

Hewes Middle School

School Accountability Report Card

Reported Using Data from the 2016-17 School Year

Published During 2017-18

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 2017-18)

School Contact Information	
School Name	Hewes Middle School
Street	13232 Hewes Ave.
City, State, Zip	Santa Ana, CA 92705
Phone Number	(714) 730-7348
Principal	Eric Kilian
E-mail Address	ekilian@tustin.k12.ca.us
Web Site	http://www.tustin.k12.ca.us/hewes
CDS Code	30-73643-6030621

District Contact Information	
District Name	Tustin Unified School District
Phone Number	(714) 730-7301
Superintendent	Gregory A. Franklin, Ed.D.
E-mail Address	gfranklin@tustin.k12.ca.us
Web Site	http://www.tustin.k12.ca.us

School Description and Mission Statement (School Year 2017-18)

Hewes Mission is to maximize student learning and personal responsibility through a rigorous curriculum, a respectful environment, and the collaborative efforts of staff, students and parents to acquire 21st century skills necessary to prepare our students for a global community. In our 50th year, Hewes embraces our mantra: Rich Past. Bold Future.

At Hewes Middle School, our vision is founded in our understanding that middle school students are unique and are undergoing major changes in all aspects of their development. We believe that a positive Hewes Middle School experience is vital to a child's desire to continue in education, the development of his/her self-esteem, and the achievement of his/her full potential. It is with this philosophy that Hewes Middle School employs a comprehensive, multifaceted process for developing and communicating a common vision for our students. Our mantra is Hewes: Rich past. Bold future.

Each year, the vision process takes on many forms. Hewes will strive to ensure that all students will be able to think critically, communicate effectively, pursue creativity and work in collaborative teams which will be enhanced through the use of technology. It is naturally non-linear and complex, mirroring the unique characteristics of the student body and the learning needs of individual students. Hewes' School Site Council (SSC), Professional Learning Communities (PLCs), PTA, English Language Advisory Committee (ELAC), GATE, Associated Student Body (ASB), K-12 Subject Area Council Meetings (SAC), Positive Behavior Intervention Systems (PBIS) Committee, Tutorial Committee and Leadership Teams are the established fundamental collaborative teams who work with the staff to ensure that Hewes' learning is focused on maximizing learning for all students. These collaborative teams work together on a monthly basis to clarify the intended outcomes of each grade level and ensure the implementation of a common core curriculum. The common core curriculum will ensure that all courses provide rigor, innovation and written explanations. This rigor will provide knowledge built in reflection while allowing students to build relationships which ensures that all learning is relevant. Hewes is a WASC Accredited School and California Gold Ribbon School as well.

Student Enrollment by Grade Level (School Year 2016-17)

Grade Level	Number of Students
Grade 6	307
Grade 7	335
Grade 8	341
Total Enrollment	983

Student Enrollment by Group (School Year 2016-17)

Student Group	Percent of Total Enrollment
Black or African American	0.8
American Indian or Alaska Native	0.2
Asian	7
Filipino	0.8
Hispanic or Latino	33.1
Native Hawaiian or Pacific Islander	0.3
White	53.7
Two or More Races	3.9
Socioeconomically Disadvantaged	21.5
English Learners	7.6
Students with Disabilities	8.4
Foster Youth	0.1

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			District
	2015-16	2016-17	2017-18	2017-18
With Full Credential	38	40	36	897
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence (with full credential)	4	4	3	52

Teacher Misassignments and Vacant Teacher Positions

Indicator	2015-16	2016-17	2017-18
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments *	0	4	3
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 2017-18)

