

# Foothills Middle

## School Accountability Report Card

### Reported Using Data from the 2014-15 School Year

### Published During 2015-16

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 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, the county, and the state. 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 (Most Recent Year)**

<b>School Contact Information</b>	
<b>School Name</b>	Foothills Middle
<b>Street</b>	171 East Sycamore Ave.
<b>City, State, Zip</b>	Arcadia, CA 91006-2452
<b>Phone Number</b>	(626) 821-8363
<b>Principal</b>	Benjamin R. Acker
<b>E-mail Address</b>	backer@ausd.net
<b>Web Site</b>	<a href="http://fh.ausd.net">http://fh.ausd.net</a>
<b>Grades Served</b>	6-8
<b>CDS Code</b>	19642616061246

<b>District Contact Information</b>	
<b>District Name</b>	Arcadia Unified School District
<b>Phone Number</b>	(626) 821-8300
<b>Superintendent</b>	David Vannasdall
<b>E-mail Address</b>	rforan@ausd.net
<b>Web Site</b>	www.ausd.k12.ca.us

### School Description and Mission Statement (Most Recent Year)

This School Accountability Report Card is designed to provide you with a general understanding of Foothills Middle School and Arcadia Unified School District. Keep in mind that this report card describes information for the 2014 - 2015 school year.

Middle school years are a time of transition. A supportive, nurturing, and positive environment is critical in a successful middle school. As you review our School Accountability Report Card, you will see that our core beliefs are evident. These beliefs serve as the foundation for everything we do at Foothills Middle School. We believe that everyone should be treated with dignity and respect. We believe that a partnership between parents and the school is essential in meeting the ever-changing needs of our young people. We believe everyone benefits from an environment that promotes student learning, accountability, collaboration, and innovation. We believe that all students need to be “connected” to our school. We believe that it is our responsibility to set high standards for achievement and to support our students in meeting and exceeding those standards.

Foothills Middle School is dedicated to academic excellence and to the personal, physical, and social development of students. All students are challenged to reach their full individual potential in a positive, student-centered, teacher-guided environment. Our staff believes that a schoolwide emphasis on providing opportunities for students to develop sound decision-making skills will help prepare them in their transition from the elementary school level to high school and beyond. In recognition of our school’s focus on excellence, Foothills was honored with the 2013 California Distinguished School award.

In the Arcadia Unified School District, families and community are partners for student success. The policies, personnel, and resources of the District ensure that all students are provided engaging and meaningful learning opportunities. As a result, students are challenged to think and reason, to develop responsibility for lifelong learning, to respect diversity, and to be contributing members of society. It is the mission of the District and the obligation of each school to provide quality work that engages students, has meaningful content, and challenges every student to learn more.

### Student Enrollment by Grade Level (School Year 2014-15)

<b>Grade Level</b>	<b>Number of Students</b>
<b>Grade 6</b>	259
<b>Grade 7</b>	263
<b>Grade 8</b>	231
<b>Total Enrollment</b>	753

### Student Enrollment by Group (School Year 2014-15)

Student Group	Percent of Total Enrollment
Black or African American	3.5
American Indian or Alaska Native	0.5
Asian	55.1
Filipino	3.1
Hispanic or Latino	14.6
White	23.2
Socioeconomically Disadvantaged	17.8
English Learners	7.4
Students with Disabilities	0.5
Foster Youth	0.1

## 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
	2013-14	2014-15	2015-16	2015-16
With Full Credential	30	31	32	414
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	2013-14	2014-15	2015-16
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 2014-15)

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	99.2	0.8
High-Poverty Schools in District	0.0	0.0
Low-Poverty Schools in District	99.2	0.8

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 2015-16)**

**Year and month in which data were collected:** January 2015

Core Curriculum Area	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	High Point (Basics, A, B & C) 2001 / 2002-2003 Language of Literature (6th) & Language Network (6th) 2002 / 2004-2005 Language of Literature (7th) & Language Network (7th) 2002 / 2004-2005 Language of Literature (8th) & Language Network (8th) 2002 / 2004-2005 Language Network (Grades 6-8) 2001 / 2003-2004	Yes	0
<b>Mathematics</b>	California Middle School Math: Course 1 (6th grade) 2008 / 2008-2009 California Middle School Math: Course 2 (7th grade) 2008 / 2008-2009 Algebra 1 2008 / 2008-2009	Yes	0
<b>Science</b>	CPO Focus on Earth Science, gr. 6 2007 / 2007- 2008 CPO Focus on Life Science, gr. 7 2007 / 2007- 2008 CPO Focus on Physical Science, gr. 8 2007 / 2007- 2008	Yes	0
<b>History-Social Science</b>	History Alive! The Ancient World (6th) 2005 / 2007-2008 History Alive! The Medieval World & Beyond (7th) 2005 / 2007-2008 History Alive! The U. S. Through Industrialism (8th) 2005 / 2007-2008	Yes	0

