# California Department of Education School Accountability Report Card <br> Reported Using Data from the 2016-17 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 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 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.


# Yesenia Castro, Principal 

- Principal, KIPP Raices Academy


#### Abstract

About Our School

The mission of KIPP Raices Academy is to teach the knowledge and skills, nurture the confidence and character, and inspire the passion needed for students to achieve their goals, excel in the competitive world, and positively impact the community through excellence in thought and action. KIPP Raíces Academy is a free, open enrollment, collegepreparatory public school in East Los Angeles, which opened in August 2008 with 100 Kindergarten students. Our school has grown one grade level per year and now serves 553 transitional kindergarten through 4th grade students. 85.6\% of our student population qualifies for free or reduced lunch, $99 \%$ are Latino, and $0.2 \%$ is African-American.

KIPP Raíces Academy is a part of KIPP, the Knowledge Is Power Program, a national network of college-preparatory public schools in under-resourced communities throughout the United States with a proven track record of success. Our school is driven by the core operating principles of the five pillars that all KIPP schools share as follows: high expectations, choice and commitment, power to lead, more time, and focus on results. Further, our school culture is driven by our four values of love, honor, integrity, and excellence, and our school rules of be safe, work hard, and be nice.

KIPP Raíces Academy offers a rigorous instructional program that builds the needed foundation to ensure our students' success in the future. The program nurtures well-rounded critical thinkers who love learning, while preparing them to master the California and Common Core standards through engaging in authentic work. KIPP Raíces Academy fosters the positive development of the whole child. Art, creative play, balanced literacy, physical education, character development, and good nutrition are all critical components of a KIPP Raíces education. Beyond the focus of our students performing at or above grade level in reading and mathematics, our students are artists, scientists, musicians, authors, athletes, and agents of change who develop projects to impact the community.

Our students are independent learners who are invested in driving their own learning to meet their goals. In 2014, KIPP Raíces Academy was recognized as a California Distinguished School and in 2015 was recognized as a National Blue Ribbon School.


## Contact

KIPP Raices Academy
668 Atlantic Blvd.
Los Angeles, CA 90022-1118
Phone: 323-780-3900
E-mail: ycastro@kippla.org

## About This School

## Contact Information (School Year 2017-18)

District Contact Information (School Year 2017-18)

| District Name | Los Angeles Unified |
| :--- | :--- |
| Phone Number | (213) 241-1000 |
| Superintendent | Michelle King |
| E-mail Address | $\underline{\text { michelle.king@lausd.net }}$ |
| Web Site |  |


| School Contact Information (School Year 2017-18) |  |
| :--- | :--- |
| School Name | KIPP Raices Academy |
| Street | Los Angeles, Ca, 90022-1118 Atlantic Blvd. |
| City, State, Zip | 323-780-3900 |
| Phone Number | Yesenia Castro, Principal |
| Principal | http://kippla.org/raices/about.cfm |
| E-mail Address | 19647330117903 |
| Web Site |  |
| County-District-School <br> (CDS) Code |  |

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

The mission of KIPP Raíces Academy is to teach the knowledge and skills, nurture the confidence and character, and inspire the passion needed for students to achieve their goals, excel in the competitive world, and positively impact the community through excellence in thought and action.

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

|  | Grade Level |
| :--- | :---: |
| Kindergarten | Number of Students |
| Grade 1 | 114 |
| Grade 2 | 116 |
| Grade 3 | 113 |
| Grade 4 | 106 |
| Total Enrollment | 105 |



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

| Student Group | Percent of Total Enrollment |
| :--- | :---: |
| Black or African American | $0.0 \%$ |
| American Indian or Alaska Native | $0.0 \%$ |
| Asian | $0.2 \%$ |
| Filipino | $0.2 \%$ |
| Hispanic or Latino | $98.9 \%$ |
| Native Hawaiian or Pacific Islander | $0.0 \%$ |
| White | $0.5 \%$ |
| Two or More Races | $0.0 \%$ |
| Other | $0.2 \%$ |
| Student Group (Other) | $88.3 \%$ |
| Socioeconomically Disadvantaged | $37.5 \%$ |
| English Learners | $9.2 \%$ |
| Students with Disabilities | $0.2 \%$ |
| Foster Youth |  |

