Sierra Pass Continuation School School Accountability Report Card Reported Using Data from the 2015-16 School Year Published During 2016-17

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC Web page at http://www.cde.ca.gov/ta/ac/sa/.
- For more information about the LCFF or LCAP, see the CDE LCFF Web page at http://www.cde.ca.gov/fg/aa/lc/.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest Web page at http://dq.cde.ca.gov/dataquest/that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

About This School

Contact Information (School Year 2016-17)

| School Contact Inform | School Contact Information | | |
|-----------------------|-----------------------------------|--|--|
| School Name | Sierra Pass Continuation School | | |
| Street | 109 Beckwith Road | | |
| City, State, Zip | Loyalton CA 96118 | | |
| Phone Number | 530-993-1660 x*847 | | |
| Principal | Thomas Jones | | |
| E-mail Address | tjones@spjusd.org | | |
| Web Site | sierracountyofficeofeducation.org | | |
| CDS Code | 46701774630034 | | |

| District Contact Infor | District Contact Information | | |
|-------------------------------|---|--|--|
| District Name | Sierra-Plumas Joint Unified School District | | |
| Phone Number | 530 993-1660 ext. *837 | | |
| Superintendent | Dr. Merrill M. Grant | | |
| E-mail Address | mgrant@spjusd.org | | |
| Web Site | sierracountyofficeofeducation.org | | |

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

Sierra Pass Continuation High School is a small alternative education school located in a small rural county. We strive to give the students a comprehensive high school experience while addressing their unique educational needs with personalized academics and scheduling. Students receive personalized attention in setting and achieving their academic goals. The dedicated staff can tailor each student's academic and vocational programs to directly address their needs while meeting the requirements for graduation.

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

| Grade | Number of | |
|------------------|-----------|--|
| Level | Students | |
| Grade 12 | 6 | |
| Total Enrollment | 6 | |

Student Enrollment by Group (School Year 2015-16)

| Student Group | Percent of Total Enrollment | |
|-------------------------------------|-----------------------------|--|
| Black or African American | 0 | |
| American Indian or Alaska Native | 0 | |
| Asian | 0 | |
| Filipino | 0 | |
| Hispanic or Latino | 16.7 | |
| Native Hawaiian or Pacific Islander | 0 | |
| White | 83.3 | |
| Two or More Races | 0 | |
| Socioeconomically Disadvantaged | 83.3 | |
| English Learners | 0 | |
| Students with Disabilities | 50 | |
| Foster Youth | 0 | |

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

| | School | | | District |
|--|---------|---------|---------|----------|
| Teachers | 2014-15 | 2015-16 | 2016-17 | 2016-17 |
| With Full Credential | 0 | 0 | 1 | 26 |
| Without Full Credential | 0 | 0 | 0 | 2 |
| Teaching Outside Subject Area of Competence (with full credential) | 1 | 1 | 1 | 6 |

Teacher Misassignments and Vacant Teacher Positions

| Indicator | 2014-15 | 2015-16 | 2016-17 |
|--|---------|---------|---------|
| Misassignments of Teachers of English Learners | 0 | 0 | 0 |
| Total Teacher Misassignments * | 1 | 1 | 1 |
| 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.

Core Academic Classes Taught by Highly Qualified Teachers (School Year 2015-16)

| | Percent of Classes In Core Academic Subjects | | |
|----------------------------------|--|---|--|
| Location of Classes | Taught by Highly Qualified Teachers | Not Taught by Highly Qualified Teachers | |
| This School | 8.3 | 91.7 | |
| All Schools in District | 72.2 | 27.8 | |
| High-Poverty Schools in District | 66.7 | 33.3 | |
| Low-Poverty Schools in District | 74.7 | 25.3 | |

Note: High-poverty schools are defined as those schools with student eligibility of approximately 40 percent or more in the free and reduced price meals program. Low-poverty schools are those with student eligibility of approximately 39 percent or less in the free and reduced price meals program.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2016-17)

