

Sir Francis Drake High School

School Accountability Report Card

Reported Using Data from the 2018-19 School Year

Published During 2019-20

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

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

DataQuest

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

Internet Access

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

About This School

School Contact Information (School Year 2019-20)

Entity	Contact Information
School Name	Sir Francis Drake High School
Street	1327 Sir Francis Drake Blvd.
City, State, Zip	San Anselmo, CA 94960
Phone Number	(415) 453-8770
Principal	Liz Seabury
Email Address	lseabury@tamdistrict.org
Website	www.tamdistrict.org/drake
County-District-School (CDS) Code	21-65482-2131340

Entity	Contact Information
District Name	Tamalpais Union High School District
Phone Number	(415) 945-1020
Superintendent	Dr. Tara Taupier
Email Address	ttaupier@tamdistrict.org
Website	www.tamdistrict.org

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

Sir Francis Drake high School is a comprehensive high school with a broad spectrum of curricular choices to prepare students for post high school plans including attending a university, preparing for a career, success in the workplace and informed civic participation. The educational experience strives to personalize students' learning, engage and challenge students in critical thinking to prepare them for university work and provide both academic and emotional support for all students. Our vision statement is: Drake High School ensures an inclusive, supportive, and safe environment so all students, especially those from marginalized groups, achieve at high levels socially and academically.

Opened in 1951, Sir Francis Drake High School is the second school opened in the Tamalpais Union High School District. The current enrollment is 1343, which allows for a strong commitment to meet the learning needs of all our students. The school population at Drake comes from several communities in the Ross Valley and West Marin.

One of the main elements of Drake High School is the Small Learning Communities, established for all 9th/10th grade students. Core academic teachers in these communities work together to plan instruction that is rigorous and relevant to meet students' needs. The Small Learning Communities are built around the values of personalization, collaboration, academic rigor and integrated project-based learning. Drake High School also offers Academies for eleventh and twelfth grade students choosing deeper courses of study in specific areas such as communications and environmental studies.

Sir Francis Drake offers a wide variety of elective programs for students to participate in. The school offers both variety and high division courses for on-going study and skill development within one field. Advanced Placement Courses are offered in mathematics, social studies, English, science, Spanish and the arts. There are over eighteen courses offered for students in Advanced Placement and Honors level course work.

Over the past 15 years, Drake High School has been recognized for several honorary distinctions, including the California Distinguished Schools Award in 1999, 2005 and 2009 and a California Gold Ribbon School in 2017, acknowledging our Wellness Program. Several of the academies have also been recognized by the Golden Bell Awards. Both these distinctions recognize the high level of academic performance and ongoing commitment to student achievement.

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

Grade Level	Number of Students
Grade 9	353
Grade 10	331
Grade 11	309
Grade 12	308
Total Enrollment	1,301

Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	1
American Indian or Alaska Native	0.4
Asian	3.5
Filipino	0.5
Hispanic or Latino	12.9
Native Hawaiian or Pacific Islander	0.5
White	75.4
Two or More Races	2.3
Socioeconomically Disadvantaged	11.3
English Learners	1.5
Students with Disabilities	11.3
Homeless	

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Credentials

Teachers	School 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	82	75	82	
Without Full Credential	0	0	0	
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	

Teacher Misassignments and Vacant Teacher Positions

Indicator	2017-18	2018-19	2019-20
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	0	0
Vacant Teacher Positions	0	0	0

Note: "Misassignments" refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.

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

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

Year and month in which data were collected: 12/19

The district uses a curriculum review and development process that ensures all district curriculum is compared to state content standards at least every five years. The selection and evaluation of the instructional materials is coordinated with the process for curriculum development. This curriculum cycle also provides opportunity to update supplementary and electronic instructional materials. All students in the district are provided copies of and access to standards-aligned textbooks and other instructional resources, which have been adopted by the governing board of the Tamalpais Union High School District and curriculum frameworks are consistent with those adopted by the California State Board of Education in the core areas of English Language Arts, Mathematics, Science, Social Science, World Language and Health. TUHSD is currently investigating and piloting materials in Mathematics and English aligned to the new Common Core state standards.

The district's textbook and instructional materials purchase process assures that student enrollments, by course, are used to determine the numbers of copies of books to order so that each student has his/her own materials to use at school and at home. Instructional materials are selected after courses of study are reviewed and updated, to ensure that they are aligned with the state content and performance standards for that course. The district also has established a standard equipment list for all science classes to ensure that each science lab is equitably equipped with the necessary laboratory equipment.