## A. Conditions of Learning

## State Priority: Basic

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

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


## Teacher Credentials

| Teachers |  | School |  | District |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | $\mathbf{2 0 1 5 -}$ <br> $\mathbf{1 6}$ | $\mathbf{2 0 1 6 -}$ <br> $\mathbf{1 7}$ | $\mathbf{2 0 1 7 -}$ <br> $\mathbf{1 8}$ | $\mathbf{2 0 1 7 -}$ <br> $\mathbf{1 8}$ |
| With Full Credential | 36 | 35 | 34 | 21842 |
| Without Full Credential | 2 | 3 | 3 | 866 |
| Teachers Teaching Outside Subject <br> Area of Competence (with full <br> credential) | 0 | 0 | 0 | 2830 |



Last updated: 2/8/2018

## Teacher Misassignments and Vacant Teacher Positions

| Indicator | $\mathbf{2 0 1 5 -}$ <br> $\mathbf{1 6}$ | $\mathbf{2 0 1 6 -}$ <br> $\mathbf{1 7}$ | $\mathbf{2 0 1 7}$ <br> $\mathbf{1 8}$ |
| :--- | :---: | :---: | :---: |
| Misassignments of Teachers of English <br> 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.

Year and month in which the data were collected: January 2018

| Subject | Textbooks and Instructional Materials/year of Adoption | From Most Recent Adoption? | Percent Students Lacking Own Assigned Copy |
| :---: | :---: | :---: | :---: |
| Reading/Language Arts | rds Their Way, Wordly Wise, Open Court, Accelerated Reader, L Learning, Learning A-Z, Bridges |  | 0.0 \% |
| Mathematics | Envision, ST Math |  | 0.0 \% |
| Science | Amplify, Houghton Mifflin Science Fusion |  | 0.0 \% |
| History-Social Science | Pearson California History/Social Studies |  | 0.0 \% |
| Foreign Language | National Geographic/Cenage Learning - Canciones y Cuentos |  | 0.0 \% |
| Health |  |  | 0.0 \% |
| Visual and Performing Arts |  |  | 0.0 \% |
| Science Lab Eqpmt (Grades 9-12) | N/A | N/A | 0.0 \% |

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

## School Facility Conditions and Planned Improvements

The KIPP Raíces Academy campus is inspected monthly for safety and cleanliness. At this time we are not planning any facility improvements as we recently completed a few winter break (December 2017) maintenance repairs that included facilities/furniture deep clean, floor stripping and waxing, carpet cleaning, as well as playground pressure washing. The last major facilities project was in August of 2013 when the office was moved into an adjacent building allowing for more space in the main building for classes and creating a quiet and welcoming office environment.

## School Facility Good Repair Status

Year and month of the most recent FIT report:

| 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:

## B. Pupil Outcomes

## State Priority: Pupil Achievement

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

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


## CAASPP Test Results in ELA and Mathematics for All Students

Grades Three through Eight and Grade Eleven (School Year 2016-17)

| Subject | Percentage of Students Meeting or Exceeding the State Standards |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | School |  | District |  | State |  |
|  | 2015-16 | 2016-17 | 2015-16 | 2016-17 | 2015-16 | 2016-17 |
| English Language Arts / Literacy (grades 3-8 and 11) | 86\% | 81\% | 39\% | 40\% | 48\% | 48\% |
| Mathematics (grades 3-8 and 11) | 85\% | 83\% | 29\% | 30\% | 36\% | 37\% |

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

## CAASPP Test Results in ELA by Student Group

Grades Three through Eight and Grade Eleven (School Year 2016-17)

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 210 | 210 | 100.00\% | 80.95\% |
| Male | 107 | 107 | 100.00\% | 77.57\% |
| Female | 103 | 103 | 100.00\% | 84.47\% |
| Black or African American |  |  |  |  |
| American Indian or Alaska Native |  |  |  |  |
| Asian |  |  |  |  |
| Filipino |  |  |  |  |
| Hispanic or Latino | 208 | 208 | 100.00\% | 80.77\% |
| Native Hawaiian or Pacific Islander |  |  |  |  |
| White | -- | -- | -- |  |
| Two or More Races |  |  |  |  |
| Socioeconomically Disadvantaged | 187 | 187 | 100.00\% | 80.75\% |
| English Learners | 121 | 121 | 100.00\% | 80.17\% |
| Students with Disabilities | 23 | 23 | 100.00\% | 34.78\% |
| 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 (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

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

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

## CAASPP Test Results in Mathematics by Student Group

Grades Three through Eight and Grade Eleven (School Year 2016-17)

