

Echo Valley Elementary

School Accountability Report Card

Reported Using Data from the 2019-2020 School Year

Published During 2020-2021

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 and access to prior year reports, 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 the LCAP, see the CDE LCFF webpage 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).

California School Dashboard

The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California’s new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California’s diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

About This School

School Contact Information (School Year 2020-2021)

Entity	Contact Information
School Name	Echo Valley Elementary
Street	147 Echo Valley Rd
City, State, Zip	Salinas, CA 93907 - 8495
Phone Number	(831) 663-2308
Principal	Therese Phillips
Email Address	therese_phillips@nmcusd.org
County-District-School (CDS) Code	27738256026405

District Contact Information (School Year 2020-2021)

Entity	Contact Information
District Name	North Monterey County Unified School District
Phone Number	(831) 633-3343
Superintendent	Kari Yeater
Email Address	kyeater@nmcusd.org
Website	www.nmcusd.org

School Description and Mission Statement (School Year 2020-2021)

Echo Valley is a school where all children are given opportunities to grow both academically and socially every day. Our population consists of approximately 600 K-6 students. Sixty four percent are English Learners while 88 percent are eligible for the Free/Reduced Breakfast and Lunch Program. Approximately 75 students participate in the Bilingual program.

The Echo Valley staff provides a safe and nurturing environment that promotes high academic and social standards. The school uses standards based curriculum in the areas of language arts, mathematics, social studies, and science. An Instructional Leadership Team meets twice monthly to discuss and generate strategies to improve student engagement and achievement. Grade level teams collaborate in the analysis of assessment data, plan lessons, and discuss effective, research based methodologies in order to differentiate instruction for all students. Our goal at Echo Valley is to provide students with an engaging, collaborative education which will ensure a path to whatever they strive to become. Echo Valley works to provide students with the best opportunities in 21st Century Learning. This year Echo Valley is proud to open our Media Center. A combination of technology and a traditional library in a state of the art location provides a central place for our school to meet.

A focus on rigorous learning is supported through the use of Achievement Team Cycles. Through this data and researched based look at teaching and the effect it has on students, grade levels work together to use strategies which support student learning.

Students at Echo Valley discover and develop their unique talents. They become life-long learners and citizens who value courtesy, honesty, appreciation, respect, action, commitment, teamwork, encouragement, and responsibility. Students are recognized for positive behavior and good attendance at a monthly, school-wide assembly, in addition to being praised within their classroom community. Arts Integration helps to provide students access to learning and engaging lessons. School is a community where our students are provided with opportunities in film making, dance, movement, song, and talents both collective and individually. A dedicated art room provides an area for students to explore different arts foundations. Movie nights, band concerts, Youth Cinema show cases, the annual talent show and the 6th grade dance are some of the ways that we make school a great place to be.

A notable distinction of this school is the exceptional community involvement. The Echo Valley Parent Teacher Group (PTG) works hard at fundraising activities each year to pay for school field trips, special classroom supplies, and assemblies. They also organize community building events for families such as Movie Night. The School Site Council and English Learner Advisory Committee are active parent and staff groups, meeting once each month to guide decisions concerning the school budget and educational programs. Echo Valley's parent attendance at school-wide events and parent-teacher conferences is always very high.

Echo Valley Elementary is proud to offer one to one chrome book or tablet devices to students. Each student can also obtain a hot spot if internet access is needed at home. Wifi access is also available at the school and different places throughout the community. Echo Valley Elementary staff has been vital in supporting families with in person technology help when needed.

"NMCUSD District Mission: An innovative community school system, we equip preschool to adult students with the skills, knowledge and attitudes they will need to pursue their life goals responsibly and creatively in a radically changing society."

Programs on Campus:

- Bilingual Program (Spanish/English) K-3
- After School Education and Safety Program (ASES, 2-6 grades)
- Kid Zone (K-6)
- Youth Cinema Project (4/5 combination class)
- Arts integration Coaching in collaboration with the Sunset Cultural Center (100% teacher/student involvement)
- Fully Equipped Art Room
- Modern Media Center

Student Enrollment by Grade Level (School Year 2019-2020)

Grade Level	Number of Students
Kindergarten	83
Grade 1	66
Grade 2	73
Grade 3	64
Grade 4	78
Grade 5	69
Grade 6	87
Total Enrollment	520

Student Enrollment by Student Group (School Year 2019-2020)

