

INDICATORS OF THE CONDITIONS OF THE SCHOOL (Continued)

Class Sizes and Teaching Loads

As a result of an agreement negotiated with the Fontana Teachers Association the district staff was at an average of 31 students per class, K-5. Due to individual grade loads, however, some classes were higher or lower than the average.

The District provides seven extra teachers in the Special Education Department.

1995-96 Distribution of Children for Each Teacher

<u>NUMBER OF CLASSES</u>	<u>STUDENT NUMBERS</u>
3	0-5
8	6-10
8	11-15
6	21-25
36	26-30
129	31-35
59	36-40
8	41-45
12	51-55
16	56-60
1	61-65

Teacher Assignment

Every teacher in Sequoia Middle School is properly certified to teach at the appropriate grade level.

Textbooks and Instructional Materials

Consistent with school district policy, all textbooks are within the states seven year adoption cycle. In 1995-96, the District adopted a new series for mathematics. In addition to the new textbooks, the district provided math manipulatives and calculators for all classrooms. 1995-96 was the adoption year for a new language arts series (reading, writing, spelling, etc.). In 1991-92 new Social Science-History texts were adopted and in 1992-93 new Science texts were purchased. Each student received new materials through these adoptions.

Counseling and Support Services

The school enjoys the services of a full-time Library Specialist, two counselors, part time speech therapists, psychologists, an adaptive P.E. teacher, a nurse, and a five hour health clerk. The present ratio of 794 students per counselor is far from adequate, but basically our academic counseling needs are being met.

Substitute Teachers

As is the case with all surrounding school districts, the Fontana Unified School District is not always able to find substitutes who are qualified to teach in our school. However, in an attempt to provide more substitutes, our Board approved all teachers to substitute at Fontana schools when off-track or during summer vacation.

School Facilities and Safety

According to the Standard School Crime Report for the 1996/96 school year, there were 346 safety related incidents at Sequoia Middle School. This normally includes incidents as fights which are grounds for suspension, several types of vandalism, property crimes, and incidents related to weapons or substance abuse.

Classroom Discipline & Climate for Learning

There is general agreement among all school staff on the instructional goals of the school, the policy for maintaining order and the need for everyone to cooperate. The school and District administration have been especially supportive of our instructional program of which parents highly approve and about which students are excited.

Quality of Instruction & Leadership

There is a variety of programs on the campus to meet the diversity of the student needs. These include: Special Education, Gifted Academic and Music Program, programs for students with Limited English Proficiency (LEP), CCC Computer Lab, plus two additional networked computer labs, and numerous programs run by our counselors to meet the individual needs of different groups on our campus.

Teacher Evaluation & Professional Improvement

In accordance with the negotiated contract all permanent teachers in the Fontana Unified School District are evaluated on a two-year cycle. The evaluation procedures used are consistent with research on useful evaluation and State law and administrators are fully trained in using the instrument.

Probationary teachers (those teachers working less than two years in the District) are observed at least three times per year and receive two formal evaluations annually.

Training & Curriculum Improvement

Sequoia Middle School has an on-going plan for staff development and curriculum improvement. This plan was developed jointly by the teachers and the administration after much research and discussion. Features of the plan include opportunities for teachers to observe and coach each other, travel to select conferences, and meet with consultants from the District Staff Development Department as well as consultants from outside the District. We are most appreciative of the minimum days and of student non-attendance days when teachers spend entire days acquiring new teaching skills and developing new programs.

Salary Reporting 1995-96

The law requires we report our salary structure compared to similar district statewide averages. The most current data provided by the California Department of Education is for the 1995-96 school year.

The lowest beginning teachers' annual salary is \$28,280 for 182 days of service or \$155.38 per day. The statewide average for beginning teachers in districts similar to ours is \$26,980 annually.

The average mid-range salary is \$42,600 for 182 days of service or \$228.57 per day in our district. The statewide mid-range salary is \$42,403 in districts similar to ours.

The highest salary for a teacher in our district is \$53,182 or \$292.21 per day in our district. The statewide average for the highest paid teachers in districts similar to ours is \$49,859.

All teachers salaries represent 42.7% of the total budget.

Principals' salaries vary according to time in the position and work year; however, when salaries are averaged for all such principals, their annual averaged salary is \$62,399 or 299.77 per day of service. The statewide average for principals is \$67,192.

Our district superintendents' salaries vary based on responsibility; however, when salaries were averaged their annual average salary (1994-95) was \$90,124 which equal 0.3% of the total budget. Superintendents are paid to work 220 days excluding weekends, holidays, and vacation at an average daily rate of \$409.65. They are responsible for the services performed by 2,414 certificated and classified employees and for about 31,000 students. Data is not available for districts with similar numbers of students; however, the 1994-95 state average for superintendents in similar districts was \$114,830.

All certificated and classified administrative salaries and board stipends in our district represent 4.53% of the total budget.