Year and month in which data were collected: November 2014

^{*} Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

| Subject | Textbooks and Instructional Materials/ Year of Adoption | From Most Recent Adoption? | Percent of Students Lacking Own Assigned Copy |
|-----------------------|--|----------------------------------|---|
| Reading/Language Arts | Grades 7 & 8: Windows and Mirrors Levels Levels 1&2, EMC Publishing LLC, 2016, Adopted 2016 Grades 9-12: Windows and Mirrors Levels 3&4, American, and British Literature, EMC Publishing LLC, 2016, Adopted 2016 AP English Lit: Norton Introduction to Literature - W.W. Norton & Company, 2002 Adopted 2003 AP English Lang: The Norton Reader: An Anthology of Nonfiction Prose, W.W. Norton & Company, 2000 Adopted 2003 AP English Lang: Everything's an Argument, Bedford/St. Martin's, 2001 Adopted 2003 Grades 7-12: Holt Handbook - Holt, Rinehart, & Winston, 2003 Adopted 2003 Grades 10-12: Literature & Language Arts, Third to Sixth Courses - Holt, Rinehart, & Winston, 2003 Adopted 2003 Basic English Composition, American Guidance Services, Inc. (AGS), 2003, Not Adopted Basic English Grammar, American Guidance Services, Inc. (AGS), 2003, Not Adopted Basic English, American Guidance Services, Inc. (AGS), 1999, Not Adopted Exploring Literature, American Guidance Services, Inc. (AGS), 1999, Not Adopted World Literature, American Guidance Services, Inc. (AGS), 1999, Not Adopted American Literature, American Guidance Services, Inc. (AGS), 1999, Not Adopted | Yes | 0 |

| Subject | Textbooks and Instructional Materials/ Year of Adoption | From Most Recent Adoption? | Percent of Students Lacking Own Assigned Copy |
|---------|---|----------------------------------|---|
| | Grade 7 - Mathematics, Course 2 Common Core Math, Pearson/Prentice Hall, 2013 Adopted 2015 Grade 8 - Mathematics, Course 3 Common Core Math, Pearson/Prentice Hall, 2013 Adopted 2015 Algebra 1 - Algebra 1 Common Core - Pearson, 2015 Adopted 2015 Geometry - Geometry Common Core - Pearson, 2015 Adopted 2015 Algebra 2 - Algebra II Common Core - Pearson, 2015 Adopted 2015 Trigonometry/Advanced Math Topics - PreCalculus - Houghton Mifflin Company, 2004 Adopted 2009 Calculus - Calculus Common Core - Pearson, 2015 Adopted 2015 Algebra 1 - Glencoe/McGraw-Hill Companies, 2008 Adopted 2009 Basic Math Skills, American Guidance Services, Inc. (AGS), 2003 Life Skills Mathematics, American Guidance Services, Inc. (AGS), 2003 Pre Algebra, American Guidance Services, Inc. (AGS), 2004 Algebra 2, American Guidance Services, Inc. (AGS), 2004 Geometry, American Guidance Services, Inc. (AGS), 2005 Consumer Mathematics, American Guidance Services, Inc. (AGS), 2003 | Yes | 0 |

| Subject | Textbooks and Instructional Materials/ Year of Adoption | From Most Recent Adoption? | Percent of Students Lacking Own Assigned Copy |
|------------------------|---|----------------------------------|---|
| Science | Grade 7 - Life Science, Glencoe McGraw Hill, 2012 Adopted 2013 Grade 8 - Physical Science, Glencoe McGraw Hill, 2012 Adopted 2013 Biology - Biology, Glencoe McGraw-Hill, 2012 Adopted 2013 Earth Science - Geology, The Environment, and the Universe, McGraw-Hill Companies, 2013 Adopted 2013 Chemistry - Chemistry - Glencoe McGraw Hill, 2013 Adopted 2013 AP Chemistry - Chemistry, AP Edition, 8th Edition, Brooks/Cole Cengage Learning, 2012 Adopted 2013 Physics - Physics - Pearson, 2012 Adopted 2013 Biology - Glencoe/McGraw-Hill, 2012 Adopted 2013 Earth Science - Geology, The Environment, and the Universe, McGraw-Hill Companies, 2013 Adopted 2013 Earth Science, American Guidance Services, Inc. (AGS), 2004, Not Adopted Biology, American Guidance Services, Inc. (AGS), 2004, Not Adopted Physical Science, American Guidance Services, Inc. (AGS), 2004, Not Adopted | Yes | 0 |
| History-Social Science | World History - Modern World History Patterns of Interaction - McDougal Littell 2009 Adopted 2009 US History - The Americans, McDougall-Littell, 2000 Adopted 2001 Government - Magruder's American Government - Prentice Hall Adopted 2013 Economics - Principles in Action - Prentice Hall 2007 Adopted 2009 World History, American Guidance Services, Inc. (AGS), 2001, Not Adopted World Geography, American Guidance Services, Inc. (AGS), 2001, Not Adopted US History, American Guidance Services, Inc. (AGS), 2005, Not Adopted History of Our Nation, 1865 to Present, American Guidance Services, Inc. (AGS), 2005, Not Adopted US Government, American Guidance Services, Inc. (AGS), 2005, Not Adopted Economics, American Guidance Services, Inc. (AGS), 2005, Not Adopted Economics, American Guidance Services, Inc. (AGS), 2005, Not Adopted | Yes | 0 |
| Foreign Language | | | N/A |