Year and month in which data were collected: October 9, 2017

On October 9, 2017, the Tustin Unified School District Board of Education verified by resolution that each student at this school has a textbook and/or instructional materials for each core subject area that are aligned to the content and cycles of the curriculum framework adopted by the State of California.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	State-Adopted Textbooks Textbooks are state-adopted, in good condition, and are available consistent with the content and cycles of the curriculum frameworks adopted by the State Board of Education. The school district has purchased and provided each student with textbooks and materials in this subject area that are aligned to state standards. Holt, Rinehart and Winston Literature and Language Arts (2003) is the state adopted textbook for the District. The Tustin Unified School District Board of Education approved these textbooks for adoption in 2003. Currently we are piloting 2 new curriculum to be considered for adoption.	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
	Supplemental Textbooks and Materials National Geographic Inside (2008) is used as a supplemental material with English Language Learners.		
Mathematics	State-Adopted Textbooks Textbooks are state-adopted, in good condition, and are available consistent with the content and cycles of the curriculum frameworks adopted by the State Board of Education. The school district has purchased and provided each student with textbooks and materials in this subject area that are aligned to state standards. Holt, Rinehart, and Winston Course 1: Numbers to Algebra (2008) – Grade 6 and Course 2: Pre-Algebra (2008), Pearson/Prentice Hall California Algebra I (2009), and McDougall Littell Geometry (2007) are the state adopted textbooks for the District. These textbooks were adopted by the Board of Education in 2009. Currently we are piloting 2 new curriculum to be considered for adoption.	Yes	0%
Science	State-Adopted Textbooks Textbooks are state-adopted, in good condition, and are available consistent with the content and cycles of the curriculum frameworks adopted by the State Board of Education. The school district has purchased and provided each student with textbooks and materials in this subject area that are aligned to state standards. Pearson/Prentice Hall Focus on Earth Science California Edition (2008), Focus on Life Science California Edition (2008), and Focus on Physical Science California Edition (2008) are the state adopted textbooks for the District. These textbooks were adopted by the Board of Education in 2008.	Yes	0%
History-Social Science	State-Adopted Textbooks Textbooks are state-adopted, in good condition, and are available consistent with the content and cycles of the curriculum frameworks adopted by the State Board of Education. The school district has purchased and provided each student with textbooks and materials in this subject area that are aligned to state standards. Holt, Rinehart and Winston World History – Ancient Civilizations (2006), World History – Medieval to Early Modern Times (2006), and U. S. History – Independence to 1914 (2006) are the state adopted textbooks for the District. Supplemental Textbooks and Materials	Yes	0%
Foreign Language	State-Adopted Textbooks Textbooks for Spanish, French, and exploration foreign language instruction are consistent with the content and cycles of the curriculum frameworks adopted by the State Board of Education. The school	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
	<p>district has purchased and provided each student with textbooks and materials in this subject area that are aligned to state standards. Holt, Rinehart and Winston Adelante (1999) and En Camino (1999) are the state adopted Spanish textbooks for the District. Glencoe/McGraw Hill Bienvenue (1998) and Prentice Hall Bon Voyage (2001) are the state adopted French textbooks for the District.</p> <p>Supplemental Textbooks and Materials</p>		
Health	<p>Textbooks are state-adopted, in good condition, and are available consistent with the content and cycles of the curriculum frameworks adopted by the State Board of Education. Health curriculum materials are incorporated in the Science textbooks in middle school. Pearson/Prentice Hall Focus on Earth Science California Edition (2008), Focus on Life Science California Edition (2008), and Focus on Physical Science California Edition (2008) are the state adopted textbooks for the District. These textbooks were adopted by the Board of Education in 2008.</p>	Yes	0%
Visual and Performing Arts	Supplemental Textbooks and Materials	Yes	N/A
Science Laboratory Equipment (grades 9-12)	Not applicable.		N/A

School Facility Conditions and Planned Improvements (Most Recent Year)

The Tustin Unified School District takes great efforts to ensure that all schools are clean, safe, and functional. To assist in this effort, the District uses a facility survey instrument developed by the State of California Office of Public School Construction (OPSC). The results of this survey are available at the school office, the District office, or on the Internet at <https://tinyurl.com/TUSD-Facility-Inspection-Tool>. The District maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner. A work order process is used to ensure efficient service and that emergency repairs are given the highest priority.

The Hewes facility, although forty-nine years old, reflects a caring and nurturing environment. Often compared to a Hacienda, classrooms encircle the central quad areas where students, staff and parent volunteers gather outside of instructional periods. Though well protected from outside intrusion, the campus in itself provides a sense of openness that invites interaction and involvement.

As a result of the passage of TUSD's 2004 Measure G, Hewes Middle School underwent major renovations. During this renovation Hewes received a new roof, exterior doors, drinking fountains, concrete walkways, paint, handicap railings, and upgraded staff, student and physical education bathrooms. Also, with the passage of TUSD's 2008 Measure L, Hewes Middle School had a new gym that opened in November of 2012. This new facility is an Activity Center which is approximately 13,000 thousand square feet and includes a lobby, gymnasium/multipurpose area, sports flooring, retractable bleachers, storage space, restrooms, performance area and two adjoining classrooms. The Hewes PTA has also funded many projects including new signage, bottle filling stations, and collaborative furniture

As a result of Measure S, Hewes, underwent renovations to 5 science classrooms during the summer of 2014 to make them more modern. New electrical systems, technology stations and all new student furniture and teacher storage were added, making the rooms look like new.

