

Sam Vaughn Elementary School

School Accountability Report Card

Reported Using Data from the 2018-19 School Year

Published During 2019-20

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 <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF web page at <https://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 <https://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

School Contact Information (School Year 2019-20)

Entity	Contact Information
School Name	Sam Vaughn Elementary School
Street	3618 Helen Perry Rd
City, State, Zip	Ceres, CA 95307-0307
Phone Number	209-556-1690
Principal	Steve Merchant
Email Address	smerchant@ceres.k12.ca.us
Website	http://sv.ceres.k12.ca.us/
County-District-School (CDS) Code	50-71043-6112338

Entity	Contact Information
District Name	Ceres Unified School District
Phone Number	209.556.1500
Superintendent	Scott Siegel, Ed.D.
Email Address	cpietanza@ceres.k12.ca.us
Website	www.ceres.k12.ca.us

School Description and Mission Statement (School Year 2019-20)

The Sam Vaughn staff is committed to the philosophy that every child is regarded as gifted, because every child is a gift. Our district vision statement, Committed to Excellence, Responsive to Every Student, is what we strive to do on a daily basis. Our district mission statement reflects the staff's commitment to our profession.

Sam Vaughn Elementary School is located in the heart of California's San Joaquin Valley and is surrounded by the suburban community of Ceres. The school opened in September 1994 and is a place of pride for the staff, students and community. The school includes 29 classrooms, a cafeteria with a stage, a library, an administration building, and an amphitheater. The campus is located on the east side of Ceres and most students walk to and from school.

Sam Vaughn is a Kindergarten through sixth grade school of approximately 610 students. School staff includes: a Principal, an Assistant Principal, an Administrative Assistant, twenty-six certificated teachers, one resource specialist, nine paraprofessionals, one library/media clerk, a 60% nurse, a 60% school psychologist, a health clerk, a speech teacher, an office manager, secretary II, a 50% clerk II, 2 full time custodians and 1 50% custodian, a community liaison and an Itinerant Music and P.E. teachers provide services 1- 2 days per week.

The school year consists of 180 instructional days with ten minimum days for parent conferencing and staff development. The students in grades 1-6 are in school for 320 instructional minutes per day. K and TK students attend school for 310 minutes per day. The school has a Parent Teacher Club that supports extra-curricular programs, classroom budgets, and special events for our school and families.

The student population is diverse at Sam Vaughn. Of the approximately 610 students, approximately 78% of the students receive free or reduced cost breakfast and lunch, although this year all students qualify for free and reduced lunch program, Approximately 70% come from homes where the primary language is other than English, and 34% are English Learners (EL.) The ethnic make-up includes 69% Hispanic, 15% White, 1% African American, 11% Asian, 1 % Filipino 1% Pacific Islander. 2% of our students are migrant students. Approximately 1% of the intermediate students are identified as GATE students.

Speech and language development services, visually impaired services, and resource programs are provided as part of the Special Education Services. Supplemental programs include the following: After School Academic Intervention Program (AIP), after school English Language Development classes (ELD), After School Education and Safety program (ASES), Social Skills groups and a Student Support Specialist for students identified with needs, Migrant Education, and Indian Education. Differentiated Instructional Time (DIT) is incorporated into the regular school day. English Language Learners are provided English Language Development. Extra-curricular activities include: chorus, music, beginning/advanced band, Safety Patrol, a club that meets on Fridays after school, and serving on the Student Council. Furthermore, there is a Free Breakfast and Lunch for All program offered before school and at lunch for each student. The staff is supported in their educational efforts by both the School Site Council (SSC) and the Parent Teacher Club, made up of staff and family members of the students.

Sam Vaughn receives supplementary funding from two sources: Title I and LCAP. Sam Vaughn’s program is designated as a School-Wide Program which allows the total population to be eligible for services. The staff is supported in their educational efforts by the School Site Council (SSC), ELAC, and Family Engagement Team. Family gatherings for technology, school wide information, and Kindergarten parent support are held annually.

Student Enrollment by Grade Level (School Year 2018-19)

Grade Level	Number of Students
Kindergarten	112
Grade 1	72
Grade 2	72
Grade 3	97
Grade 4	91
Grade 5	104
Grade 6	102
Total Enrollment	650

Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	1.5
Asian	13.2
Filipino	0.3
Hispanic or Latino	67.4
Native Hawaiian or Pacific Islander	0.8
White	15.2
Two or More Races	1.5
Socioeconomically Disadvantaged	77.7
English Learners	39.5
Students with Disabilities	10
Foster Youth	0.9
Homeless	0.2

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 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	23	26	25	612
Without Full Credential	0	1	0	35
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	34

Teacher Misassignments and Vacant Teacher Positions

Indicator	2017-18	2018-19	2019-20
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.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2019-20)

Year and month in which data were collected: 2019/11

The school district held a public hearing on September 12, 2019, and determined that each school within the district had sufficient and good quality textbooks, instructional materials, or science lab equipment pursuant to the settlement of Williams vs. the State of California. All students, including English Learners, are given their own individual standards-aligned textbooks or instructional materials, or both, in core subjects for use in the classroom and to take home.

