## CALIFORNIA MONTESSORI PROJECT

CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale

California Montessori Project Central Administration Office 5330A Gibbons Dr. Suite 700 Carmichael, CA 95608 (916) 971-2432 phone (916) 971-2436 Fax

## **Executive Director's Message**



California Montessori Project (CMP) is a public charter school network (K-8) serving over 2000 students on six campuses located throughout the greater Sacramento area. Previously sponsored by Wheatland School District from 2001 through 2006, CMP currently operates under four charters, authorized by Buckeye Union, Elk Grove Unified,

Sacramento City Unified and San Juan Unified School Districts. Our campuses are located in Shingle Springs, Elk Grove, Sacramento, Fair Oaks, Orangevale and Carmichael.

The Montessori philosophy states that a child has an innate desire to learn and produce purposeful, meaningful work. Dr. Maria Montessori believed that the role of an adult in a child's education is to provide an appropriate environment, complete with tools and methods, to facilitate the child's own discovery of knowledge and skills at the time when it has the most impact for him/her as an individual. This system has a foundation based on trust and respect of the individual, and a belief that children will soar beyond traditional expectations.

California Montessori Project offers an environment which has the tools, programs, resources, and support to enable students to become educated to high academic standards, and to develop themselves to their fullest capacity as competent, happy, productive individuals, family members, employers/employees, and contributors to a better society and a peaceful world. This is achieved through a strong commitment from the parents, teachers, community groups, legislature and, most importantly, the individual child. CMP is grounded in a philosophy of trust in individuals to seek their greatest potential.

CMP holds that an educated person is well-rounded and balanced. The CMP student shall become a collaborative member of a community, motivated to set and achieve high goals. CMP encourages students to demonstrate empathy towards others through respectful and productive communications. The student is guided to view him/herself as a global citizen who is empowered, and responsible, for making positive changes in the world within the immediate environment. The CMP student develops personal habits leading to a healthy lifestyle which includes balancing leisure, work, family, exercise, nutrition and community.

#### **American River Campus**

6838 Kermit Lane. Fair Oaks, CA 95628 Phone: (916) 864-0081Fax: (916) 864-0084 Julie Miller—Principal

#### **Carmichael Campus**

5330A Gibbons Dr. Ste 750.Carmichael, CA 95608 Phone: (916) 971-2430 Fax: (916) 971-2435 Kim Aldridge—Principal

#### **Orangevale Campus**

6545 Beech Ave, Orangevale, CA 95662 Phone: (916) 673-9389 Fax: (916) 673-9396 Dorothy Hilts—Principal









OR Principal Dorothy Hi

## Principals' Message

The California Montessori Project-San Juan Charter Schools consist of three campuses: CMP-American River in Fair Oaks at the Leighton Little John School, CMP-Carmichael located at the La Sierra Community Center, leased through Carmichael Recreation and Parks Department and CMP-Orangevale located in the Thomas Coleman School which opened in the fall of 2010. The school charters are authorized through San Juan Unified School District. As a Montessori charter, the philosophical and curriculum approach is based on the Montessori Method, developed over 100 years ago by Dr. Maria Montessori.

Emphasis is placed on student development as independent, life-long learners. Regular assessments allow students to be challenged academically at their own pace. Concepts are introduced utilizing hands-on materials and reinforced thorough individual and project-based work. Small-group collaborative learning strengthens academic and social skills within the classroom community. In addition to specialized Montessori and support materials, the classrooms are equipped with computers allowing students to work on self-paced reading, math, technical and foreign language skills.

Teachers are Montessori certified and state credentialed. On-going staff development supports the goal of life-long learning and builds upon a strong academic program. CMP-San Juan campuses have been accredited through the Western Association of Schools and Colleges (WASC) and the American Montessori Society (AMS).

#### 2011-2012 School Accountability Report Card

## **CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale**

Every school in California is required by state law to publish a School Accountability Report Card (SARC), by February 1 of each year. The SARC contains information about the condition and performance of each California public school.

For more information about SARC requirements, see the California Department of Education (CDE) SARC website at http://www.cde.ca.gov/ta/ac/sa/.

For additional information about the CMP-San Juan schools, parents and community members are encouraged to contact the school principal or the district office. Contact information for the CMP-San Juan schools and the CMP-Central Administration Office can be found at the top of page one of the 2011-2012 CMP-San Juan SARC.

