

# Margaret Collins 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)**

<b>School Contact Information</b>	
<b>School Name</b>	Margaret Collins Elementary School
<b>Street</b>	1224 Pinole Valley Road
<b>City, State, Zip</b>	Pinole, CA 94564-1300
<b>Phone Number</b>	(510) 231-1446
<b>Principal</b>	Denise Pinney
<b>E-mail Address</b>	<a href="mailto:dpinney@wccusd.net">dpinney@wccusd.net</a>
<b>Web Site</b>	<a href="http://www.wccusd.net/Page/782">www.wccusd.net/Page/782</a>
<b>CDS Code</b>	07-61796-6004659

<b>District Contact Information</b>	
<b>District Name</b>	West Contra Costa Unified School District
<b>Phone Number</b>	(510) 231-1100
<b>Superintendent</b>	Matthew Duffy
<b>E-mail Address</b>	matthew.duffy@wccusd.net
<b>Web Site</b>	www.wccusd.net

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

Collins Elementary is a place where every child is given equitable opportunities to learn and succeed. Our vision is to ensure that all students achieve at their highest potential by upholding standards of excellence in all areas of curriculum and instruction as well as behavioral expectations. Our mission is student learning. Our vision is to provide a safe and caring environment that facilitates a rigorous, college and career bound standard of learning for all of our students. We are a professional learning community that believes all stakeholders are responsible for student achievement. It is our collaborative efforts that will prepare our students to lead and succeed in the 21st century!

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

<b>Grade Level</b>	<b>Number of Students</b>
Kindergarten	49
Grade 1	53
Grade 2	45
Grade 3	49
Grade 4	60
Grade 5	49
Grade 6	54
<b>Total Enrollment</b>	<b>359</b>

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

<b>Student Group</b>	<b>Percent of Total Enrollment</b>
Black or African American	22.3
American Indian or Alaska Native	0.3
Asian	13.1
Filipino	12.3
Hispanic or Latino	28.7
Native Hawaiian or Pacific Islander	0
White	18.1
Two or More Races	5.3
Socioeconomically Disadvantaged	57.1
English Learners	23.4
Students with Disabilities	15.9
Foster Youth	1.7

## 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	19	19	18	18
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence (with full credential)	0	0	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	93.7	6.3
High-Poverty Schools in District	93.5	6.5
Low-Poverty Schools in District	97.2	2.8

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: November 2016

There are no insufficiency at this time. With the new adoption, we are working to get supplemental materials to all teachers.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	Macmillan/McGraw-Hill, California Treasures (TK-6) / 2012	Yes	0%
Mathematics	McGraw-Hill, My Math (TK-5) / 2016 Macmillan-McGraw Hill, Everyday Math (gr 6) / 2008 or McGraw Hill, Math Course 1 (gr 6) / 2016	Yes	0%
Science	Scott Foresman, Science (K-6) / 2008	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
History-Social Science	Macmillan/McGraw Hill, California Vistas (gr K-6) / 2007	Yes	0%

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

The school is located in a primarily middle-income residential area of Pinole. An agreement between West Contra Costa Unified School District and the City of Pinole provides for maintenance of the playing field and the front of the school. The district is continuing to support Collins with upgrades such as outdoor restrooms for preschool, a pending play structure for preschool, and outside speaker system and potential upgrade to stage area.

#### 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: July 2016				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			Additional ventilation needed in special ed restroom next to room 22
<b>Interior:</b> Interior Surfaces	X			Ceiling tile missing in room 34
<b>Cleanliness:</b> Overall Cleanliness, Pest/ Vermin Infestation	X			Power wash breezeway to remove food, milk residue, ants, and other critters
<b>Electrical:</b> Electrical		X		Outlet not working in room 1, library
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			Additional ventilation needed in special ed restroom next to room 22
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs			X	Install metal flashing between portables and ramps at room 34, room 35, room 36, room 37, room 38, room 38, room 40, room 41, room 42
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			Repair blinds in the principal's office. Repair the gate poles in Pinole Valley Road. Install outside speaker system.

