student initiative and ownership, foster dialogue, promote inquiry, and strengthen the critical thinking skills in all students. This will foster innovation, and in turn, students will matriculate from KIPP Iluminar Academy as innovative individuals who will go on to take risks for the good of our collective community.

KIPP Iluminar Academy students will exit the school after fourth grade prepared and inspired to pursue their passion.

Contact

KIPP Iluminar Academy 4800 East Cesar E. Chavez Ave. Los Angeles, CA 90022-1307

Phone: 323-800-5218 E-mail: mbond@kippla.org

About This School

Contact Information (School Year 2016-17)

District Contact Inf	District Contact Information (School Year 2016-17)				
District Name	Los Angeles Unified				
Phone Number	(213) 241-1000				
Superintendent	Michelle King				
E-mail Address	michelle.king@lausd.net				
Web Site	www.lausd.net				

School Contact Information (School Year 2016-17)				
School Name	KIPP Iluminar Academy			
Street	4800 East Cesar E. Chavez Ave.			
City, State, Zip	Los Angeles, Ca, 90022-1307			
Phone Number	323-800-5218			
Principal	Mara Bond, Founding School Leader			
E-mail Address	mbond@kippla.org			
Web Site	http://www.kippla.org/iluminar/			
County-District- School (CDS) Code				

Last updated: 2/1/2017

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

At KIPP Iluminar Academy we believe that the complexities of our world will require our children to brighten our future with critical thought and imagination. Through rigorous teaching and learning, collaborative character development, and arts-based learning experiences, our children will become innovative individuals that take risks for the good of our collective community and persevere as they seek knowledge through college and beyond.

Cesar Chavez, a hero within our very own community, once said, "Students must have initiative; they should not be mere imitators. They must learn to think and act for themselves—and be free." At the heart of our academic program is the understanding that students are not empty vessels waiting to be filled, or children that need to be taught to imitate, but that they come with rich experiences and beliefs about this world. We believe that the student and the teacher are partners and that both are participating in the work of discovery and learning.

At KIPP Iluminar Academy we have three core components:

1. Learning

At KIPP Iluminar Academy our goal is to provide a strong college preparatory program from which each student will develop a love of learning, an ability to think critically, and an expanding curiosity about the world and its people. We consider certain skills to be essential for all students: read avidly, write clearly and coherently, make connections across content areas, and question thoughtfully.

2. Character

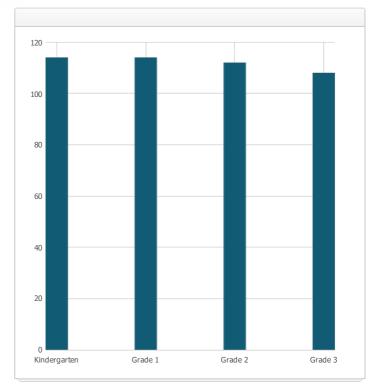
At KIPP Iluminar Academy we believe that school is a place where students will grow academically while also growing their character. We use the following character strengths to guide our character education: zest, grit, self-control, curiosity, love, social intelligence, hope, and gratitude (the images are at the bottom of each page). By valuing character education our students leave KIPP Iluminar Academy with confidence, self-awareness, and a respect for others.

3. Arts

At KIPP Iluminar Academy we believe the arts play an integral role in developing the creative, imaginative, and expressive abilities of all children. For that reason we believe that the arts are an essential component of a well-rounded education. While at our school, our students will explore the visual arts, music, dance, and theater. By ensuring that the arts are a core part of our curriculum, our children matriculate with an ignited imagination.

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

Grade Level	Number of Students
Kindergarten	114
Grade 1	114
Grade 2	112
Grade 3	108
Total Enrollment	448



Last updated: 2/1/2017

Student Enrollment by Student Group (School Year 2015-16)

Student Group	Percent of Total Enrollment
Black or African American	0.2 %
American Indian or Alaska Native	0.0 %
Asian	0.2 %
Filipino	0.0 %
Hispanic or Latino	98.9 %
Native Hawaiian or Pacific Islander	0.0 %
White	0.2 %
Two or More Races	0.2 %
Other	0.3 %
Student Group (Other)	Percent of Total Enrollment
Socioeconomically Disadvantaged	87.7 %
English Learners	42.9 %
Students with Disabilities	6.5 %
Foster Youth	0.7 %