#### **School Facilities**

The CMP-Carmichael Campus moved to the La Sierra Community Center in the summer of 2011. The facility was renovated with new flooring, electrical wiring, HVAC systems, and classroom sinks prior to the campus' relocation. The large facility, built in 1958, was originally La Sierra High School, and since 1984 has been used by CRPD as a community center. The campus now has 15 classrooms, a library, and a multi-purpose room, use of a gymnasium, special education rooms, and administrative space. A large field and play structure meets the needs of the larger student body. Restrooms are available for student use on two of the wings. The facility is maintained by CRPD, with nightly cleaning done through an outsourced janitorial service. A long term lease will allow the Carmichael Campus to grow, giving access to a quality, tuition-free Montessori education to more students and their families. Enrollment for the 2011-2012 school year is 325 with an expected growth to over 400 for the 2012-2013 school year.

The CMP-American River Campus is housed at the Leighton Littlejohn Campus, which resides in a residential neighborhood. The facility is leased from the San Juan Unified School District (SJUSD). This facility features 20 classrooms, a library, Science Center, multi-purpose room with stage, Learning Center, two resource rooms and cafeteria operation and hot lunch program through the district. There are also two playgrounds, large asphalt play areas including basketball courts and tetherball, and extensive play/sports fields. SJUSD maintenance and custodial staff maintain the campus and provide janitorial service. The campus currently has approximately 400 students.

The CMP-Orangevale Campus opened in August 2010 at the Thomas Coleman Campus, which resides in a residential neighborhood. The facility is leased from SJUSD through June 2016. The campus is shared with SJUSD Child Development Programs. Currently CMP-Orangevale occupies nine classrooms, which include three kindergartens, five lower elementary classrooms, and one upper elementary classroom. We also have a Club Montessori, room for our before and after school program, also serves as a library and occupational therapy room during the school day. In addition, the campus has a Resource Room and Speech Room. The school has expansive fields with soccer and baseball diamonds, two play structures and a large asphalt area with basket ball, four-square and tetherball. We have access to the Multi-purpose room which is shared with SJUSD Child Development Programs. The SJUSD maintenance and custodial staff maintain the campus and provide janitorial service. The Campus currently has 228 students.



## **Parent Involvement**

Building community is an important component of CMP schools. Parent involvement assists in creating the family feeling at each of the campuses. Parents are asked to volunteer 40 hours with one enrolled child, or 70 hours for two or more children. Many of the parents and other family members exceed this amount. Parents may be involved by helping in the classrooms, driving on field trips, working on fundraising and campus community events or serving on the Campus Advisory Council or CMP Governing Board.

For more information on how to become involved, please contact, American River Principal, Julie Miller at (916) 864-0081, Carmichael Principal, Kim Aldridge at (916) 971-2430, or Orangevale Principal, Dorothy Hilts at (916) 673-9389

## 2011-2012 School Accountability Report Card

## **CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale**

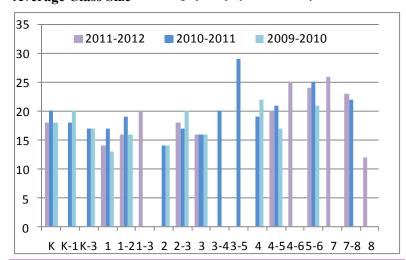
#### **Class Size Distribution**

**Three-Year Comparison** 

	San Juan Campuses: American River ♦ Carmichael ♦ Orangevale											
	Avg.	# o	f Classroon	ns	Avg. Class	# (	of Classrooi	ns	Avg.	# of Classrooms		
Grade Level	Class Size	1-20	21-32	33+	Size	1-20	21-32	33+	Class Size	1-20	21-32	33+
		2009-	2010			2010-	2011			2011-	2012	
K	18	4			20	4			18	10		
K-1	20	3			18	8						
K-3	17	22			17	27						
1	13	5			17	1			14	3		
1-2	16	1			18.5	2			16	4		
1-3									20	9		
2	14	1			14	3						
2-3	20	7			17	5			18	3		
3	16	1			16	3			16	1		
3-4					20	1						
3-4-5					29		1					
4	22		3		19	1	2					
4-5	17	1			21		1		20	1	3	
4-6									25		5	
5-6	21	3	3		25		5		24		1	
7									26		1	
7-8					22	2	2		23	2	1	
8						·			12	1		

## **Average Class Size**

Bar graph displays data over 3 years.





"The unknown energy that can help humanity is that which lies hidden in the child."