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	Adopted in accordance with Curriculum Cycle	Yes	NONE
Mathematics	Adopted in accordance with Curriculum Cycle	Yes	NONE
Science	under review	Yes	NONE
History-Social Science	Adopted in accordance with Curriculum Cycle	Yes	NONE
Foreign Language	Adopted in accordance with Curriculum Cycle	Yes	NONE
Health	Adopted in accordance with Curriculum Cycle	Yes	NONE
Visual and Performing Arts	Adopted in accordance with Curriculum Cycle	Yes	NONE
Science Laboratory Equipment (grades 9-12)	under review	Yes	NONE

School Facility Conditions and Planned Improvements (Most Recent Year)

The District makes considerable efforts to ensure that all schools are clean, safe, and functional. To assist in this effort, the district uses a school facility survey instrument developed by the State of California Office of Public School Construction. The results of this survey are available at the district office.

Drake High School's 21 acre campus has 62 classrooms, a library, performing arts center, an administration building, swimming pool, and athletics fields.

Drake High School completed major modernization as part of a \$121 million dollar facilities bond in the past decade. Approximately thirty-one million dollars was spent remodeling classrooms, building the new student center, refurbishing the gymnasium and performing arts center, and installing new athletics fields. Modernization also included replacement of the major infrastructures (heating, lights, electrical, plumbing), painting, new floors, lockers, and furniture.) Technology networking has been upgraded and is accessible in all instructional spaces.

In 2006 a second facilities bond measure was approved by voters for continued improvements to Drake facilities. Improvements have been made to the gymnasium. A new 40 meter swim complex was built. An announcer's booth was installed on the football field. The tennis courts were resurfaced and upgraded. Six additional classrooms were opened in the Spring of 2010. In addition, a computer lab/classroom space was created to allow teachers the opportunity to explore new technologies, classroom management and instructional strategies. Outfitted with innovations in mobility, technology and created with learning at the center of classroom design, this environment will have an influence on how we outfit classrooms in the future, and how teachers work within these rooms. Lastly, the school district helped build a Red Hill Field and took ownership of the property.

The Director of Maintenance has established a regular standard for cleaning all district facilities. A custodial staff with assigned routes cleans and maintains all campus areas on a regular basis. Classrooms, offices and restrooms are cleaned every day. An on-line Maintenance Work Order system has been implemented to report and monitor status of maintenance requests.

The District participates in the State School Deferred Maintenance Program, which provides state matching funds on a dollar-for-dollar basis to assist school districts with expenditures for major repair or replacement of existing school building components. Roofing, plumbing, paving, heating, painting are typical projects funded in this manner. The district's five-year deferred maintenance plan is available from the Director of Maintenance and Operations.

Campus Staff Assistants and administrators are on duty supervising the campus before, during, and after school. They routinely monitor the entire campus, including surrounding streets. The school has a system for visitor check-in with signs posted to direct the public to the office. Procedures are in place to handle unauthorized access during the school day.

School Facility Good Repair Status (Most Recent Year)

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

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

Year and month of the most recent FIT report: 01/27/2020

System Inspected	Rating	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	
Interior: Interior Surfaces	Good	

System Inspected	Rating	Repair Needed and Action Taken or Planned
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	
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 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
English Language Arts/Literacy (grades 3-8 and 11)	66	76	72	72	50	50
Mathematics (grades 3-8 and 11)	48	63	56	58	38	39

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

Note: ELA and mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

**CAASPP Test Results in ELA by Student Group
Grades Three through Eight and Grade Eleven (School Year 2018-19)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	302	281	93.05	6.95	76.16
Male	154	148	96.10	3.90	68.92
Female	148	133	89.86	10.14	84.21
Black or African American	--	--	--	--	--
American Indian or Alaska Native	--	--	--	--	--
Asian	--	--	--	--	--
Filipino	--	--	--	--	--
Hispanic or Latino	34	31	91.18	8.82	77.42
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	240	224	93.33	6.67	77.23
Two or More Races	--	--	--	--	--
Socioeconomically Disadvantaged	34	31	91.18	8.82	61.29
English Learners	--	--	--	--	--
Students with Disabilities	34	27	79.41	20.59	22.22
Students Receiving Migrant Education Services					
Foster Youth					
Homeless					