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

Year and month of the most recent FIT report: July 2016				
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	38	33	33	35	44	48
Mathematics	29	32	23	25	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	50	49	98.0	36.7
	4	62	62	100.0	38.7
	5	50	46	92.0	21.7
	6	52	51	98.1	33.3
Male	3	28	28	100.0	25.0
	4	29	29	100.0	44.8
	5	25	22	88.0	13.6
	6	27	26	96.3	30.8
Female	3	22	21	95.5	52.4
	4	33	33	100.0	33.3
	5	25	24	96.0	29.2
	6	25	25	100.0	36.0
Black or African American	3	11	11	100.0	18.2
	4	11	11	100.0	27.3
	5	11	9	81.8	11.1
	6	15	15	100.0	6.7
American Indian or Alaska Native	3	--	--	--	--
Asian	3	--	--	--	--

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--
<b>Filipino</b>	3	--	--	--	--
	4	12	12	100.0	50.0
	5	--	--	--	--
	6	--	--	--	--
<b>Hispanic or Latino</b>	3	12	12	100.0	33.3
	4	20	20	100.0	40.0
	5	11	11	100.0	27.3
	6	17	17	100.0	11.8
<b>White</b>	3	--	--	--	--
	4	--	--	--	--
	5	11	10	90.9	40.0
	6	--	--	--	--
<b>Two or More Races</b>	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--
<b>Socioeconomically Disadvantaged</b>	3	29	28	96.5	25.0
	4	38	38	100.0	36.8
	5	35	32	91.4	25.0
	6	32	31	96.9	25.8
<b>English Learners</b>	3	--	--	--	--
	4	13	13	100.0	15.4
	5	--	--	--	--
	6	--	--	--	--
<b>Students with Disabilities</b>	3	11	11	100.0	
	4	14	14	100.0	14.3
	5	--	--	--	--
	6	12	12	100.0	8.3
<b>Foster Youth</b>	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
<b>All Students</b>	3	50	49	98.0	34.7
	4	62	62	100.0	40.3
	5	50	46	92.0	23.9
	6	52	51	98.1	27.4
<b>Male</b>	3	28	28	100.0	32.1
	4	29	29	100.0	41.4
	5	25	22	88.0	18.2
	6	27	26	96.3	23.1
<b>Female</b>	3	22	21	95.5	38.1
	4	33	33	100.0	39.4
	5	25	24	96.0	29.2
	6	25	25	100.0	32.0
<b>Black or African American</b>	3	11	11	100.0	
	4	11	11	100.0	18.2
	5	11	9	81.8	
	6	15	15	100.0	
<b>American Indian or Alaska Native</b>	3	--	--	--	--
<b>Asian</b>	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--
<b>Filipino</b>	3	--	--	--	--
	4	12	12	100.0	58.3
	5	--	--	--	--
	6	--	--	--	--
<b>Hispanic or Latino</b>	3	12	12	100.0	41.7
	4	20	20	100.0	40.0
	5	11	11	100.0	27.3
	6	17	17	100.0	11.8
<b>White</b>	3	--	--	--	--
	4	--	--	--	--
	5	11	10	90.9	50.0

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	6	--	--	--	--
<b>Two or More Races</b>	3	--	--	--	--
	4	--	--	--	--
	5	--	--	--	--
	6	--	--	--	--
<b>Socioeconomically Disadvantaged</b>	3	29	28	96.5	32.1
	4	38	38	100.0	36.8
	5	35	32	91.4	25.0
	6	32	31	96.9	19.4
<b>English Learners</b>	3	--	--	--	--
	4	13	13	100.0	7.7
	5	--	--	--	--
	6	--	--	--	--
<b>Students with Disabilities</b>	3	11	11	100.0	9.1
	4	14	14	100.0	21.4
	5	--	--	--	--
	6	12	12	100.0	
<b>Foster Youth</b>	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
<b>Science (grades 5, 8, and 10)</b>	55	44	27	48	46	40	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	50	44	88.0	27.3
Male	25	21	84.0	19.1
Female	25	23	92.0	34.8
Black or African American	11	9	81.8	11.1
Hispanic or Latino	11	11	100.0	45.5
White	11	9	81.8	22.2
Socioeconomically Disadvantaged	35	30	85.7	30.0

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	14.6	36.6	17.1

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)**

Parent Activities

- Monthly Newsletter with events and information relating to school, student attendance, health and wellness, calendar, etc.
- Monthly Awards Assemblies with parent invitation when students receive awards in which morning parent/principal gatherings occur with refreshment and conversation.
- Parent Teacher Association: Interested parents can participate in family fun nights, fund-raising and school improvement. Increased Volunteerism and opportunities for parents to participate in classroom activities such as Library, Computer Lab, small group instruction, as well as study trips and evening activities.
- Monthly Family Fun Nights including a luau, haunted hall way, United Nations night, movie nights, raffle and silent auction.
- Back to School Night: Parents and students meet with teachers to learn grade level and teacher expectations (in fall).
- Open House: Parents can visit their students' current classrooms and other grade levels (in spring).
- Science Night and Fair in collaboration with Pinole Valley High School Science Club
- Family literacy and math nights
- Art show
- Writing Fair
- English Learners Advisory Council and School Site Council
- School Community Outreach Worker

SCHOOL SITE COUNCIL: Every elementary school must have a School Site Council composed of five parents or community members, the principal, three classroom teachers, and one other staff member (Education Code Section 52852).