| Subject | Textbooks and Instructional Materials/ Year of Adoption | From Most Recent Adoption? | Percent of Students Lacking Own Assigned Copy |
|---------|---|----------------------------------|---|
| Health | Health Promotion Waves curriculum - Health Wave, 2010, all reproducible units Adopted 2011 Discover Health, American Guidance Services, Inc. (AGS), 2000, Not Adopted | Yes | N/A |

School Facility Conditions and Planned Improvements (Most Recent Year)

To determine the condition of our facilities, our district performs an annual inspection using the Facilities Inspection Tool, which is issued by the Office of Public School Construction. Sierra Pass school consists of one portable building and relocatable restroom. Based on that survey, we've answered the questions you see on this report. Please note that the information reflects the condition of our building as of the date of the report. Since that time, those conditions may have changed.

School Facility Good Repair Status (Most Recent Year)

| School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: October 2016 | | | | | | |
|---|---------------|--|------|---|--|--|
| | Repair Status | | | Repair Needed and | | |
| System Inspected | Good Fair | | Poor | Action Taken or Planned | | |
| Systems: Gas Leaks, Mechanical/HVAC, Sewer | Х | | | | | |
| Interior: Interior Surfaces | Х | | | | | |
| Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation | Х | | | | | |
| Electrical: Electrical | Х | | | | | |
| Restrooms/Fountains: Restrooms, Sinks/ Fountains | | | Х | The relocatable restroom linoleum is cracked for both the male and female student entrance way. | | |
| Safety: Fire Safety, Hazardous Materials | Х | | | | | |
| Structural: Structural Damage, Roofs | Х | | | | | |
| External: Playground/School Grounds, Windows/ Doors/Gates/Fences | Х | | | | | |

Overall Facility Rating (Most Recent Year)

| Year and month of the most recent FIT report: October 2016 | | | | | | | | | |
|--|-----------|------|------|------|--|--|--|--|--|
| 0 | Exemplary | Good | Fair | Poor | | | | | |
| Overall Rating | | Х | | | | | | | |

B. Pupil Outcomes

State Priority: Pupil Achievement

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

- Statewide assessments (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study

CAASPP Test Results in English Language Arts/Literacy (ELA) and Mathematics for All Students

| | I | Percent of Stud | ents Meeting or (grades 3- | Exceeding the 8 and 11) | State Standards | 3 | |
|--------------------------------|---------|-----------------|-------------------------------|-------------------------|-----------------|---------|--|
| Subject | Sch | ool | Dist | trict | State | | |
| | 2014-15 | 2015-16 | 2014-15 | 2015-16 | 2014-15 | 2015-16 | |
| English Language Arts/Literacy | | - | 45 | 44 | 44 | 48 | |
| Mathematics | | - | 34 | 41 | 34 | 36 | |

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

CAASPP Test Results in Science for All Students

| Subject | | Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards) | | | | | | | | | |
|-------------------------------|---------|--|---------|----------|---------|---------|---------|---------|---------|--|--|
| | School | | | District | | | State | | | | |
| | 2013-14 | 2014-15 | 2015-16 | 2013-14 | 2014-15 | 2015-16 | 2013-14 | 2014-15 | 2015-16 | | |
| Science (grades 5, 8, and 10) | | 72 54 | | | | | | | | | |

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

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

Career Technical Education Programs (School Year 2015-16)

Being a continuation school, Sierra Pass has limited time that the students attend class. They are required to spend 15 hours a week at school. This leaves little time to take classes related to career technical education. Our teacher does spend time with them on assisting students with resume writing, filling our applications, and doing career research. We are also limited on facilities that can provide CTE classes. Sierra Pass students do participate in a horticulture class as an elective.