A. Conditions of Learning

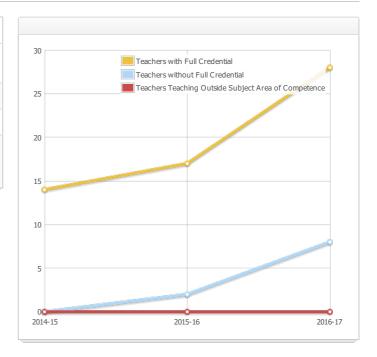
State Priority: Basic

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

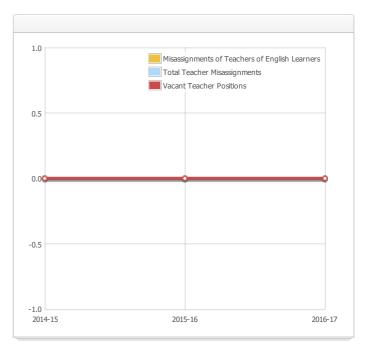
Teachers		School			
	2014- 15	2015- 16	2016- 17	2016- 17	
With Full Credential	14	17	28		
Without Full Credential	0	2	8		
Teachers Teaching Outside Subject Area of Competence (with full credential)	0	0	0		



Last updated: 2/1/2017

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.

 $[\]hbox{* 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	Percent of Classes In Core Academic Subjects Not Taught by Highly Qualified Teachers
This School	100.0%	0.0%
All Schools in District	92.0%	8.0%
High-Poverty Schools in District	92.0%	9.0%
Low-Poverty Schools in District	98.0%	2.0%

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.

Last updated: 2/1/2017

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

Year and month in which data were collected: January 2017

Subject	Textbooks and Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Our teachers grades Kinder through Third use the follow curricula for	Yes	0.0 %
	English Language Arts:		
	 Phonics Program: Wonders Curriculum along with teacher supplemented lesson plans Writing Program: Writing Workshop Curriculum (Lucy Calkins) Reading Comprehension: Reading Workshop Curriculum (Lucy Calkins) And throughout the day our teachers do teacher created small group plans for guided reading and standards-based instruction. 		
	Technology enhanced programs:		
	 Achieve 3000 Lexia Accelerated Reader Reading A-Z 		
Mathematics	Teacher created lesson plans that are stadands-based and supported by the Eureka Math program	Yes	0.0 %
	Technology Based Program:		
	• ST Math		
Science	Teacher created and guided by Next Generation Science standards.	Yes	0.0 %
History-Social Science	Teacher created lessons based on the California State Standards for Social Studies	Yes	0.0 %
Foreign Language	Teacher created lessons based on the California State Standards for Spanish	Yes	0.0 %
Health	Teacher created lessons based on the California State Standards for Dance	Yes	0.0 %
Visual and Performing Arts	Teacher created lessons based on the California State Standards for Visual Arts	Yes	0.0 %
Science Lab Eqpmt (Grades 9-12)	N/A	N/A	0.0 %

School Facility Conditions and Planned Improvements

The KIPP Iluminar Academy campus is inspected monthly for safety and cleanliness. In August of 2015, KIPP Iluminar was moved into a beautiful, brand new facility. At this time we are planning on focusing on continuing to beautify and upkeeping our campus.

Last updated: 2/1/2017

School Facility Good Repair Status

Year and month of the most recent FIT report: January 2017

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

Overall Facility Rate

Year and month of the most recent FIT report: January 2017

	Overall Rating	Exemplary	Last updated: 2/1/2017
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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

	Pe	rcent of Stude	ents Meeting o	r Exceeding the	e State Standa	rds
	Sch	iool	Dis	trict	St	ate
Subject	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
English Language Arts / Literacy (grades 3-8 and 11)		78.0%		39.0%		48.0%
Mathematics (grades 3-8 and 11)		91.0%		29.0%		36.0%

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

CAASPP Test Results in ELA by Student Group

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

ELA - Grade 3

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	108	107	99.1%	77.6%
Male	55	55	100.0%	74.6%
Female	53	52	98.1%	80.8%
Black or African American				
American Indian or Alaska Native				
Asian				
Filipino				
Hispanic or Latino	108	107	99.1%	77.6%
Native Hawaiian or Pacific Islander				
White				
Two or More Races				
Socioeconomically Disadvantaged	87	86	98.9%	76.7%
English Learners	41	41	100.0%	68.3%
Students with Disabilities	11	11	100.0%	36.4%
Students Receiving Migrant Education Services				
Foster Youth				

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

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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.