Textbooks and supplementary materials are adopted according to a cycle developed by the California Department of Education, making the textbooks used in the school the most current available. Materials approved for use by the State are reviewed by all teachers and a recommendation is made to the School Board by a selection committee composed of teachers and administrators. All recommended materials are available for parent examination at the district office prior to adoption.

The table displays information collected in August, 2019 about the quality, currency, and availability of the standards-aligned textbooks and other instructional materials used at the school.

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Grades K-6 Benchmark Advance (2017)/2017	Yes	0%
Mathematics	Grades K-5 Houghton Mifflin Harcourt Go Math (2015), Holt McDougal Go Math (Grade 6) (2015)	Yes	0%
Science	Grades K-6 Accelerate Learning STEMscopes California (2019)	Yes	0%
History-Social Science	California Studies Weekly (2017)/2018	Yes	0%

School Facility Conditions and Planned Improvements (Most Recent Year)

The campus is well maintained and the staff takes pride in their clean and safe campus. All staff are trained and instructed to report all safety hazards immediately. The facility is evaluated on a regular basis by both site administration and District personnel. Repairs that cannot be fixed by site staff are reported through an online work order process. District personnel manages and coordinates repair and maintenance needs. In addition, an internal work order process is used by teachers to report facility needs to the site custodians. The site principal monitors these facility needs through informal walk through visits and custodian meetings. At least twice a year, District personnel conduct a formal facility inspection. The site principal and head custodian meet with the evaluating team to review findings and to devise any necessary plans for improvements. In addition to parent and student surveys, all staff complete an annual facility satisfaction survey. Results are computed and a report is given to the site by District personnel. All results are used to assess ongoing needs and concerns in order to provide a learning environment that is clean, safe, and functional.

School Facility Good Repair Status (Most Recent Year)

Using the **most recently collected** FIT data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The overall rating

Year and month of the most recent FIT report: 12/11/2019

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	Classroom 19: There is a piggy back power strip. Classroom 25: There is a piggy back power strip.
Restrooms/Fountains: Restrooms, Sinks/ Fountains	Good	
Safety: Fire Safety, Hazardous Materials	Good	Classroom 23: There is stainless steel remover left out. Classroom 28: There is alcohol based hand sanitizer under the sink. Classroom 3: There is air freshener spray under the sink. Classroom K-1: There is alcohol based hand sanitizer and wipes under the sink.
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	

System Inspected	Rating	Repair Needed and Action Taken or Planned
Overall Rating	Good	

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

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
English Language Arts/Literacy (grades 3-8 and 11)	43	40	42	38	50	50
Mathematics (grades 3-8 and 11)	29	31	25	25	38	39

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.

Note: ELA and 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.

CAASPP Test Results in ELA by Student Group

Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	365	364	99.73	0.27	40.38
Male	173	173	100.00	0.00	37.57
Female	192	191	99.48	0.52	42.93
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	43	43	100.00	0.00	44.19
Filipino	--	--	--	--	--

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Hispanic or Latino	246	245	99.59	0.41	40.82
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	54	54	100.00	0.00	40.74
Two or More Races	--	--	--	--	--
Socioeconomically Disadvantaged	299	298	99.67	0.33	36.58
English Learners	178	178	100.00	0.00	38.20
Students with Disabilities	29	29	100.00	0.00	17.24
Students Receiving Migrant Education Services	--	--	--	--	--
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

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 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	365	364	99.73	0.27	31.32
Male	173	173	100.00	0.00	34.68
Female	192	191	99.48	0.52	28.27
Black or African American	--	--	--	--	--
American Indian or Alaska Native					
Asian	43	43	100.00	0.00	39.53
Filipino	--	--	--	--	--
Hispanic or Latino	246	245	99.59	0.41	28.16
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	54	54	100.00	0.00	38.89
Two or More Races	--	--	--	--	--
Socioeconomically Disadvantaged	299	298	99.67	0.33	27.18

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
English Learners	178	178	100.00	0.00	27.53
Students with Disabilities	29	29	100.00	0.00	20.69
Students Receiving Migrant Education Services	--	--	--	--	--
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

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
Percentage of Students Meeting or Exceeding the State Standard**

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Science (grades 5, 8 and high school)	N/A	N/A	N/A	N/A	N/A	N/A

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

Note: This is a placeholder for the California Science Test (CAST) which was administered operationally during the 2018-19 school year. However, these data are not available for inclusion in the 2018-19 SARC posting due February 1, 2020. These data will be included in the 2019-20 SARC posting due February 1, 2021.

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 areas of physical education.

California Physical Fitness Test Results (School Year 2018-19)

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
5	13.9	24.8	28.7

Note: Percentages are not calculated and double dashes (--) appear in the table 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 school site.