Career Technical Education Participation (School Year 2015-16)

| Measure | | | | | | |
|--|---|--|--|--|--|--|
| Number of pupils participating in CTE | | | | | | |
| % of pupils completing a CTE program and earning a high school diploma | | | | | | |
| % of CTE courses sequenced or articulated between the school and institutions of postsecondary education | 0 | | | | | |

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

| UC/CSU Course Measure | Percent |
|---|---------|
| 2015-16 Pupils Enrolled in Courses Required for UC/CSU Admission | 100 |
| 2014-15 Graduates Who Completed All Courses Required for UC/CSU Admission | 25 |

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the Other Pupil Outcomes State Priority (Priority 8):

• Pupil outcomes in the subject areas of physical education.

C. Engagement

State Priority: Parental Involvement

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

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

Opportunities for Parental Involvement (School Year 2016-17)

Parents are encouraged and welcome to visit their child's classroom at any time during the school day. Meetings with parents happen as soon as a student appears to be falling behind their scheduled course of study for graduation. Students and parents are encouraged to participate in annual 4-year planning sessions that are held each spring before the start of the next school year. These sessions are an opportunity to review their students' progress toward graduation and determine their next year's classes. At the beginning of each school year, the parents and students are provided with their log-in information for PowerSchool access. This gives them the opportunity to monitor completion and grades of assignments for each class.

State Priority: Pupil Engagement

The SARC provides the following information relevant to the Pupil Engagement State Priority (Priority 5):

- High school dropout rates; and
- High school graduation rates.

Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

| la di cata a | | School | | | District | | | State | |
|------------------------|---------|---------|---------|---------|----------|---------|---------|---------|---------|
| Indicator | 2012-13 | 2013-14 | 2014-15 | 2012-13 | 2013-14 | 2014-15 | 2012-13 | 2013-14 | 2014-15 |
| Dropout Rate | 2.60 | 2.80 | 88.00 | 2.60 | 2.80 | 88.00 | 11.40 | 11.50 | 10.70 |
| Graduation Rate | 94.74 | 94.44 | 4.00 | 94.74 | 94.44 | 4.00 | 80.44 | 80.95 | 82.27 |

Completion of High School Graduation Requirements - Graduating Class of 2015 (One-Year Rate)

| Gravia | | Graduating Class of 2015 | |
|----------------------------------|--------|--------------------------|-------|
| Group | School | District | State |
| All Students | 50 | 8 | 86 |
| Black or African American | 0 | 0 | 78 |
| American Indian or Alaska Native | 0 | 0 | 78 |
| Asian | 0 | 0 | 93 |
| Filipino | 0 | 0 | 93 |
| Hispanic or Latino | 0 | 0 | 83 |
| Native Hawaiian/Pacific Islander | 0 | 0 | 85 |
| White | 67 | 13 | 91 |
| Two or More Races | 0 | 0 | 89 |
| Socioeconomically Disadvantaged | 0 | 0 | 66 |
| English Learners | 0 | 0 | 54 |
| Students with Disabilities | 0 | 0 | 78 |

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

| | | School | | | District | | State | | |
|-------------|---------|---------|---------|---------|----------|---------|---------|---------|---------|
| Rate | 2013-14 | 2014-15 | 2015-16 | 2013-14 | 2014-15 | 2015-16 | 2013-14 | 2014-15 | 2015-16 |
| Suspensions | 0.0 | 0.0 | 9.1 | 0.0 | 0.0 | 1.0 | 4.4 | 3.8 | 3.7 |
| Expulsions | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 0.1 | 0.1 |

School Safety Plan (School Year 2016-17)

Sierra Pass Continuation High School staff and students enjoy a safe place to work and learn. Staff members remain vigilant during school breaks and before and after school each day. All visitors are asked to check in at the district office, and regular school volunteers are screened through the district screening process. The district School Safety Plan was revised and implemented in the fall of 2008 and reviewed annually since. Monthly safety drills are performed; students are well aware of safety procedures during safety drills. District personnel are assigned to review health records and report to the staff the special health needs of students.