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American Indian or Alaska Native				
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Two or More Races				
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Two or More Races				
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English Learners				
Students with Disabilities				
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Foster Youth				

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English Learners				
Students with Disabilities				
Students Receiving Migrant Education Services				
Foster Youth				

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Two or More Races				
Socioeconomically Disadvantaged				
English Learners				
Students with Disabilities				
Students Receiving Migrant Education Services				
Foster Youth				

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English Learners				
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Two or More Races				
Socioeconomically Disadvantaged				
English Learners				
Students with Disabilities				
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CAASPP Test Results in Mathematics by Student Group

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

Mathematics - Grade 3

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	108	107	99.1%	90.7%
Male	55	55	100.0%	89.1%
Female	53	52	98.1%	92.3%
Black or African American				
American Indian or Alaska Native				
Asian				
Filipino				
Hispanic or Latino	108	107	99.1%	90.7%
Native Hawaiian or Pacific Islander				
White				
Two or More Races				
Socioeconomically Disadvantaged	87	86	98.9%	89.5%
English Learners	41	41	100.0%	95.1%
Students with Disabilities	11	11	100.0%	63.6%
Students Receiving Migrant Education Services				
Foster Youth				

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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

		Percentage of Students Scoring at Proficient or Advanced								
		School			District			State		
Subject	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	
Science (grades 5, 8, and 10)							60.0%	56.0%	54.0%	

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.

Last updated: 2/1/2017

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

Student Group	Total Enrollment	Number of Students with Valid Scores	Percent of Students with Valid Scores	Percent Proficient or Advanced
All Students				
Male				
Female				
Black or African American				
American Indian or Alaska Native				
Asian				
Filipino				
Hispanic or Latino				
Native Hawaiian or Pacific Islander				
White				
Two or More Races				
Socioeconomically Disadvantaged				
English Learners				
Students with Disabilities				
Students Receiving Migrant Education Services				
Foster Youth				

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.

Last updated: 2/1/2017

Career Technical Education Participation (School Year 2015-16)

Measure	CTE Program Participation
Number of Pupils Participating in CTE	
Percent of Pupils Completing a CTE Program and Earning a High School Diploma	
Percent of CTE Courses Sequenced or Articulated Between the School and Institutions of Postsecondary Education	

Last updated: 2/1/2017

Courses for University of California (UC) and/or California State University (CSU) Admission

UC/CSU Course Measure	Percent
2015-16 Pupils Enrolled in Courses Required for UC/CSU Admission	
2014-15 Graduates Who Completed All Courses Required for UC/CSU Admission	0.0%

State Priority: Other Pupil Outcomes

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

• Pupil outcomes in the subject area of physical education

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

	Perce	entage of Students Meeting Fitness Standa	nrds
Grade Level	Four of Six Standards	Five of Six Standards	Six of Six Standards

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 2016-17)

At KIA we see our families as valuable partners. We believe that in order to meet our ambitious goals, we need to cultivate our family relationships. We also know that involving parents and families in their student's education will further empower their children climb the mountain to and through college.

Parents and families can volunteer at the school or at home. At school, opportunities are available to help with special events such as our Innovation Day, Feasts of Gratitude, Winter Concert, Spring Concert, Imagination Celebration, and various fundraisers throughout the year. We also have daily volunteer activities such as helping with arrival and dismissal, working with students in the classroom, helping students one-on-one with sight words, helping teacher with classroom projects, leveling books, and assisting in the office. Parent volunteer opportunities are discussed at our Back to School Night at the beginning of the year, during Parent Teacher conferences, and announced through our weekly family newsletter. Annually we engage our parents in the review and development of our schools' LCAP.

Families looking to get involved can contact their student's teacher directly or our office at (323) 800-5218.