~ Maria Montessori

## **School Safety Plan**

California Montessori Project has a School Safety Plan and Emergency Preparedness Handbook that are reviewed, updated and discussed annually with staff and teachers at CMP-San Juan (American River, Carmichael, and Orangevale Campuses). The CMP school-wide Safety Plan was submitted and approved as part of the 2006 Charter Petition in April 2006. Key elements of the plan include monthly drills and crisis intervention plans. Student safety is addressed utilizing the BEST positive reinforcement program which emphasizes safety, respect and responsibility.

On what date was the School Safety Plan last reviewed updated?	Month	Year	
The Education Code requires that this be done by March 1 each year.	August	2012	

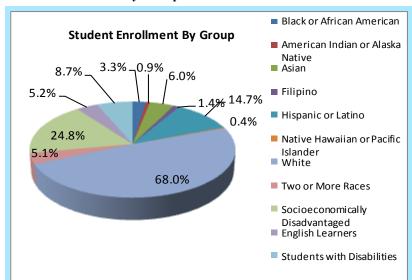
## 2011-2012 School Accountability Report Card

## **CMP-SAN JUAN CAMPUSES: American River ◆ Carmichael ◆ Orangevale**



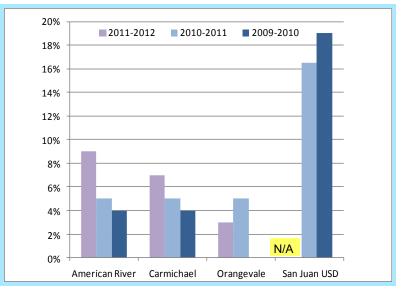
#### Student Enrollment by Group

#### **Total Enrollment = 898**



Data shown reflects suspension incidents divided by total enrollment over three years.

## Suspension and Expulsion Data



#### **Types of Services Funded**

California Montessori Project - San Juan Campuses receive Federal American Recovery and Reinvestment Act of 2009 (ARRA) funds, Federal Local Assistance funds for Special Education through the Yuba County Office of Education Local Plan Area (YCOE SELPA) and Class Size Reduction (CSR) monies.

Additional academic support is provided through our RTI Program which consists of reading and math interventions. Teaching staff also offer no-cost, after-school tutoring programs targeting at-risk students.



"Education should no longer be mostly imparting of knowledge, but must take a new path, seeking the release of human potentialities."

-Maria Montessori

#### **Public Internet Access**

Internet access is available at public libraries and other locations that are publically accessible (e.g., the California State Library). Access is generally provided on a first-come, first-served basis.

## **CMP-SAN JUAN CAMPUSES: American River ◆ Carmichael ◆ Orangevale**

## **Professional Development**

CMP is committed to highly trained and dedicates significant resources toward ongoing professional development. Each year, CMP reserves five non-instructional service days for focused staff training and professional growth to include such topics as: Response to Intervention, Special Education, Montessori curriculum development, academic planning and other areas of educational specialty. CMP also offers occasional afternoon and weekend workshop opportunities that directly enhance teaching practices in line with the school's mission and vision. CMP offers induction support (BTSA) for newly credentialed teachers as well as tuition assistance for approved outside professional development events and activities.

Finally, CMP provides both tuition assistance and compensation incentives to teachers pursuing cross certification in Montessori education through accredited training centers. This additional level of teacher preparation consists of a rigorous course of study combined with practical classroom experience. In combination with CMP's entire professional development program, we are confident that the result is highly-trained teachers who are ready to lead our students into the 21 street control of the control of the



#### **Instructional Materials and Textbooks**

CMP-San Juan curriculum and materials used are aligned with California state standards. Each campus uses state adopted textbooks to complement the Montessori materials.