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

Foothills Middle School was built in 1961 and provides a safe, clean environment for students and staff. All schools in the Arcadia Unified School District underwent complete renovation from 1995–1996.

Foothills Middle School campus currently has 35 classrooms, one staff room, a library/media center, a multipurpose room, two locker rooms, and two athletic fields. At the time of this publication, all of the school’s restrooms were fully functioning. The front of Foothills Middle School was re-landscaped in 2002. In 2003–2004 the patio in the quad area was enlarged and trees and benches were added. In 2005–2006 the planters by the main building were re-landscaped. In 2006–2007 a curved brick wall was constructed along the driveway entrance to the school. In 2007–2008 a brick planter was constructed in the quad and was landscaped with flowers, ferns, and a tree.

Measure I was passed by the community in 2006. This general obligation bond resulted in major upgrades to all classrooms and facilities. Construction began at Foothills in April 2013 and was completed during the 2014-2015 school year.

**School Facility Good Repair Status (Most Recent Year)**

School Facility Good Repair Status (Most Recent Year)				
Year and month in which data were collected: 12/22/15				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical:</b> Electrical	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/Fountains	X			
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

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

Year and month in which data were collected: 12/22/15				
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], Science California Standards Tests); and
- The percentage of pupils 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

**California Assessment of Student Performance and Progress Results for All Students (School Year 2014-15)**

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)		
	School	District	State
<b>English Language Arts/Literacy</b>	79	76	44
<b>Mathematics</b>	79	75	33

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 Assessment Results - English Language Arts (ELA)

Disaggregated by Student Groups, Grades Three through Eight and Eleven (School Year 2014-15)

Student Group	Grade	Number of Students		Percent of Students				
		Enrolled	Tested	Tested	Standard Not Met	Standard Nearly Met	Standard Met	Standard Exceeded
All Students	6	266	255	95.9	2	13	40	45
	7	265	261	98.5	8	11	41	39
	8	235	226	96.2	11	18	36	35
Male	6	266	143	53.8	3	17	42	38
	7	265	125	47.2	8	15	46	31
	8	235	108	46.0	14	21	37	28
Female	6	266	112	42.1	0	9	37	54
	7	265	136	51.3	7	8	38	47
	8	235	118	50.2	8	15	36	41
Black or African American	6	266	12	4.5	8	25	50	17
	7	265	13	4.9	8	38	38	15
	8	235	2	0.9	--	--	--	--
American Indian or Alaska Native	6	266	1	0.4	--	--	--	--
	7	265	2	0.8	--	--	--	--
	8	235	1	0.4	--	--	--	--
Asian	6	266	147	55.3	1	10	33	55
	7	265	132	49.8	5	5	42	47
	8	235	129	54.9	9	12	35	44
Filipino	6	266	6	2.3	--	--	--	--
	7	265	8	3.0	--	--	--	--
	8	235	10	4.3	--	--	--	--
Hispanic or Latino	6	266	38	14.3	3	21	58	18
	7	265	34	12.8	9	21	44	26
	8	235	36	15.3	22	44	28	6
White	6	266	51	19.2	0	16	37	45
	7	265	72	27.2	11	14	38	38
	8	235	48	20.4	8	13	46	33
Socioeconomically Disadvantaged	6	266	41	15.4	2	34	41	22
	7	265	57	21.5	11	14	40	35
	8	235	34	14.5	24	35	24	18
Students with Disabilities	7	265	1	0.4	--	--	--	--
	8	235	3	1.3	--	--	--	--
Foster Youth	6	--	--	--	--	--	--	--
	7	--	--	--	--	--	--	--
	8	--	--	--	--	--	--	--

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 students that did not receive a score; 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 students with scores.