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

**CAASPP Test Results in Mathematics by Student Group
Grades Three through Eight and Grade Eleven (School Year 2018-19)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	302	283	93.71	6.29	62.77
Male	154	148	96.10	3.90	61.90
Female	148	135	91.22	8.78	63.70

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Black or African American	--	--	--	--	--
American Indian or Alaska Native	--	--	--	--	--
Asian	--	--	--	--	--
Filipino	--	--	--	--	--
Hispanic or Latino	34	32	94.12	5.88	40.63
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	240	225	93.75	6.25	65.18
Two or More Races	--	--	--	--	--
Socioeconomically Disadvantaged	34	32	94.12	5.88	46.88
English Learners	--	--	--	--	--
Students with Disabilities	34	27	79.41	20.59	19.23
Students Receiving Migrant Education Services					
Foster Youth					
Homeless					

Note: Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Science for All Students Grades Five, Eight, and Ten Percentage of Students Meeting or Exceeding the State Standard

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

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

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

Career Technical Education Programs (School Year 2018-19)

Drake High School provides programs for non-college bound students. The Regional Occupational Program (ROP), sponsored by the Marin County Office of Education, is an extension of Drake's Applied Technology Department. The ROP offers tuition-free occupational training to Marin County residents 16 years of age and over. The ROP works closely with local business to provide students with on-the-job training and to encourage a high potential for student employment in every training course offered. Students can take courses in fields of computer applications, business and marketing pathway, health and biosciences, service occupations and technology and engineering.

Our School to Career Liaison works with local businesses to provide internships and job shadowing for students to help them explore a multitude of career possibilities. Our Computer Graphics, Web Design and Computer Programming classes provide students with skills necessary to enter the work force. Our junior/senior academies, Communications Academy, Engineering Academy and Studies of the Environment Academy also provide students with the education and knowledge to can assist the in entering their particular fields of interest after graduation.

Career Technical Education Participation (School Year 2018-19)

Measure	CTE Program Participation
Number of Pupils Participating in CTE	356
Percent of Pupils that Complete a CTE Program and Earn a High School Diploma	
Percent of CTE Courses that are Sequenced or Articulated Between the School and Institutions of Postsecondary Education	18.5

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

UC/CSU Course Measure	Percent
2018-19 Pupils Enrolled in Courses Required for UC/CSU Admission	99.16
2017-18 Graduates Who Completed All Courses Required for UC/CSU Admission	76.34

State Priority: Other Pupil Outcomes

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

- Pupil outcomes in the subject areas of physical education.

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

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
9	14.9	23.9	48.0

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

C. Engagement

State Priority: Parental Involvement

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

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

Opportunities for Parental Involvement (School Year 2019-20)

Parent support is strong at Drake High School. There are two formal avenues for parents to be involved with the school. The Drake Fund is a parent organization focused on supporting the school through financial and climate support. They raise money for the academic, athletic and community needs of the school, as well as, work with the school staff to provide support to the teachers and students through luncheons, school-wide barbeques and other events. Parents may also participate in the Drake Leadership Council, which is the school's site council.

State Priority: Pupil Engagement

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

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

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

Indicator	School 2015-16	School 2016-17	School 2017-18	District 2015-16	District 2016-17	District 2017-18	State 2015-16	State 2016-17	State 2017-18
Dropout Rate	0.9	0.8	1.3	2.6	2.3	2.5	9.7	9.1	9.6
Graduation Rate	97.8	97.9	94.4	96.1	95.2	94.3	83.8	82.7	83

For the formula to calculate the 2016-17 and 2017-18 adjusted cohort graduation rate, see the 2018-19 Data Element Definitions document located on the SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

Suspensions and Expulsions

Rate	School 2016-17	School 2017-18	School 2018-19	District 2016-17	District 2017-18	District 2018-19	State 2016-17	State 2017-18	State 2018-19
Suspensions	1.9	1.2	1.7	2.5	2.5	2.6	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

School Safety Plan (School Year 2019-20)

The school's Emergency Plan is on file in the Assistant Principals' office. Drills are held throughout the school year to prepare staff and students for various kinds of emergency situations. Each classroom has a school disaster pack with food, basic first aid supplies, and equipment. The school has a strong working relationship with local law enforcement and emergency services in both San Anselmo and Fairfax. The relationship ensures clear channels of communication and up-to-date information. Crisis counseling can be provided as needed by Drake staff and adjunct support services, such as Bay Area Community Resources.