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Subject	Textbooks and Instructional Materials
English Language Arts K-3	Montessori Word Building Program, Montessori Albanesi Language Arts Curriculum, Primary Phonics, Modern Curriculum Press, Houghton Mifflin, Accelerated Reader
English Language Arts 4 <sup>th</sup> -6 <sup>th</sup>	Montessori Albanesi Language Arts Curriculum, Houston Montessori Reproducible Materials. Historic Literature Novels, Literature Circles Novels, Accelerated Reader
English Language Arts 7 <sup>th</sup> -8 <sup>th</sup>	Houston Montessori Reproducible Materials, Historic Literature Novels, Literature Circles Novels
Mathematics K-3	Montessori Math Lesson, Montessori Albanesi Math Curriculum, Accelerated Math
Mathematics 4 <sup>th</sup> -6 <sup>th</sup>	Montessori Albanesi Math Curriculum, Accelerated Math, Key To Workbook Series
Mathematics 7 <sup>h</sup> -8 <sup>th</sup>	CGP: Mathematics Course Two and Algebra, McDougal Littell: Geometry
Science K-3	Montessori Zoology, Geography and Botany Materials including Maps, Puzzles, Biomes, Solar System and Flags of the World
Science 4 <sup>th</sup> -6 <sup>th</sup>	Montessori Zoology, Biology, Chemistry, Physics
Science 6 <sup>th</sup> -8 <sup>th</sup>	Pearson Prentice Hall: Science Explorer: Physical Science Pearson Prentice Hall: Science Explorer: Life Science
History- Social Science	3 <sup>rd</sup> : Houghton-Mifflin: From Sea to Shining Sea, Montessori History 4 <sup>th</sup> : Houghton-Mifflin: Oh California!, California History Weekly 5 <sup>th</sup> -8 <sup>th</sup> : Teacher's Curriculum Institute: History Alive!

#### **Teacher Qualifications**

This table shows information about Teacher credentials and qualifications . For further

Teacher Credential Information					
Teachers	San Juan U.S.D.	CMP-San Juan Campuses AR ♦ CAR ♦ OV			
	2010-11	2009-10 2010-11 2011-12			
With Clear or Preliminary Credential	2351	36	42	44	
Teaching Outside Subject Area of Competence	0	0	0	0	

## 6

## **CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale**

## **Highly Qualified Teachers**

Core Academic Classes Taught by Highly Qualified Teachers						
Percent of Classes in Core Academic Subjects						
	Taught by Highly Qualified Teachers  Not Taught by Highly Qualified Teachers					
CMP-San Juan Campuses	86%	14%				
All Schools in District	88%	12%				
High-Poverty Schools - Dist	0%	0%				
Low Poverty Schools - Dist	100%	0%				

The Federal Elementary and Secondary Education Act (ESEA), requires that core academic subjects be taught by Highly Qualified Teachers, defined as having at least a bachelor's degree, an appropriate California teaching credential, and demonstrated core academic subject area competence. For more information, see the CDE Improving Teacher and Principal Quality Web page at: http://www.cde.ca.gov/nclb/sr/tq/

Low-poverty schools are defined as those schools having less than a 25% eligibility rate for the Free and Reduced Meals Program. High-poverty schools are defined as those schools having a greater than 40% eligibility rate for the Free and Reduced Meals Program.

#### **Standardized Testing and Reporting (STAR)**

The Standardized Testing and Reporting (STAR) Program consists of several key tests, including the California Standards Test (CST), California Modified Assessment (CMA), and the California Alternate Performance Assessment (CAPA). The CSTs are multiple choice tests in English-Language Arts, Mathematics, Science, and History-Social Science for varying grade levels. Fourth and Seventh grade students also participate in an essay writing test. The CSTs are used to determine the students' achievement on the California Academic Content Standards. These standards describe the knowledge and skills that students are expected to learn at each grade level and subject. The CMA is a modified assessment for students with disabilities who have an Individualized Education Plan (IEP). It is designed to assess those students whose disabilities prevent them from achieving grade-level proficiency on an assessment of the content standards with or without accommodations. The CAPA is an alternative assessment for students with significant cognitive disabilities who are unable to take the CST with accommodations or modifications or the CMA with accommodations.

◆For more information about STAR Testing, please visit: http://star.cde.ca.gov/

#### **STAR Results by Student Group**

**□** Scores not shown when 10 or less students are tested.

Percentage of Students Scoring At Proficient or Advanced Levels					
	Spring 2012 Res	sults			
	English Language Arts	Mathematics	Science	History/Social Science	
All Students in LEA	57%	49%	60%	48%	
All Students at the School	68%	51%	68%	83%	
Male	63%	49%	73%	85%	
Female	72%	53%	63%	81%	
Economically Disadvantaged	50%	35%	45%	69%	
English Learners		•			
Students with Disabilities	37%	34%	64%	0	
Receiving Migrant Education Services		•			
Two or More Races	71%	57%			
Black or African American	50%	29%			
American Indian or Alaska Native	D	•			
Asian	81%	75%			
Filipino	55%	64%		0	
Hispanic or Latino	55%	44%	63%		
Native Hawaiian or Pacific Islander		•			
White (not Hispanic)	71%	52%	71%	83%	

7

## **CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale**

## STAR Results for All Students: Three Year Comparison

In order to compare student achievement to state standards, results are reported as performance levels. Students scoring at the Proficient or Advanced level meet state standards in that content area. The five performance levels are: Advanced—exceeds state standards, Proficient—meets state standards, Basic, Below Basic and Far Below Basic—do not meet state standards.