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 210 | 210 | 100.00\% | 83.33\% |
| Male | 107 | 107 | 100.00\% | 84.11\% |
| Female | 103 | 103 | 100.00\% | 82.52\% |
| Black or African American |  |  |  |  |
| American Indian or Alaska Native |  |  |  |  |
| Asian |  |  |  |  |
| Filipino |  |  |  |  |
| Hispanic or Latino | 208 | 208 | 100.00\% | 83.17\% |
| Native Hawaiian or Pacific Islander |  |  |  |  |
| White | -- | -- | -- |  |
| Two or More Races |  |  |  |  |
| Socioeconomically Disadvantaged | 187 | 187 | 100.00\% | 82.89\% |
| English Learners | 121 | 121 | 100.00\% | 85.95\% |
| Students with Disabilities | 23 | 23 | 100.00\% | 47.83\% |
| Students Receiving Migrant Education Services |  |  |  |  |
| Foster Youth | -- | -- | -- | -- |

Note: Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

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

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

CAASPP Test Results in Science for All Students
Grades Five, Eight and Ten

| Subject | Percentage of Students Scoring at Proficient or Advanced |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | School |  | District |  | State |  |
|  | 2014-15 | 2015-16 | 2014-15 | 2015-16 | 2014-15 | 2015-16 |
| Science (grades 5, 8, and 10) |  |  |  |  | 56\% | 54\% |

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

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

Note:The 2016-17 data are not available. The California Department of Education is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The new California Science Test (CAST) was piloted in spring 2017. The CST and CMA for Science will no longer be administered.

Last updated: 1/19/2018

## Career Technical Education Participation (School Year 2016-17)

|  | Measure |
| :--- | :---: |
| Number of Pupils Participating in CTE | CTE Program Participation |
| 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: 1/19/2018

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

| UC/CSU Course Measure | Percent |
| :--- | :---: |
| $2016-17$ Pupils Enrolled in Courses Required for UC/CSU Admission | $0.0 \%$ |
| $2015-16$ 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 2016-17)

## Percentage of Students Meeting Fitness Standards

## Grade Leve

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

## C. Engagement

## State Priority: Parental Involvement

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

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


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

KIPP Raíces Academy highly values parental involvement in school activities. Many times throughout the year we offer opportunities for parents to join in the planning and execution of school activities such as the Winter Concert, fundraising events, October Extravaganza, La Feria, and more. They often have the opportunity to take the lead with these projects and help plan the events from the ground up. Parents can also volunteer in their child's classroom, office, during morning drop-off, and many other times throughout the day. Parent volunteer opportunities are announced through our weekly family newsletter and through notices sent home to families. Lastly, parents get to engage with Administrators during quarterly "Coffee with Admin" events.

## 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 | 2014-15 | 2015-16 | 2016-17 | 2014-15 | 2015-16 | 2016-17 | 2014-15 | 2015-16 | 2016-17 |
| Suspensions | -- | -- | -- | -- | -- | -- | 3.8\% | 3.7\% | 3.7\% |
| Expulsions | -- | -- | -- | -- | -- | -- | 0.1\% | 0.1\% | 0.1\% |




Last updated: 1/19/2018

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

KIPP Raíces Academy is committed to the safety of our children and staff. Each year the safety plan is reviewed and updated with any new policies or procedures needed to keep our school safe. Fire, earthquake, and lockdown drills are practiced monthly on a rotating basis. The key elements of our plan are our incident command chart, fire, earthquake, and lockdown procedures.

## D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.
Federal Intervention Program (School Year 2017-18)

|  | Indicator | School |
| :--- | :---: | :---: |
| Program Improvement Status | District |  |
| First Year of Program Improvement | Not in PI |  |
| Year in Program Improvement | In PI |  |
| Number of Schools Currently in Program Improvement | N/A |  |
| Percent of Schools Currently in Program Improvement | N/A |  |

Last updated: 1/19/2018

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

| Grade Level | 2014-15 |  |  |  | 2015-16 |  |  |  | 2016-17 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  |
|  |  | 1-20 | 21-32 | $33+$ |  | 1-20 | 21-32 | 33+ |  | 1-20 | 21-32 | 33+ |
| K | 20.0 | 2 | 14 | 0 | 23.0 | 0 | 20 | 0 | 23.0 | 0 | 25 | 0 |
| 1 | 22.0 | 0 | 15 | 0 | 19.0 | 5 | 25 | 0 | 23.0 | 0 | 30 | 0 |
| 2 | 21.0 | 3 | 12 | 0 | 22.0 | 0 | 25 | 0 | 22.0 | 2 | 34 | 0 |
| 3 | 25.0 | 0 | 12 | 0 | 27.0 | 0 | 20 | 0 | 27.0 | 0 | 24 | 0 |
| 4 | 26.0 | 0 | 12 | 0 | 25.0 | 0 | 20 | 0 | 26.0 | 0 | 24 | 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 |