**CAASPP Assessment Results - Mathematics**

**Disaggregated by Student Groups, Grades Three through Eight and Eleven (School Year 2014-15)**

Student Group	Grade	Number of Students		Percent of Students				
		Enrolled	Tested	Tested	Standard	Standard	Standard	Standard
All Students	6	266	262	98.5	3	13	26	57
	7	265	261	98.5	8	10	29	52
	8	235	232	98.7	13	18	27	43
Male	6	266	146	54.9	3	16	23	58
	7	265	126	47.5	9	10	29	52
	8	235	114	48.5	14	19	27	39
Female	6	266	116	43.6	3	10	30	57
	7	265	135	50.9	8	10	30	53
	8	235	118	50.2	11	16	26	47
Black or African American	6	266	13	4.9	15	23	38	23
	7	265	13	4.9	38	15	31	15
	8	235	2	0.9	--	--	--	--
American Indian or Alaska Native	6	266	1	0.4	--	--	--	--
	7	265	2	0.8	--	--	--	--
	8	235	1	0.4	--	--	--	--
Asian	6	266	153	57.5	1	7	20	71
	7	265	133	50.2	2	5	26	68
	8	235	134	57.0	6	13	24	57
Filipino	6	266	7	2.6	--	--	--	--
	7	265	8	3.0	--	--	--	--
	8	235	12	5.1	8	17	33	42
Hispanic or Latino	6	266	38	14.3	3	32	47	18
	7	265	34	12.8	21	21	32	26
	8	235	36	15.3	42	25	22	11
White	6	266	50	18.8	6	12	26	56
	7	265	71	26.8	10	13	35	42
	8	235	47	20.0	6	26	38	30
Socioeconomically Disadvantaged	6	266	43	16.2	12	28	26	35
	7	265	57	21.5	12	14	28	46
	8	235	34	14.5	18	35	15	32
Students with Disabilities	7	265	1	0.4	--	--	--	--
	8	235	3	1.3	--	--	--	--

Student Group	Grade	Number of Students		Percent of Students				
		Enrolled	Tested	Tested	Standard	Standard	Standard	Standard
Foster Youth	6	--	--	--	--	--	--	--
	7	--	--	--	--	--	--	--
	8	--	--	--	--	--	--	--

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 students that did not receive a score; 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 students with scores.

#### California Standards Tests for All Students in Science (Three-Year Comparison)

Subject	Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards)								
	School			District			State		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
Science (grades 5, 8, and 10)	92	93	87	86	86	84	59	60	56

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.

#### California Standards Tests Results by Student Group in Science (School Year 2014-15)

Student Group	Percent of Students Scoring at Proficient or Advanced
All Students in the LEA	84
All Students at the School	87
Male	85
Female	90
Black or African American	--
American Indian or Alaska Native	--
Asian	88
Filipino	--
Hispanic or Latino	72
White	91
English Learners	50
Students with Disabilities	78
Foster Youth	--

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.

#### California Physical Fitness Test Results (School Year 2014-15)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
7	7.30	17.00	71.00

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 (Most Recent Year)

Parents and the community are very supportive of the educational, cultural, and enrichment programs at Foothills Middle School. Parents are a vital component in Foothills Middle School's school-to-home partnership. The school's dedicated Parent Teacher Student Association (PTSA) supports various activities, including theme days, grade-level field trips, the annual book fair, classroom projects, Red Ribbon Week, Open House, the national Reflections program, and Back-to-School Night.

A Chinese Parent Club meets monthly to help newly-arrived families understand the educational system in the United States. Parents who assist with translation services provide a valuable resource to the school. The Parent Music Club supports the music program at Foothills by providing volunteers for special events and funding the school's participation in music festivals and parades. Parents also serve as active members on the School Site Council (SSC) and English Language Advisory Committee (ELAC).

Parents who wish to participate in Foothills Middle School's leadership teams, school committees, or school activities, or who wish to volunteer, can contact the school at (626) 821-8363 or visit the school's website at fh.ausd.net.