Average Class Size and Class Size Distribution (Secondary)

Subject	2016-17	2016-17	2016-17	2016-17	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19
	Average Class Size	# of Classes* Size 1-22	# of Classes* Size 23-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-22	# of Classes* Size 23-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-22	# of Classes* Size 23-32	# of Classes* Size 33+
English	16	55	12	2	19	49	15	3	16	60	17	2
Mathematics	19	35	27	2	20	29	33		20	32	32	2
Science	17	57	19	2	16	62	17	2	23	19	40	1
Social Science	21	24	36	2	24	20	34	1	23	24	40	1

*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.

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

Title	Ratio
Academic Counselors*	232.3

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

Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	5.6
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	.8
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	

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

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2017-18)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	19261.00	5011.00	14250.00	106263
District	N/A	N/A	13725.00	\$100,859.00
Percent Difference - School Site and District	N/A	N/A	3.8	5.2
State	N/A	N/A	\$7,506.64	\$88,538.00
Percent Difference - School Site and State	N/A	N/A	62.0	18.2

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

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

Types of Services Funded (Fiscal Year 2018-19)

Each comprehensive high school has a Wellness Center with a complete staff including a Health Specialist. For technology support we have one technology support staff member and a complete technology team at the district office. We have a full-time library assistant on site. English Language Learners have access to an ELD class and support team of staff on campus to aid them in their instructional needs. An extensive array of supplemental instructional services is provided and short term workshops and one-to-one assistance on assessments required for graduation. Regarding the Wellness Program, in 2015, Drake High School began developing a Wellness program in line with the district Wellness goals: 1) All students at Drake have opportunities to receive education and prevention around physical, emotional and sexual health and substance use and abuse. 2) All students at Drake will have opportunities to engage in, provide voice about and leadership in the promotion of Wellness events, prevention education and supporting students in their own and others' wellness. 3) All students will have access to coordinated services focused on physical, mental, and reproductive health and substance use/abuse through a campus Wellness Center. (There is also a goal that ties the Counseling services to the work around wellness for students and is not covered in this application.) The district contracts with community agencies to provide extra drug/alcohol and mental health counseling. A full interscholastic athletic program is supported. Students have access to a wide variety of co-and extra- curricular activities including drama, music, journalism, clubs, and other activities. The per pupil allocation also covers the cost of all instructional materials and equipment, including technology.

Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$60,316	\$52,466
Mid-Range Teacher Salary	\$94,077	\$87,373
Highest Teacher Salary	\$115,075	\$109,803
Average Principal Salary (Elementary)	\$0	\$
Average Principal Salary (Middle)	\$0	\$142,025
Average Principal Salary (High)	\$166,747	\$153,904
Superintendent Salary	\$231,750	\$241,221
Percent of Budget for Teacher Salaries	35%	33%
Percent of Budget for Administrative Salaries	4%	5%

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

Advanced Placement (AP) Courses (School Year 2018-19)

Subject	Number of AP Courses Offered*	Percent of Students In AP Courses
Computer Science	2	N/A
English	11	N/A
Fine and Performing Arts	7	N/A
Foreign Language	2	N/A
Mathematics	6	N/A
Science	4	N/A
Social Science	5	N/A

Subject	Number of AP Courses Offered*	Percent of Students In AP Courses
All courses	37	34.1

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

*Where there are student course enrollments of at least one student.

Professional Development (Most Recent Three Years)

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

The Tamalpais Union High School District annually schedules four full-day professional development days and two minimum professional development days for the sites to plan activities that meet the professional development outcomes for the year. Over the past three years, TUHSD has focused the professional development work around the development of curriculum and assessment criteria which will allow for stronger intervention programs to assist all students. This work involves all teachers developing the program goals for each subject area. Each subject area also has learning progressions and proficiency scales to aid students and teachers in understanding what students have learned. The continued work will include developing the intervention plan that outlines what assistance a student needs if they have not learned the material. This work has been coordinated through the Tamalpais Leadership Collaborative. This group of teacher leaders from each site in each subject area have collectively planned and implemented the series of professional development opportunities for the teachers in the district. This work has been augmented by guest speakers and site-level focus that is leading towards the work of curriculum, assessment and intervention improvements for the whole district.