* 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)

|  | 2014-15 |  |  |  | 2015-16 |  |  |  | 2016-17 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Subject | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  | Average Class Size | Number of Classes * |  |  |
|  |  | 1-22 | 23-32 | 33+ |  | 1-22 | 23-32 | 33+ |  | 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: 1/19/2018
Academic Counselors and Other Support Staff (School Year 2016-17)

| Title | Number of FTE* Assigned to School | Average Number of Students per Academic Counselor |
| :--- | :---: | :---: | :---: |
| Academic Counselor |  |  |
| Counselor (Social/Behavioral or Career Development) |  | N/A |
| Library Media Teacher (Librarian) | 0.4 | $\mathrm{~N} / \mathrm{A}$ |
| Library Media Services Staff (Paraprofessional) | 0.6 | $\mathrm{~N} / \mathrm{A}$ |
| Psychologist | 0.2 | $\mathrm{~N} / \mathrm{A}$ |
| Social Worker | 1.3 | $\mathrm{~N} / \mathrm{A}$ |
| Nurse | 3.0 | $\mathrm{~N} / \mathrm{A}$ |
| Speech/Language/Hearing Specialist | 0.7 | $\mathrm{~N} / \mathrm{A}$ |
| Resource Specialist (non-teaching) | $\mathrm{N} / \mathrm{A}$ |  |
| Other | $\mathrm{N} / \mathrm{A}$ |  |

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.

Last updated: 1/19/2018
Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2015-16)

| Level | Total Expenditures Per Pupil | Expenditures Per Pupil (Restricted) | Expenditures Per Pupil (Unrestricted) | Average Teacher Salary |
| :---: | :---: | :---: | :---: | :---: |
| School Site | \$11850.0 | \$2633.0 | \$9216.0 | \$58919.0 |
| District | N/A | N/A | \$7038.0 | \$73658.0 |
| Percent Difference - School Site and District | N/A | N/A | -33.4\% | -22.2\% |
| State | N/A | N/A | \$6574.0 | \$79228.0 |
| Percent Difference - School Site and State | N/A | N/A | 33.5\% | -29.4\% |

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

As a student at KIPP: Raíces Academy, Achievers will explore Spanish, Physical Education, Art, and Music. Through the inclusion of these subjects in a regular school day, students build the foundational knowledge of each content area and identify specific areas that spark their individual passions. Special subjects allow creativity and curiosity to develop in a variety of ways, innately embracing the learning styles of each student. Through these subjects, students experience teamwork, problem-solving, and risk-taking in new and unique environments.

At KRA, we believe educating the whole child will teach our achievers the knowledge and skills needed to excel in a competitive world. Through collaboration, cross-curricular connections, and passion for our content areas, we provide a holistic avenue to inspire new passions in our students. Each member brings their own knowledge and expertise to our team, which combine to create a perfect whole.

Last updated: 1/19/2018
Teacher and Administrative Salaries (Fiscal Year 2015-16)

| Category | District Amount | State Average For Districts In Same Category |
| :--- | :--- | :--- |
| Beginning Teacher Salary | $\$ 43,913$ | $\$ 47,808$ |
| Mid-Range Teacher Salary | $\$ 70,141$ | $\$ 73,555$ |
| Highest Teacher Salary | $\$ 87,085$ | $\$ 95,850$ |
| Average Principal Salary (Elementary) | $\$ 116,684$ | $\$ 120,448$ |
| Average Principal Salary (Middle) | $\$ 131,969$ | $\$ 125,592$ |
| Average Principal Salary (High) | $\$ 133,725$ | $\$ 138,175$ |
| Superintendent Salary | $\$ 350,000$ | $\$ 264,457$ |
| Percent of Budget for Teacher Salaries | $32.0 \%$ | $35.0 \%$ |
| 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/ .


Last updated: 1/19/2018

## Professional Development

 concerns and curricular needs. Priorities for professional development are based on teacher reflections from the end of the previous year.Professional development focuses are spread out throughout the year and are revisited multiple times. Most of the professional development trainings are delivered during after-school workshops. Some are also provided through conference attendance and individual mentoring. Teachers are supported through inclass observations, teacher-administrator meetings, and student performance data reporting.