The Leadership team of the Sierra-Plumas Joint Unified School District has completed an update of our district/schools Safety Plan. Our Safety Plan is based on the National Emergency Management System and is reviewed by the Board of Education annually.

D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

Federal Intervention Program (School Year 2016-17)

| Indicator | School | District |
|---|--------|-----------|
| Program Improvement Status | | Not In PI |
| First Year of Program Improvement | | |
| Year in Program Improvement* | | |
| Number of Schools Currently in Program Improvement | N/A | 0 |
| Percent of Schools Currently in Program Improvement | N/A | .0 |

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

Average Class Size and Class Size Distribution (Secondary)

| | | 201 | 3-14 | | | 2014-15 | | | | 2015-16 | | | |
|----------------|---------------------------|------|---------------------------|-----|---------------|---------|-------|------------|---------------|---------|-------|-----|--|
| C | Avg. Number of Classrooms | | Avg. Number of Classrooms | | | Avg. | Numb | er of Clas | srooms | | | | |
| | Class Size | 1-22 | 23-32 | 33+ | Class Size | 1-22 | 23-32 | 33+ | Class Size | 1-22 | 23-32 | 33+ | |
| English | 3 | 4 | | | 2 | 8 | | | 2 | 8 | | | |
| Mathematics | 3 | 4 | | | 1 | 3 | | | 1 | 3 | | | |
| Science | 2 | 3 | | | 1 | 3 | | | 1 | 3 | | | |
| Social Science | 3 | 4 | | | 1 | 6 | | | 1 | 6 | | | |

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 2015-16)

| Title | Number of FTE Assigned to School | Average Number of Students per Academic Counselor |
|---|-------------------------------------|--|
| Academic Counselor | 0 | 0 |
| Counselor (Social/Behavioral or Career Development) | 0 | N/A |
| Library Media Teacher (Librarian) | 0 | N/A |
| Library Media Services Staff (Paraprofessional) | 0 | N/A |
| Psychologist | 0 | N/A |
| Social Worker | 0 | N/A |
| Nurse | 0 | N/A |
| Speech/Language/Hearing Specialist | 0 | N/A |
| Resource Specialist | 0 | N/A |
| Other | 0 | N/A |

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

^{*}One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Expenditures per Pupil and School Site Teacher Salaries (Fiscal Year 2014-15)

| | | Average | | | |
|--|-------|-----------------------------|------------------------|-------------------|--|
| Level | Total | Supplemental/ Restricted | Basic/ Unrestricted | Teacher Salary | |
| School Site | 16865 | 662 | \$16,203 | 51,146 | |
| District | N/A | N/A | \$13,303 | \$58,159 | |
| Percent Difference: School Site and District | N/A | N/A | 21.8 | -12.1 | |
| State | N/A | N/A | \$9,867 | \$73,659 | |
| Percent Difference: School Site and State | N/A | N/A | 64.2 | -30.6 | |

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

Types of Services Funded (Fiscal Year 2015-16)

N/A

Teacher and Administrative Salaries (Fiscal Year 2014-15)

| Category | District Amount | State Average for Districts In Same Category |
|---|-----------------|--|
| Beginning Teacher Salary | \$34,346 | \$40,430 |
| Mid-Range Teacher Salary | \$52,425 | \$58,909 |
| Highest Teacher Salary | \$74,075 | \$77,358 |
| Average Principal Salary (High) | \$101,919 | \$100,453 |
| Superintendent Salary | \$139,446 | \$123,728 |
| Percent of Budget for Teacher Salaries | 29% | 32% |
| 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)

Sierra Pass Continuation High School has one certificated teacher. She seeks out professional development in all areas of curriculum and behavior. School funds are available for staff to attend a variety of subject specific or general professional development programs during the school year and summers. There is a provision in the certificated contract to pay stipends to teachers for attending inservice programs during school holidays or school vacations. Release time is provided for programs offered during the school year. Administration makes every effort to encourage and support professional development.