### 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		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
<b>Suspensions</b>	1.15	1.75	0.52	0.48	0.60	0.36	5.07	4.36	3.80
<b>Expulsions</b>	0.00	0.00	0.00	0.01	0.00	0.00	0.13	0.10	0.09

#### School Safety Plan (Most Recent Year)

To safeguard the well-being of students and staff, a comprehensive School Site Safety Plan has been developed by the Safety and Disaster Committee, which consists of classified staff, teachers, and the principal. The committee sets long-term goals for the school to continually improve safety and the condition of the school facilities. The Safety Plan is updated each spring and fall and addresses various safety issues, including creating procedures that detect and prevent bullying, ensuring appropriate campus supervision, maintaining disaster kits, and monitoring emergency procedures. The Safety Plan is reviewed with all staff members at the beginning of each school year. We hold safety drills on a regular basis; fire drills are held monthly, earthquake drills are held two times a year, and intruder/lockdown drills are held at least once a year. Staff members also receive disaster training on a regular basis.

To ensure student safety, teachers, administrators, and school proctors supervise students on campus before and after school, and during breaks and lunch. Foothills Middle School has a closed campus, and permission is always required for students to leave school grounds. Any visitors to the campus are required to check in at the school's main office and must wear the proper identification badge at all times.

The Safety Plan is updated each year by March 1 for the following school year. Plans are discussed with faculty and students at the beginning of each school year.

## 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.

### Adequate Yearly Progress Overall and by Criteria (School Year 2014-15)

AYP Criteria	School	District	State
Made AYP Overall	Yes	Yes	Yes
Met Participation Rate: English-Language Arts	Yes	Yes	Yes
Met Participation Rate: Mathematics	Yes	Yes	Yes
Met Percent Proficient: English-Language Arts	N/A	N/A	N/A
Met Percent Proficient: Mathematics	N/A	N/A	N/A
Met Attendance Rate	Yes	Yes	Yes
Met Graduation Rate	N/A	Yes	Yes

### Federal Intervention Program (School Year 2015-16)

Indicator	School	District
Program Improvement Status		In PI
First Year of Program Improvement		2012-2013
Year in Program Improvement*		Year 2
Number of Schools Currently in Program Improvement	N/A	2
Percent of Schools Currently in Program Improvement	N/A	40.0

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

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

Grade Level	2012-13				2013-14				2014-15			
	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+
6	26	11	39	3	24	16	44	2	24	10	54	1

Note: 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)

Subject	2012-13				2013-14				2014-15			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-22	23-32	33+		1-22	23-32	33+		1-22	23-32	33+
English	22	6	15		22	8	16		19	14	12	
Mathematics	22	12	11	3	23	8	13	2	22	10	12	1
Science	27	5	14	1	26	2	17	1	26	3	16	
Social Science	23	4	15		23	6	16		21	12	12	

Note: 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.

**Academic Counselors and Other Support Staff (School Year 2014-15)**

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	0.5	
Counselor (Social/Behavioral or Career Development)	1	N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)	0.5	N/A
Psychologist	0.5	N/A
Social Worker		N/A
Nurse	0.75	N/A
Speech/Language/Hearing Specialist	0.5	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 2013-14)**

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/Restricted	Basic/Unrestricted	
School Site	\$7,201	\$1,144	\$6,057	\$91,425
District	N/A	N/A	\$5,790	\$86,343
Percent Difference: School Site and District	N/A	N/A	4.6	5.9
State	N/A	N/A	\$5,348	\$69,257
Percent Difference: School Site and State	N/A	N/A	13.3	32.0

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

**Types of Services Funded (Fiscal Year 2014-15)**

The school receives additional support from local community partners, including the Arcadia Rotary Club and the Arcadia Educational Foundation. Budgeted items support action steps within the Single Plan for Student Achievement, as advised by School Site Council.

**Teacher and Administrative Salaries (Fiscal Year 2013-14)**

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$52,629	\$42,315
Mid-Range Teacher Salary	\$80,562	\$66,451
Highest Teacher Salary	\$104,499	\$85,603
Average Principal Salary (Elementary)	\$126,366	\$105,079
Average Principal Salary (Middle)	\$145,978	\$111,005
Average Principal Salary (High)	\$153,173	\$121,310
Superintendent Salary	\$216,327	\$189,899
Percent of Budget for Teacher Salaries	46%	39%
Percent of Budget for Administrative Salaries	5%	6%

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)

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In May of 2013, Governor Brown committed \$1 billion of the extra \$2.8 billion of revenue the state received in 2013 for Common Core State Standards implementation. Additional monies were made available to California school districts for Year 2 implementation in 2014-15; however, under the Local Control Funding Formula, districts like Arcadia Unified School District, with low numbers of unduplicated students will receive far less ongoing money to continue the implementation of California Academic Standards beyond 2014-15, while neighboring districts with greater numbers of targeted or “unduplicated” students (low income, English Learners, or foster youth) will have greater opportunities to purchase materials, hire consultants, and pay for hours of professional development for their instructional and student support staffs.