Hewes physical environment is a priority to all members within this learning community. Each year Hewes PTA's Campus Beautification program and ASB raise thousands of dollars to add trees, benches, seating areas, umbrellas, flowers and fountains. Several Eagle Scout projects have also added to the overall enhancement of the campus grounds. These ongoing beautification efforts have greatly enhanced the Hewes campus appearance including drought tolerant gardens.

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

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 11/06/17				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Systems: Gas Leaks, Mechanical/HVAC, Sewer	X			
Interior: Interior Surfaces	X			
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation	X			
Electrical: Electrical	X			
Restrooms/Fountains: Restrooms, Sinks/Fountains	X			
Safety: Fire Safety, Hazardous Materials	X			
Structural: Structural Damage, Roofs	X			
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: 11/06/17				
Overall Rating	Exemplary	Good	Fair	Poor
		X		

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 English Language Arts/Literacy (ELA) and Mathematics for All Students Grades Three through Eight and Grade Eleven

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17
English Language Arts/Literacy (grades 3-8 and 11)	67	66	62	62	48	48
Mathematics (grades 3-8 and 11)	58	59	52	52	36	37

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 ELA by Student Group Grades Three through Eight and Grade Eleven (School Year 2016-17)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	987	974	98.68	65.5
Male	487	478	98.15	58.79
Female	500	496	99.2	71.98
Black or African American	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	70	68	97.14	79.41
Filipino	--	--	--	--
Hispanic or Latino	323	318	98.45	45.28
Native Hawaiian or Pacific Islander	--	--	--	--
White	531	526	99.06	75.67
Two or More Races	39	39	100	76.92
Socioeconomically Disadvantaged	227	223	98.24	37.67
English Learners	127	125	98.43	33.6
Students with Disabilities	86	83	96.51	21.69
Foster Youth	--	--	--	--

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 2016-17)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	987	974	98.68	59.03
Male	487	478	98.15	54.39
Female	500	496	99.2	63.51
Black or African American	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	70	70	100	74.29
Filipino	--	--	--	--
Hispanic or Latino	324	318	98.15	38.68
Native Hawaiian or Pacific Islander	--	--	--	--
White	531	525	98.87	69.52
Two or More Races	39	39	100	71.79
Socioeconomically Disadvantaged	228	223	97.81	33.18
English Learners	128	127	99.22	25.98
Students with Disabilities	86	82	95.35	14.63
Foster Youth	--	--	--	--

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**

Subject	Percent of Students Scoring at Proficient or Advanced					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
Science (grades 5, 8, and 10)	84	82	73	71	56	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.

Note: The 2016-17 data are not available. The California Department of Education is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The new California Science Test (CAST) was piloted in spring 2017. The CST and CMA for Science will no longer be administered.

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 2016-17)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
7	11	12.5	67.1

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.

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 schoolsite.

Opportunities for Parental Involvement (School Year 2017-18)

One of the strongest elements of the Hewes culture is the connection between school and community. Hewes has an invitational climate where students, family and staff are frequently invited to become meaningful contributors to the school learning environment. Hewes PTA excels in supporting school wide academic and enrichment programs through thousands of volunteer hours and fundraising events. Hewes PTA opens its doors to hundreds of parents by offering over forty board and chair positions on the PTA Board. Parent education programs are offered as many as five times per year and we encourage all parents to volunteer in some capacity during their student's time at Hewes Middle School including topics on Technology use and Cyber Safety.

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			District			State		
	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
Suspensions	3.7	5.4	3.3	2.8	2.5	2.8	3.8	3.7	3.6
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

School Safety Plan (School Year 2017-18)

Date Last Reviewed by School Site Council (SSC): 10/19/17

Date Updated and Approved by SSC: 11/9/17

Date Discussed by Staff: 8/17/17

Hewes Middle School works continually on maintaining a safe environment for students and staff. Through monthly safety committee meetings with campus supervisors, custodians, academic/at-risk counselors, and the assistant principal, potential concerns and evaluation of campus safety are practiced routinely. Ongoing staff discussions regarding classroom safety, supervision and the Hewes progressive discipline program for students are revisited annually and revised as necessary.

Communication to parents and students are essential to the maintenance of a safe campus. Hewes Middle School is committed to keeping a safe and orderly environment on the campus and within the community. In order to continue improving upon this commitment, data from the California Healthy Kids Survey, input from the Parent Teacher Association, SSC/ELAC and GATE committees, along with discipline records are used to develop and publish the 2017-18 school year objectives and goals.

The School Safety Plan was discussed with the faculty at staff meetings, and discussed within the PBIS Committee through discussion in reference to school safety goals.