State Priority: Pupil Engagement

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

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

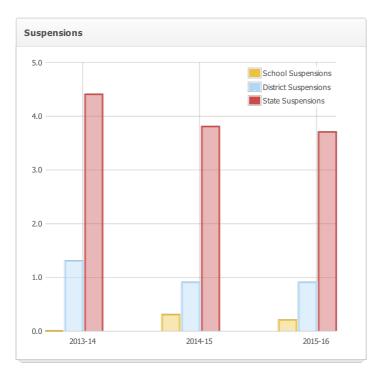
State Priority: School Climate

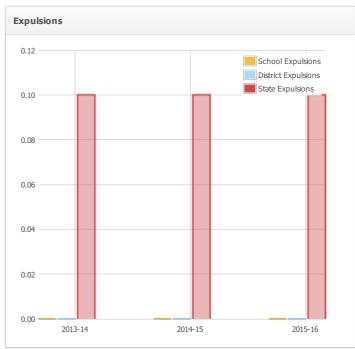
The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

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

Suspensions and Expulsions

	School				District			State			
Rate	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16		
Suspensions	0.0	0.3	0.2	1.3	0.9	0.9	4.4	3.8	3.7		
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1		





Last updated: 2/1/2017

School Safety Plan (School Year 2016-17)

The school safety and emergency preparedness plan is fully reviewed annually and updated throughout the year if there are staff or facility changes. Teachers and staff are provided with a Safety Training once at the beginning of the year (7/29/16), once before the Great Shake drill (9/30/16), and again for the Spring Safety refresher. Students practice monthly during emergency drills. Regular fire, lockdown, and earthquake drills are scheduled so that all students and staff are familiar with the School Emergency Plans. All KIPP Iluminar classrooms are equipped with emergency materials in the event of a fire, lockdown, or earthquake.

In the event of an emergency, families will be notified as soon as possible utilizing the automatic School Messenger system. In this event, please make sure to listen to the entire message carefully. It is important for all families to keep their number up to date with the school office so emergency phone calls are received. The student Emergency Card will be used to release students in case of an emergency.

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	Not in PI	In PI
First Year of Program Improvement		2004-2005
Year in Program Improvement		Year 3
Number of Schools Currently in Program Improvement	N/A	645
Percent of Schools Currently in Program Improvement	N/A	71.2%

Note: Cells with NA values do not require data.

Last updated: 2/1/2017

Average Class Size and Class Size Distribution (Elementary)

	201	L3-14			20:	2014-15				2015-16			
		Numb	Number of Classes *			Number of Classes *			Numb	er of Clas	sses *		
Grade Level	Average Class Size	1-20	21-32	33+	Average Class Size	1-20	21-32	33+	Average Class Size	1-20	21-32	33+	
K	28.0	0	4	0	28.0	0	4	0	28.5	0	4	0	
1	29.0	0	4	0	28.0	0	4	0	28.5	0	4	0	
2	0.0	0	0	0	28.0	0	4	0	28.0	0	4	0	
3	0.0	0	0	0	0.0	0	0	0	27.0	0	4	0	
4	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	
5	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	
6	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	
Other	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	

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

Average Class Size and Class Size Distribution (Secondary)

	2013-14				2014-15			2015-16				
		Numb	er of Clas	sses *		Number of Classes *			Numb	er of Cla	sses *	
Subject	Average Class Size	1-22	23-32	33+	Average Class Size	1-22	23-32	33+	Average Class Size	1-22	23-32	33+
English												
Mathematics												
Science												
Social Science												

^{*} 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.

Last updated: 2/1/2017

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)		N/A
Library Media Services Staff (paraprofessional)		N/A
Psychologist		N/A
Social Worker		N/A
Nurse	0.2	N/A
Speech/Language/Hearing Specialist	1.1	N/A
Resource Specialist (non-teaching)	1.0	N/A
Other	0.4	N/A

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

Last updated: 2/1/2017

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

			Expenditures Per	
Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Supplemental/Restricted)	Pupil (Basic/Unrestricted)	Average Teacher Salary
School Site	\$10183.0	\$2278.0	\$7905.0	\$55744.0
District	N/A	N/A	\$0.0	\$72495.0
Percent Difference – School Site and District			-41.0%	-23.1%
State	N/A	N/A	\$5677.0	\$75837.0
Percent Difference – School Site and State			39.3%	-26.5%

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.