Student Group	Percent of Total Enrollment
Asian	0.2
Filipino	1.2
Hispanic or Latino	92.3
White	6.2
Two or More Races	0.2
Socioeconomically Disadvantaged	86.7
English Learners	63.3
Students with Disabilities	8.3
Homeless	23.5

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 2018-19	School 2019-20	School 2020-21	District 2020-21
With Full Credential	19	22	23	204
Without Full Credential	2	2	0	14
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2018-19	2019-20	2020-21
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 Other Instructional Materials (School Year 2020-2021)

Year and month in which data were collected: August 2020

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Benchmark Advanced K-6/ Adelante K-2 Spanish	Yes	0%
Mathematics	CA CCSS Math Expressions K-5 2014 Gr. 6 Go Math!	Yes	0%
Science	McGraw-Hill Science K-5 2007 Gr. 6 Amplify Science	Yes	0%
History-Social Science	Harcourt-Reflections K-5 2007 Gr. 6 History Alive The Ancient World	Yes	0%
Foreign Language	No foreign language offered in grades 3-6	No	0%
Health	Teacher developed health units	No	0%
Visual and Performing Arts	Arts Integration units	No	0%
Science Laboratory Equipment (grades 9-12)	N/A		

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

School Facility Conditions and Planned Improvements

Echo Valley Elementary was constructed in 1963. Building improvements and modernization projects have upgraded facilities to meet the changing needs of the school. Over the years, technology has been upgraded, playground equipment replaced, shade structure installed, shrubbery removed for better esthetics, and security fences/gates installed to increase student safety.

During the summer of 2019 the former library was moved to room 15, a more central and accessible location. It is now a hybrid media center built with new shelving, paint, seating and a bank of computers for student use. The modern building enhances our goal of a student centered school where students have spaces to work, learn, and collaborate. The swing set on the kindergarten playground was also removed making way for a new playground. These changes support our vision that students at Echo Valley deserve a school which is safe, clean, and modern. This in turn supports learning and attendance improvements.

During the summer of 2020 all areas of the school including offices, multi purpose room, media center and classroom were inspected. These inspections were to make the site compliant with COVID protocols and best practices for safety. Removal of furniture and personal items was initiated to prepare classrooms for social distancing guidelines upon students returning to on site instruction.

Echo Valley School provides all students the proper classroom space and facilities necessary for an effective and safe learning environment. The school is cleaned and maintained daily by a custodial staff of 2.5. Teachers and students are often reminded of their role, as well, in keeping the facility safe and clean. Students at Echo Valley work hard on maintaining a campus which is clean they can often be found picking litter up along the way as they walk. This year we have developed a student safety patrol. These students ensure that their classmates are cleaning up after themselves as well as playing safely.

School Facility Good Repair Status

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 rate for each system inspected
- The overall rating

Year and month of the most recent FIT report: 5/28/2020

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	

System Inspected	Rating	Repair Needed and Action Taken or Planned
External: Playground/School Grounds, Windows/Doors/Gates/Fences	Good	
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 2018-19	School 2019-20	District 2018-19	District 2019-20	State 2018-19	State 2019-20
English Language Arts/Literacy (grades 3-8 and 11)	25	N/A	34	N/A	50	N/A
Mathematics (grades 3-8 and 11)	17	N/A	20	N/A	39	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

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 2019-2020)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

CAASPP Test Results in Mathematics by Student Group Grades Three through Eight and Grade Eleven (School Year 2019-2020)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

CAASPP Test Results in Science for All Students

Grades Five, Eight, and High School

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2018-19	School 2019-20	District 2018-19	District 2019-20	State 2018-19	State 2019-20
Science (grades 5, 8 and high school)	5	N/A	16	N/A	30	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

Note: The new California Science Test (CAST) was first administered operationally in the 2018-2019 school year.

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 2019-2020)

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	N/A	N/A	N/A
7	N/A	N/A	N/A
9	N/A	N/A	N/A

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

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-56-20 was issued which waived the requirement to administer the physical fitness performance test for the 2019-2020 school year.

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 2020-2021)

Three leadership organizations form the core of parental involvement at Echo Valley: the English Learner Advisory Committee, the School Site Council, and the Parent Teacher Group. The parents who participate in these organizations are an integral part of shaping the educational program at Echo Valley. We always encourage parents to become more involved.

English Learner Advisory Committee (ELAC): Echo Valley’s English Learner Advisory Committee meets state and federal requirements. Meetings are held monthly and issues of interest to parents are discussed, such as bilingual education, literacy, state English proficiency testing, parent/teacher conference expectations, standardized test results, attendance, and the school budget. The Echo Valley ELAC is represented at the District English Learner Advisory Committee meetings.