#### **Percent of Students Scoring Proficient or Advanced**

	CMP-San Juan Campuses			San Juan Unified School District			California		
	09-10	10-11	11-12	09-10	10-11	11-12	09-10	10-11	11-12
English Language Arts	64%	63%	68%	55%	55%	57%	52%	54%	56%
Mathematics	53%	55%	51%	50%	49%	49%	48%	50%	51%
Science	63%	61%	68%	58%	58%	60%	54%	56%	60%
History-Social Science	63%	62%	83%	47%	47%	48%	44%	48%	49%

#### **API Growth By Student Group Over Three Years**

**API Testing Note:** Data are reported for numerically significant groups only; the group must have at least 50 students with valid test scores who make up 15% of the valid test scores, or have at least 100 students with valid test scores.

API Ranks Growth Three-Years	API Growth Score			
CMP-San Juan Campuses	2009	2010	2011	2012
Actual API Change	0	-3	2	814
African American	•			
American Indian or Alaska Native	•			
Asian	•	•	0	
Filipino				
Hispanic or Latino	•	-12		
Pacific Islander	•			
White (non-Hispanic)	-6	3	2	
Socio-Economically Disadvantaged	-2	-7	-22	
English Learners	•			
Students with Disabilities				

#### Academic Performance Index (API)

The Academic Performance Index (API) is an annual measure of the academic performance and progress of schools in California. The API is a score on a scale of 200-1,000 that reflects a school's, district's or a student group's performance level, based on the results of statewide testing. An API score of 800 is set as the statewide target.

Each annual API reporting cycle includes a Base and a Growth API. The Base API starts the reporting cycle and is released approximately one year after testing. For example, if the testing occurs in the spring of 2009, the Base API is available in the spring of 2010. The growth API is released after the Base API but is calculated from test results from the following year. For example, for testing in the spring of 2012, the Growth API is available in the summer of 2013. Therefore, for the 2011-2012 API reporting cycle, the 2011 Base indicator and the 2012 Growth indicator are used. To learn more about the API, visit t h e ΑPΙ information guide http://www.cde.ca.gov/ta/ac/ap/documents/ infoguide09.pdf

API Ranks - A Three Year Comparison					
	2009	2010	2011		
Statewide API Ranks	7	6	6		
Similar Schools API Rank	7	6	6		



"As soon as children find something that interests them they lose their instability and learn to concentrate."

~ Maria Montessori

## 2011-2012 School Accountability Report Card

## CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale

The number of students included	2012 Growth API							
in the 2012 Growth API	No. Students	CMP-SJ	No. Students	SJUSD	No. Students	State		
All Students at the School	549	814	31,682	790	4,664,264	788		
Black or African American	23	723	2,219	678	313,201	710		
American Indian or Alaska Native	6		478	757	31,606	742		
Asian	31	899	1,696	894	404,670	905		
Filipino	12	767	493	832	124,824	869		
Hispanic or Latino	78	769	5,739	712	2,425,230	740		
Native Hawaiian or Pacific Islander	4		281	779	26,563	775		
White	374	823	20,410	816	1,221,860	853		
Two or More Races	21	862	363	764	88,424	849		
Socioeconomically Disadvantaged	132	721	15,794	718	2,779,680	737		
English Learners	23	680	4,287	683	1,530,297	716		
Students with Disabilities	66	612	3,810	584	530,935	607		

## **Adequate Yearly Progress (AYP)**

The Federal ESEA requires that all schools and districts meet the following Adequate Yearly Progress (AYP) criteria:

- 1: Participation rate on the state standards-based assessment in ELA and mathematics
- 2: Percent Proficient on the state's standards-based assessments in ELA and mathematics
- 3: API as an additional indicator
- 4: Graduation rate (for secondary schools)

For detailed information about AYP, see the CDE AYP web at http://www.cde.ca.gov/ta/ac/ay/

Adequate Yearly Progress Data						
	San Juan Car an River ♦ Ca ♦ Orangeval	San Juan Unified School District				
AYP Criteria	English- Language Arts	Mathematics	English- Language Arts	Mathematics		
Met Overall AYP	No	No	No	No		
Participation Rate	Yes	Yes	Yes	Yes		
Percent Proficient	No	No	No	No		
API	,	Yes	Yes			
Graduation Rate		0	Υ	'es		