Plan Elements:

Our School Safety Plan includes the following elements: Child abuse reporting procedures, Mandated Reporting, disaster procedures, routine and emergency (SEMS); suspension, expulsion, or mandatory expulsion recommendations; procedures to notify teachers of dangerous pupils; sexual harassment policy; provisions of any schoolwide dress code; procedures for safe ingress and egress; safe and orderly environment; rules and procedures on school discipline and dress code; school safety goals and objectives.

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 2017-18)

Indicator	School	District
Program Improvement Status		
First Year of Program Improvement		
Year in Program Improvement*		
Number of Schools Currently in Program Improvement	N/A	9
Percent of Schools Currently in Program Improvement	N/A	69.2

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

Average Class Size and Class Size Distribution (Secondary)

Subject	2014-15				2015-16				2016-17			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-22	23-32	33+		1-22	23-32	33+		1-22	23-32	33+
English	31	4	3	14	28	5	7	12	30	4	8	12
Mathematics	29	4	8	12	27	5	7	14	26	5	14	8
Science	32	3	4	16	30	4	6	15	29	2	15	10
Social Science	33	2	3	14	30	3	7	12	29	3	8	12

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 2016-17)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	1	983
Counselor (Social/Behavioral or Career Development)	0	N/A
Library Media Teacher (Librarian)	0	N/A
Library Media Services Staff (Paraprofessional)	1	N/A
Psychologist	.5	N/A
Social Worker	0	N/A
Nurse	.15	N/A
Speech/Language/Hearing Specialist	.8	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 2015-16)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	\$6,127	\$1,064	\$5,063	\$88,939
District	N/A	N/A	\$5,415	\$82,661
Percent Difference: School Site and District	N/A	N/A	-6.5	7.6
State	N/A	N/A	\$6,574	\$79,228
Percent Difference: School Site and State	N/A	N/A	-23.0	12.3

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

Types of Services Funded (Fiscal Year 2016-17)

Hewes Middle School values ongoing staff development to improve instructional practices resulting in student mastery of the California state standards. In order to support school wide best teaching practices and strategies, multiple staff development opportunities in the areas of AVID, STEM, School-Wide Writing, Technology and iPad integration, Thinking Maps, ELD Strategies, and professional development opportunities in math. ELD Instruction sections have been provided and supported through all funding categories (EIA, General).

Teacher and Administrative Salaries (Fiscal Year 2015-16)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$50,132	\$47,808
Mid-Range Teacher Salary	\$80,871	\$73,555
Highest Teacher Salary	\$107,643	\$95,850
Average Principal Salary (Elementary)	\$136,023	\$120,448
Average Principal Salary (Middle)	\$151,302	\$125,592
Average Principal Salary (High)	\$157,782	\$138,175
Superintendent Salary	\$320,190	\$264,457
Percent of Budget for Teacher Salaries	38%	35%
Percent of Budget for Administrative Salaries	6%	5%

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)

Hewes Middle School faculty members attend several district wide professional development days, including optional trainings. These professional development opportunities are provided on an annual basis to all teachers. Input from teachers provide the focus for the topics in staff development. Educational Services coordinates all training, facilities and speakers.

In addition to TUSD's professional development opportunities, Hewes Middle School provides ongoing professional development opportunities that support the school's overall vision. Hewes faculty members receive staff development in the areas of AVID, Common Core, ELD Instruction, Illuminate Data Systems, Professional Learning Communities, Technology, Thinking Maps, TUSD Connect Coach, and digital learning tools such as Pear Deck, Actively Learn, and Google Classroom. Further, we have six teachers that are Tech "Fellows" that get specific coaching in integrating technology to enhance learning. We have a Digital Learning (Connect) Coach that works with teachers in an instructional coaching manner, currently in six week cycles. School-wide, each department has set specific SMART goals to support writing across the curriculum and in support of "TUSD Writers." The format we are further working in is CER (Claim Evidence Reasoning). Our past three focuses (with a TUSD Connect lens: rigorous standards, engaging teaching strategies, utilizing technology)- 15-16 was Reading for Depth in all subject areas, 16-17 was school wide writing to demonstrate critical thinking, and 17-18 continues to focus on school wide writing with a narrowed focus of refining the Claim, Evidence, Reasoning format.

Hewes has also been WASC accredited and we have 2 teachers that teach STEM that recently completed their CTE credentials (Career and Technical Pathways). We have added 6th grade STEM to our elective wheel as well this year. Also, Hewes Middle School was a National AVID Demonstration Site in the past which requires a team of teachers and administrative team to attend a three day AVID Summer Institute. This staff development ensures school wide implementation of AVID strategies and consistent implementation of best teaching practices.