School Site Council (SSC): Site Council leadership is open to all adult members of the Echo Valley School community. The Echo Valley School Site Council is made up of parents, teachers, support staff, and the principal. Representatives and officers serve a two-year term, except for the principal who is a permanent member of the council. When a vacancy occurs, all members of the constituency are asked to nominate/elect a representative to the council. A written notice is sent home with all students in Spanish and English when an election of a parent representative takes place. Parents/guardians of all students, including Special Education, Title I, and English learners, as well as interested community members, are encouraged to participate. The School Site Council is responsible for approving all budgets, school plans, the safety plan, and the supplemental educational program at Echo Valley to improve student achievement. Meetings are open to the public, and the agenda is posted at least 72 hours prior to the meeting.

Parent Teacher Group (PTG): An active group of parents organize student-centered fundraising activities. PTG participation is open to the entire school community. Officers are elected annually. Money generated by PTG activities funds classroom field trips, part of science camp, and classroom supplies. The PTG organizes the Fall Festival and several other fundraisers, such as Movie Nights, throughout the year. The PTG works on building school spirit and a sense of community among families. Recently this organization has not been able to meet due to school closures, However, they continued to be a vital support of activities and teachers during distance learning.

Other opportunities for parent involvement include Back to School and Open House, two band concerts, the annual talent show, annual Posada and Holiday Performance, two book fairs, kindergarten promotion, dolphin of the month, and parent education nights. Parents are also welcomed to join for special classroom events. The administrative team hosts an active Facebook page and open door policy. Black Board Connect is used for text and website notifications about all school events. A monthly newsletter is sent home and posted on the website. Parents can contact the office for more information.

Echo Valley's parent attendance at school-wide events and parent-teacher conferencing is always very high. There is a sense of community that is most evident in all celebratory opportunities. A positive school climate ensures that parents of all students are welcome and willing to be part of our community and often is the entry point for parent participation among our geographically diverse community.

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

(data collected between July through June, each full school year respectively)

Rate	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Suspensions	3.1	0.9	4.3	4.1	3.5	3.5
Expulsions	0.0	0.0	0.1	0.1	0.1	0.1

Suspensions and Expulsions for School Year 2019-2020 Only

(data collected between July through February, partial school year due to the COVID-19 pandemic)

Rate	School 2019-20	District 2019-20	State 2019-20
Suspensions	0.0	0.0	
Expulsions	0.0	0.0	

Note: The 2019-2020 suspensions and expulsions rate data are not comparable to prior year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to prior years.

School Safety Plan (School Year 2020-2021)

Echo Valley Elementary provides a safe and positive learning environment for all students. Due to distance learning, the School Safety plan has seen an increase in the importance of the MTSS System, as well as the SARB system. Student referrals to the site's MTSS team ensures that guide plans are developed for students. These plans, which support families and students, ensure that students are receiving all available supports and can access a high quality education. Attendance monitoring through the Illuminate grade book ensures that all families are participating in synchronous and asynchronous learning.

The school has school-wide discipline guidelines. Echo Valley practices Multi Tiered Systems and Supports (MTSS), a form of progressive discipline and interventions for all students. There is a Tier 2 team that consists of administration, the resource teacher, the school psychologist and district personnel that meet monthly to review behavior and academic data to determine next steps in interventions and supports for students.

Echo Valley also uses data from the California Healthy Kids Survey to ensure a positive school climate for all students. It was determined there was a need for an anti-bullying matrix and curriculum. Therefore, staff has been trained on how to implement the Second Steps Social Emotional Learning curriculum; also in use during distance learning. Anti-bullying assemblies, held for all grade levels, are student led, with student performers spreading the message of kindness and empathy. Student feedback collected after each assembly demonstrated an interest in establishing a student safety patrol at the site. Students created interview questions and assisted in creating a job description.

All Echo Valley staff have undergone Emergency Response training and an incident command team has been formed at the site. Monthly safety drills provide everyone practice with emergency procedures and incident command routines. In addition, Echo Valley has a school psychologist and a mental health counselor available to assist students as needed.

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	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20
	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	17	4	1		23		3	4	24			
1	21	2	1		23		3		22	1	2	
2	25		3		22		2		24	3		
3	23		3		23		4		21		3	
4	24		3		29		2		33		1	
5	30		2		26		3		27		2	
6	29		4		28		3		29		3	
Other**									32		1	

*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 Pupils to Academic Counselor (School Year 2019-2020)

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.