Opportunities for Parental Involvement (School Year 2019-20)

Parents and families, along with other members of the community, are encouraged to be actively involved in the school. Opportunities include:

- Regular parent communication via Parent Communication Folders, Remind 101, Weekly Informers, Parent Newsletters, Parent/Student Handbook, School Marquee, Classroom Newsletters, School Bells Articles, Progress Reports, School Website, Parent Square, and Connect Ed telephone calls.
- Participation in our Family Engagement events, PTC, Principal Coffee, Watch D.O.G.S., Kindergarten Parent Orientation, Rotary Read-In, Back To School Night, Book Fairs, Parent Conferences, School Performances, Spring Festival, School Site Council (SSC), English Learner Advisory Committee (ELAC), Valentine Family Dance and other school activities.
- Become a classroom volunteer or room parent.
- Attend classroom events such as poetry readings, plays, field trips, etc.
- Visit classroom to see instruction in action. Parent Tours to see classroom instruction in action.

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

Rate	School 2016-17	School 2017-18	School 2018-19	District 2016-17	District 2017-18	District 2018-19	State 2016-17	State 2017-18	State 2018-19
Suspensions	2.6	3.1	1.3	10.1	7.0	6.2	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.3	0.3	0.4	0.1	0.1	0.1

School Safety Plan (School Year 2019-20)

Safety is a top priority with the students and staff at Sam Vaughn School. The Safety Plan is rewritten each year by staff and approved by School Site Council and Student Council. Each building and classroom has a current evacuation plan in case of an emergency. Fire Drills are practiced on a monthly basis. Lock down drills are practiced three times a year and earthquake drills are practiced once a year. Teachers provide age-appropriate instruction for every class, stressing walking to and from school safely, saying no to drugs and alcohol, and not talking with strangers. We have traffic signs with flashing lights to improve the student safety coming to and from school in the crosswalks with students who are trained on crosswalk safety. The campus is well maintained and the custodial staff takes pride in their clean and safe campus. All staff are trained and instructed to report all safety hazards immediately. The facility is maintained in a manner that assures that it is clean, safe, and functional and is evaluated by District and site administration on a regular basis. Input from staff, student, and parent surveys, as well as other data and information were used to guide the revising of the current plan.

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.

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2016-17	2016-17	2016-17	2016-17	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19
	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+
K	22	1	3		24		4		22		5	
1	24		4		24		3		24		3	
2	24		3		24		4		24		3	
3	24		4		24		3		24		4	
4	22	1	3		32		3		28		3	
5	32		3		27	1	3		28	1	3	
6	28	1	3		20	2	3		20	2	3	
Other**												

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

** "Other" category is for multi-grade level classes.

Ratio of Academic Counselors to Pupils (School Year 2018-19)

Title	Ratio
Academic Counselors*	.0

*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.

Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	1.0
Resource Specialist (non-teaching)	1.0

*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 2017-18)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	8376.04	1904.92	6471.11	86566.58
District	N/A	N/A	7103.79	\$78,954.00

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
Percent Difference - School Site and District	N/A	N/A	-9.3	9.2
State	N/A	N/A	\$7,506.64	\$82,031.00
Percent Difference - School Site and State	N/A	N/A	-14.8	5.4

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

The California Department of Education issued guidance to LEAs on August 1, 2018, regarding how to calculate school-level per-pupil expenditures that will be reported on 2018-19 report cards.

Types of Services Funded (Fiscal Year 2018-19)

Sam Vaughn received monies for Title I, English Learners, and Socio-Economic Impact for the 2018-2019 school year. These monies were utilized to fund a portion of the salaries for an administrative assistant, a library media clerk and part-time paraprofessionals. Money was also used for print shop, instructional supplies, supplementary materials, staff development, and technology.

Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$51,742	\$51,374
Mid-Range Teacher Salary	\$76,883	\$80,151
Highest Teacher Salary	\$103,252	\$100,143
Average Principal Salary (Elementary)	\$117,671	\$126,896
Average Principal Salary (Middle)	\$118,995	\$133,668
Average Principal Salary (High)	\$137,253	\$143,746
Superintendent Salary	\$234,274	\$245,810
Percent of Budget for Teacher Salaries	34%	35%
Percent of Budget for Administrative Salaries	6%	5%

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

Professional Development (Most Recent Three Years)

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement	15	15	15

In the 2017-2018 school year, the school site had 10 collaboration/early release days and 5 professional development days. In the 2018-19 school year, the school site had 10 collaboration/early release days and 5 professional development days. Lastly, in the 19-20 School Year, the school site will have a total of 10 collaboration/early release days and 5 professional development days by June 2020.

Staff development is a critical component to teacher and student success, and Ceres Unified School District is dedicated to a variety of professional development opportunities for staff. Mondays after school are dedicated to staff and grade level meeting times, for teachers to participate in staff development, collaboration, learning strategies, and developing action plans to meet identified student needs.

The district provides a formal induction training program with the mission of providing Ceres students with teachers who use research-based instructional design and delivery norms, who actively collaborate and reflect on their practice, and who use formative assessment data to continually grow in their professional practice. In addition, the district fully supports classroom teachers with a cadre of full time instructional coaches who can assist with the implementation of curriculum and strategies.

School sites must include a professional development plan and budget in their school site plan. Activities can include attendance at summer institutes, after school or Saturday workshops, teacher release days to attend conferences, technology development, and grade level or department release days for in depth professional development. All professional development is aligned to the district strategic plan. The goal of all professional development is to increase student achievement.