Types of Services Funded (Fiscal Year 2015-16)

KIPP Iluminar Academy offers several programs and services to assist and support our students and families.

Our instructional program provides core subject and enrichment activities for 448 students, grades K to 3 during the 2015-2016 school year. Core subjects include literacy, math, science, and social studies. Our enrichment program includes art, music, spanish and dance three times per week.

At the heart of our academic program is the understanding that students are not empty vessels waiting to be filled, but that they come with rich experiences and beliefs about this world. With our goal being a balanced approach to instruction we believe that there are five major components we must uphold to make sure the best learning occurs: 1. Students have voice 2. Data Driven 3. Planning 4. Character Education 5. Differentiation

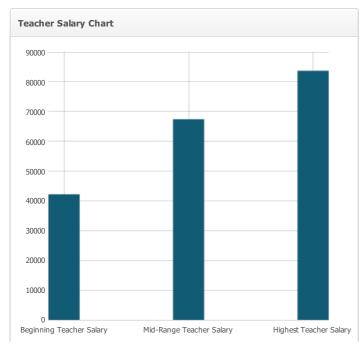
We are committed to working with families to provide the targeted strategies and resources that will best help families to support their child at home to reach their Big Goals. We host two or more Family Workshops and each one has an individualized focus, all geared towards providing information and resources to families to help their child continue to learn outside of the classroom. All families are encouraged to attend these family workshops.

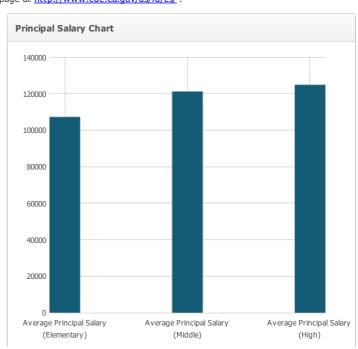
Last updated: 2/1/2017

Teacher and Administrative Salaries (Fiscal Year 2014-15)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$42,207	\$45,092
Mid-Range Teacher Salary	\$67,417	\$71,627
Highest Teacher Salary	\$83,703	\$93,288
Average Principal Salary (Elementary)	\$107,190	\$115,631
Average Principal Salary (Middle)	\$121,149	\$120,915
Average Principal Salary (High)	\$124,798	\$132,029
Superintendent Salary	\$350,000	\$249,537
Percent of Budget for Teacher Salaries	34.0%	37.0%
Percent of Budget for Administrative Salaries	5.0%	5.0%

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





Professional Development

KIPP Iluminar Academy is grounded in the belief that teachers are the key levers that boost student achievement; thus quality professional development for teachers to help KIPP students excel academically is essential.

Teachers participate in professional development one afternoon per week for 2-3 hours when students have a minimum day. This time is used to analyze data from interim and formative assessments, and to address instructional trends going on in the classroom and ways in which the students can be better served. The interim assessment results are analyzed every 6-8 weeks, whereas the results of formative assessments are analyzed bi-weekly. Topics include improving check for understandings, incorporating literacy across all contents, or enhancing differentiation for English Learners.

Additionally, differentiated meetings are content-level and grade-level department meetings that each happen once a month. Those occur after the weekly school-wide meetings. In content meetings, teachers in the same content area meet to review each other's assessments and provide instructional support. As a content group, they also have several opportunities throughout the school year to conduct excellent school visits in an effort to improve their instructional practices for their students.

Grade-level department meetings led by the Grade Level Facilitator provide teachers with an opportunity to work out logistical details for upcoming events, discuss the needs and academic progress of individual students, and implement school-wide systems.

Another integral component of professional development at KIPP Iluminar Academy is the observation-debrief cycle (coaching cycle). The School Leader, Assistant Principal or Dean formally observes teachers. Following the observation, the School Leader, Assistant Principal or Dean and teacher will discuss student learning based on student data and notes from the observation.

In addition to KIPP Iluminar Academy's school-wide professional development, teachers and administrators benefit from regional professional development opportunities facilitated by KIPP LA Schools. Several times per year, teachers and staff from all of KIPP LA's schools in South and East Los Angeles gather for an intensive day of workshops, trainings, and networking led by internal and external facilitators.