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2018-2019)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$8,186	\$1,299	\$6,887	\$72,930
District	N/A	N/A	\$10,204	\$77,557
Percent Difference - School Site and District	N/A	N/A		
State	N/A	N/A	\$7,750	\$75,706
Percent Difference - School Site and State	N/A	N/A		

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

Types of Services Funded (Fiscal Year 2019-2020)

Echo Valley Elementary School has implemented the following measures in order to ensure that students receive effective instruction:

Multi Tiered Systems of Support . (MTSS) : Students who fail to meet grade-level benchmarks and/or demonstrate social, emotional or behavioral needs are referred to a grade level team meeting, where with the help of administration and available school resources plans for student support are initiated. When all Tier 1 and Tier 2 supports have been exhausted the student is referred to the school Student Support Team (SST) where a more intensive action plan is developed. The SST is comprised of the principal, classroom teacher, resource team personnel, and parents. The SST meets monthly and on an as-needed basis. If it is determined that a closer look is warranted, there is a referral to the Special Ed team. The SST team is supported through the use of substitute teachers who relieve teachers so they can attend the meetings.

Echo Valley funds additional opportunities to support our teachers and our students include coaching for arts integration and training for Benchmark Advance. The Instructional Leadership Team (ILT) is given opportunities to spend time observing and coaching each other. These activities are intended to support 21st century learning and engagement in the classroom. Throughout Distance Learning Echo Valley has offered substantial training in technology uses and applications. These trainings have taken place in district wide, school wide, and individual basis as needed.

The Instructional Leadership Team (ILT) also spends the majority of their time working on the progress of Achievement Teams. The ILT spends time guiding teams of teachers in the Achievement Teams system for which they are trained. They also look at data for the school in areas of academics, attendance, and behavior.

Tier 1 Team: The Tier 1 team is comprised of teachers, administration, classified employees, behavior support professionals, and mental health professionals. The team looks at school wide behavior data and supports through the analysis of trends. Among the initiatives they've begun are High fives at recess and lunch and 4th grade support through a male mentorship program. High fives are given out for exceptional behavior. Male mentors from our staff including support staff, teachers, and custodians support boys in need of positive role models.

After-school Supplemental Support (ASES): Based on various assessments, students are identified for after school support. Intervention services are provided to struggling students in the form of small group instruction provided by credentialed teachers. We are currently in the process of adding additional intervention support personnel and working with teachers to provide a strong Tier I program.

Bilingual Instructional Aide and English Learner Instructional Specialist: Support staff work with small groups of students with lower English proficiency and literacy levels each week. Modeling of lessons, help with grouping, and support with materials is also provided.

Teacher and Administrative Salaries (Fiscal Year 2018-2019)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$48,095	\$47,145
Mid-Range Teacher Salary	\$73,196	\$74,952
Highest Teacher Salary	\$100,868	\$96,092
Average Principal Salary (Elementary)	\$123,588	\$116,716
Average Principal Salary (Middle)	\$123,778	\$120,813
Average Principal Salary (High)	\$139,573	\$131,905
Superintendent Salary	\$191,038	\$192,565
Percent of Budget for Teacher Salaries	32.0	31.0

Category	District Amount	State Average For Districts In Same Category
Percent of Budget for Administrative Salaries	6.0	6.0

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	2018-19	2019-20	2020-21
Number of school days dedicated to Staff Development and Continuous Improvement	48	38	37

There are many means of support for the staff of Echo Valley Elementary in terms of Professional Development. Distance Learning has brought us to new frontiers and focuses to enhance learning for our students. Our technology and arts specialist has become even more vital in working with staff around technology education and pedagogy. Support is provided by means of weekly Professional Development as well as one-on-one or grade level support. Echo Valley still maintains focused on the arts. Our staff and administrators have worked on plans of support both school-wide and individually with our specialist and consultants.

There have been trainings around Lexia and Let's Go Learn, tools to support assessments and interventions. Working together with our staff and personnel from the mentioned companies, we have begun individualized plans for our students designed to minimize learning loss.

The principal is currently pursuing certification with ISTE (International Society of Technology and Education). This high level training allows her to work with her staff tying pedagogy and technology together for both distance and in person learning. She has attended the summer conference, the design conference and ISTE2020 Live. Echo Valley is still actively involved with training around Achievement Teams, and connecting these strategies to support the MTSS system and interventions provided. Work with Steve Ventura, consultant, has been vital in this pursuit. Echo Valley maintains resources exclusive to our staff which is updated as needed.