In the Fall of 2013, the Arcadia Unified School District negotiated an interest-based solution for California Academic Standards implementation with its bargaining units to add three days to the school calendar for two years starting in the 2014-15 school year. Negotiations also produced an agreement to spread the three days of additional paid time over seven early release days with development time of 2.5 hours per day built into the schedule.

In the Spring of 2014, a committee grew out of Arcadia’s Education 21 Task Force called the Collaboration Time Advisory Council (C-TAC) with the task of putting legs to the plan. C-TAC is a representative group made up of bargaining unit members and management team members who were charged with serving as an advisory committee to the District in the implementation of the district-wide California Academic Standards Collaboration Time supporting TK-12 instructional programs both vertically and horizontally, as they made dramatic instructional and curricular shifts.

The commitment from both our bargaining units and management was to build research-based professional development around small collaborative working groups. Each group would be designed intentionally to have a vertical alignment of teachers from TK-12 engaged in the work together.

In late Spring of 2014, the C-TAC committee reached out to all certificated staff to assist with generating ideas for the content of the Collaboration Days. The committee, after reviewing and discussing the many ideas that were submitted and looking at survey data, generated a list of themes which became the foundation of the Collaboration Days and assisted in guiding the development of a Course Group Catalogue. The planning of the Collaboration Days was research based, focused on meaningful work, teacher choice, flexibility, and ongoing commitment. The Professional Development was designed around teacher interests that included creating autonomous choice for teachers and support providers in relation to where they felt they could best contribute their training, talents, interests, and education, by participating in Small Working Groups (SWaG) and engaging with other professionals to continue the real work of implementing the California Academic Standards.

Each SWaG is led by a self-selected Facilitator from amongst the various stakeholder groups and has been charged with collaborating both with colleagues at their own site and with fellow professionals from other district sites. Mentor-leaders have self-selected several Facilitators to provide support throughout implementation of this professional development. The crystal-clear goals of the Collaboration Days include producing a comprehensive and fully articulated Arcadia California Academic Standards Core Curriculum in English-Language Arts and Mathematics; to research and make recommendations for curriculum and instructional shifts in the Social Sciences, Sciences, Foreign Languages, Physical Education, Electives, Visual and Performing Arts, Character Education, Technology implementation, English-Language Development, and Special Education from a Transitional Kindergarten to Grade 12 perspective. Data continues to be collected from the SWaGs through group evaluations and is then disaggregated and shared through various modalities to each stakeholder group.

Over the past three years, additional professional development resources have been designated for Mathematics and English-Language curriculum development and 21st Century instructional skill development, including National Council of Teachers of Mathematics (NCTM) conferences, Thinking Maps, and Write From the Beginning, in support of California Academic Standards implementation. At the high school level, data indicated that a large segment of potentially college-bound students were not being provided access and opportunity to pursue honors and college-level courses, as their high-achieving classmates were. Leadership worked with teachers to engage in professional development around the themes of Advanced Placement (AP) open access and equity for all students over the past two years. Professional Development resources have been designated to send teachers, counselors and leadership to the local and regional College Board/A.P. Forums. Continued professional development will be pursued at the national level.

Similarly, both middle school and high school leadership mined data to identify a significant population of students who should be college-bound but who were not achieving or engaged in school due to a variety of social, economic, or familial factors. As a result, the full implementation of the Advancement Via Individual Determination (AVID) program has been a primary focus of professional development dollars over the past 3 years, especially at grades 7-12. In addition, one elementary school, Holly Avenue, added a full school AVID program.

Individual school sites have been tasked with working with the Instructional Coaches to conduct professional development around the themes of the California Academic Standards, including rigor, focus, coherence, instructional strategies, shifts in curriculum, pacing and instructional materials, writing instruction and problem-solving.

Staff development topics for the 2012 – 2013 school year included effective instruction and critical thinking, implementation of the electronic grade book, and discussion of the California Academic Standards.