## California Physical Fitness Test

The California Physical Fitness Test (PFT) is administered to students in grades five, seven and nine only. The table below displays by grade level the percent of students meeting the standards for the most recent testing period. For detailed Information regarding the test, and comparisons of a school's test results to the district and state, see the CDE PFT web page at http://www.cde.ca.gov/ta/tg/pf/. The following six key areas are tested:

Aerobic Capacity Abdominal Strength and Endurance
Body Composition Upper Body Strength and Endurance
Flexibility Trunk Extension Strength and Flexibility

Physical Fitness Testing					
Percentage of Students	Percentage of Students Meeting Standards:				
Grade 5					
Four of Six Standards	12.20%				
Five of Six Standards	30.50%				
Six of Six Standards	40.20%				
Grad	e 7				
Four of Six Standards	15.30%				
Five of Six Standards	30.50%				
Six of Six Standards	35.60%				

## 9

## **CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale**





"The child is a truly miraculous being, and this should be felt strongly by the educator."

~ Maria Montessori

## **School Support Staff**

School Support Staff	CMP- San Juan Campuses
Teaching Assistants	28
Library Media Services Staff (Paraprofessional)	.05
Librarian	1
Nurse	0
Occupational Therapist	.2 (1 Day Per Site)
Psychologist (Outsourced)	OS
Special Education	AR: 1.0 CAR: .8 OR: .4
Language, Speech and Hearing Specialist (Outsourced)	OS
Social Worker	0
Other (Includes Office and Maintenance Staff)	2.75





## **Federal Intervention Program**

Schools and Districts receiving Title 1 funding enter Program Improvement (PI) if they fail to meet AYP over two consecutive years in the same content area or on the same API indicator. Each additional year that they do not meet AYP, they advance to the next level of intervention. This table displays the 2011-2012 Program Improvement status for the school and district. For more information please visit:

www.cde.ca.gov/ta/ac/ay/tidetermine.asp.

#### ■ Not applicable

	CMP- San Juan Campuses		San Juan Jnified District
Program Improvement Status	Not in PI		In PI
First Year of Program Improvement	0		2008- 2009
Year In Program Improvement	0	,	Year 3
Number of Schools Identified for Program Improvement			16
Percent of Schools Identified for Program Improvement			22.9

## **School Financial Data 2010-2011**

The table below shows the school's average teacher salary with a breakdown of per pupil expenditures from both restricted and unrestricted sources.

School Financial Data			
CMP - San Juan Campuses American River ♦ Carmichael ♦ Orangevale			
Total Expenditures Per Pupil	\$7,253		
Expenditures Per Pupil Restricted Sources	\$975		
Expenditures Per Pupil Unrestricted Sources	\$6,278		
Average Teacher Salary	\$39,834		

## 2011-2012 School Accountability Report Card

CMP-SAN JUAN CAMPUSES: American River ♦ Carmichael ♦ Orangevale

#### **Financial Data Comparison**

The tables below show per pupil expenditures from unrestricted funds and the school's average teacher salary. This data is then compared to state and district data. Financial data given is obtained from the most current data available provided by the state. This data is always two years behind the current school year, therefore this report card contains data from the 2010-2011 school year. For detailed information, please visit: http://www.cde.ca.gov/ds/fd/cs and http://www.cde.ca.gov/ds/fd/ec

Financial Data Comparison		
	Expenditures Per Pupil From Unrestricted Sources	Average Teacher Salary
CMP-San Juan Campuses	\$6,278	\$39,834
California Montessori Project	\$6,473	\$31,919
California	\$5,455	\$68,835
School and District Percent Difference	-3%	20%
School and California Percent Difference	13%	-42%

#### **District Financial Data**

The table below compares teacher and administrative salary information to the state averages for districts of the same size. The salary data does not include benefits.

District Salary Data			
Category	San Juan Unified School District	Similar Sized District	
Beginning Teacher Salary	\$41,336	\$41,455	
Mid-Range Teacher Salary	\$70,764	\$66,043	
Highest Teacher Salary	\$83,464	\$85,397	
Average Principal Salary (Elementary)	\$107,650	106,714	
Average Principal Salary (High School)	\$129,196	\$121,754	
Superintendent Salary	\$261,000	\$223,357	
Teacher Salaries - Percent of Budget	41%	39%	
Administrative Salaries - Percent of Budget	6%	5%	

Image of Maria Montessori was obtained with permission from the following website: http://montessoricentenary.org/photos/index.html