Contact Information for Parental Involvement: Staff Community Engagement Office - 510-307-4526

### 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	3.4	4.7	3.1	6.6	6.2	6.3	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

#### School Safety Plan (School Year 2016-17)

Approved January 2015 by Elizabeth MontesNation - Coordinator, Disaster Preparedness and Safety

Collins has a Safety Team. Safety supplies are stored in the front of the multi-purpose room as well as in each classroom. Our school safety plan is revised yearly. A list of duties is given to all team members, and is also kept in each classroom’s earthquake/disaster packet. Each teacher has emergency contact information handy in case of evacuation. An earthquake/disaster simulation is held each year during the Great Shake Out.. Drills include monthly fire drills and semi-annual shelter-in-place drills. The Shelter in Place system is in place to handle intruders or dangerous situations. We are growing our relationship with the Pinole Police Department to have officers familiar with the campus and having positive interactions with students. District has supported the increased security by installing a Knox Box with keys for the Fire Department. Additionally, district is investigating an outside sound system that will support students and staff in the 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		In PI
First Year of Program Improvement		2004-2005
Year in Program Improvement*		Year 3
Number of Schools Currently in Program Improvement	N/A	20
Percent of Schools Currently in Program Improvement	N/A	71.4

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	21		2		20	1	2		22		2	
1	26		2		22		1		26		2	
2	27		2		25		2		23		2	
3	22	1	1		21	1	2		23		2	
4	24		2		25		2		29		2	
5	26		2		27		2		22		2	
6	22	1	2		21	1	2		25		2	
Other	9	1			23		1		11	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	0	0
Counselor (Social/Behavioral or Career Development)	0	N/A
Library Media Teacher (Librarian)	0	N/A
Library Media Services Staff (Paraprofessional)	.20	N/A
Psychologist	.20	N/A
Social Worker	0	N/A
Nurse	0	N/A
Speech/Language/Hearing Specialist	1.40	N/A
Resource Specialist	1.00	N/A
Other	1.00	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	6236.98	1845.93	4391.06	65158.99
District	N/A	N/A	6412.40	65071.41
Percent Difference: School Site and District	N/A	N/A	-31.5	0.1
State	N/A	N/A	\$5,677	\$75,837
Percent Difference: School Site and State	N/A	N/A	-22.7	-14.1

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

## Types of Services Funded (Fiscal Year 2015-16)

Programs and services available at Collins School include:

CENTRAL SUPPLEMENTAL/CONCENTRATION  
EDUCATION PROTECTION ACCOUNT  
SP ED IDEA BASIC LOCAL ENTITL  
SPECIAL ED - E  
MISC DONATIONS  
SITE SUPPLEMENTAL/CONCENTRATION

## Teacher and Administrative Salaries (Fiscal Year 2014-15)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$38,699	\$45,092
Mid-Range Teacher Salary	\$59,640	\$71,627
Highest Teacher Salary	\$79,951	\$93,288
Average Principal Salary (Elementary)	\$91,385	\$115,631
Average Principal Salary (Middle)	\$96,869	\$120,915
Average Principal Salary (High)	\$108,183	\$132,029
Superintendent Salary	\$231,795	\$249,537
Percent of Budget for Teacher Salaries	31%	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)

On-going collaboration allows grade-level teams to address issues of instruction and achievement. The principal provides collaboration, mostly centered on data-driven instruction. Each trimester, teacher teams, principal and resource specialists meet to discuss data and target students for specific learning outcomes and support. District provided training around STEM subjects. Collins teachers participate in Community Educational Resources training in Science.

Quality instruction and instructional leadership are at the heart of the district's achievement efforts. To ensure this, teachers, administrators and other personnel engage in ongoing professional development focused on improving teaching and learning. Training is provided to principals and other administrators to improve their ability to provide strong instructional leadership and guide teaching and learning at school sites. The principals, in turn, provide support to teachers through staff conferences, opportunities for collaborative study and planning, and individual coaching based on ongoing classroom observations. Teachers and other staff are provided with both on and off-site professional development in all standards-based curriculum content areas. Beyond the content areas, professional development is provided in English Language Development, Gifted and Talented Education (GATE), differentiated instruction, and educational technology. In addition, training is made available in classroom management and the effective use of assessment data and teacher data teams in meeting the needs of all students. A primary goal of the professional development program is ensuring that all students are served by skilled, highly qualified teachers and that teachers are supported by strong, knowledgeable instructional leaders.