

Bessie Carmichael Elementary School

55 Sherman Street, San Francisco CA 94103, Phone (415) 241-6294

Ms. Amy Talisman, Principal

1994-1995 School Accountability Report Card

San Francisco Unified School District

Fall, 1994

District Mission and Goals

The mission of the San Francisco Unified School District is to provide each student with an equal opportunity to succeed by promoting intellectual growth, creativity, self discipline, cultural and linguistic sensitivity, democratic responsibility, economic competence and physical and mental health so that each student can achieve to his or her maximum ability.

In order to achieve this mission, the Board of Education has adopted the following goals: 1) To improve teaching and learning to enhance the academic achievement of all students. 2) To improve staff, parent and community participation in the educational process. 3) To maintain school environments that are safe, secure and attractive. 4) To build a school environment that is fully integrated in all its programs and activities and provides equal opportunity for all students. 5) To improve and expand the Early Childhood Education Program and integrate it into the K-12 Program. 6) To increase and expand inter-agency collaboration to better serve our students. Each school has a set of objectives to achieve these goals. In subsequent pages, these objectives will be listed. If the objective is shown with a check (✓), the objective has been achieved. N/A indicates that the objective is not applicable to the school. No mark at all indicates that the objective has not been achieved. In order to achieve these objectives, the Board has adopted a set of philosophical tenets. For a copy of these tenets see the 1989-90 School Accountability Report Card or the Student Handbook.

Teacher/Staff Training, and Curriculum Improvement Programs

Professional development is a part of every school site plan and is a major component of the instructional support departments. The district's professional development program provides training opportunities to enable new and experienced teachers to implement the district's core curriculum for all students, to update subject area expertise, and to acquire new instructional strategies. We received training for TESA, Cooperative and Assertive Discipline and Tribes. Three teachers were trained in Math Leadership at SFSU and six City Science teachers and others who were trained at the Exploratorium, Academy of Sciences and the Zoo. Many teachers have trained in Whole Language. Our kinder-third grade teachers are being trained in DAP. Our elected Leadership Team is being trained in leadership skills and shared decision making and will facilitate the training of the entire staff in leadership skills. Our Principal participated and was trained at the S.F. Volunteer's Leadership Institute.

School Description

Bessie Carmichael Elementary School, in the South of Market area, is rich in cultural diversity. We continue to foster a warm, nurturing environment which focuses on developing high self esteem, peer tutoring and problem solving, as well as nonviolent, respectful play. Emphasis is placed on oral and written language development, performing arts and experiential hands-on learning activities, designed for students acquiring English as a second language. We have Bilingual kinder-fifth grade Spanish and Tagalog classes. Our kindergarten classes are in the Jumpstart Program. Kinder-third grades are DAP. We have a fully networked IBM Lab where our Pre-kindergarten through fifth grade students are able to edit their creative writing projects and work on higher level thinking skills. A partnership with the law firm of Morrison and Foerster gives support to our programs by tutoring students and other activities. We enjoy a strong collaboration of parents, community and corporate volunteer that work with us on our Restructuring activities. The National Council on Alcoholism presents classroom lessons in drug and alcohol education as well as Youth Aware Support groups for intermediate students. The City of San Francisco Health Department presents Family Life Lessons to fourth and fifth graders and the S.F. Symphony sends musical groups to our school for performances. PIP Early Intervention Program as well as on site therapy is available to identified students. Parent Involvement Program through SF Volunteers is in fourth year.

Grade Span:	K-5	Student Enrollment:	385	LEP/NEP*:	52.2%
Building (sq.ft.):	25,400	Average Daily Attendance:	98.3%	Special Education:	2.1%
Yr of Construction:	1955	Optional Enrollment Requests:	26.8%	EDY**:	50.1%
Children Center: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		Pre-K: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		GATE:	3.9%

449-1/1/95 by Planning, Research, and Information Systems

*LEP/NEP: Limited English Proficient or Non English Proficient
**EDY: Educationally Disadvantaged Youth

Counseling and Student Support Services

District general funds are not available for counseling services at the elementary school level. However, some schools have added support staff funded through special programs, projects, or grant awards. Our collaborative Student Study Team refers identified students to individual counseling with our on-site therapist, PIP group, or other services. Our part time Resource Specialist works one to one with students who have been identified for special help. A speech therapist works part time with students who have speech, articulation and hearing problems. Our Elementary Advisor counsels families and students on a variety of problems including tardiness, poor attendance, behavior expectations. Our forty business partner volunteers help with tutoring students in the classroom. The Embarcadero YMCA has an afterschool tutorial program for our targeted students.

Teacher Assignment

Out of 3,115 certificated teachers in the District's schools, none are teaching out of their credentialed areas. All teachers are credentialed for the area they are teaching. Many have advanced degrees.

Student Attendance and Dropout Rate

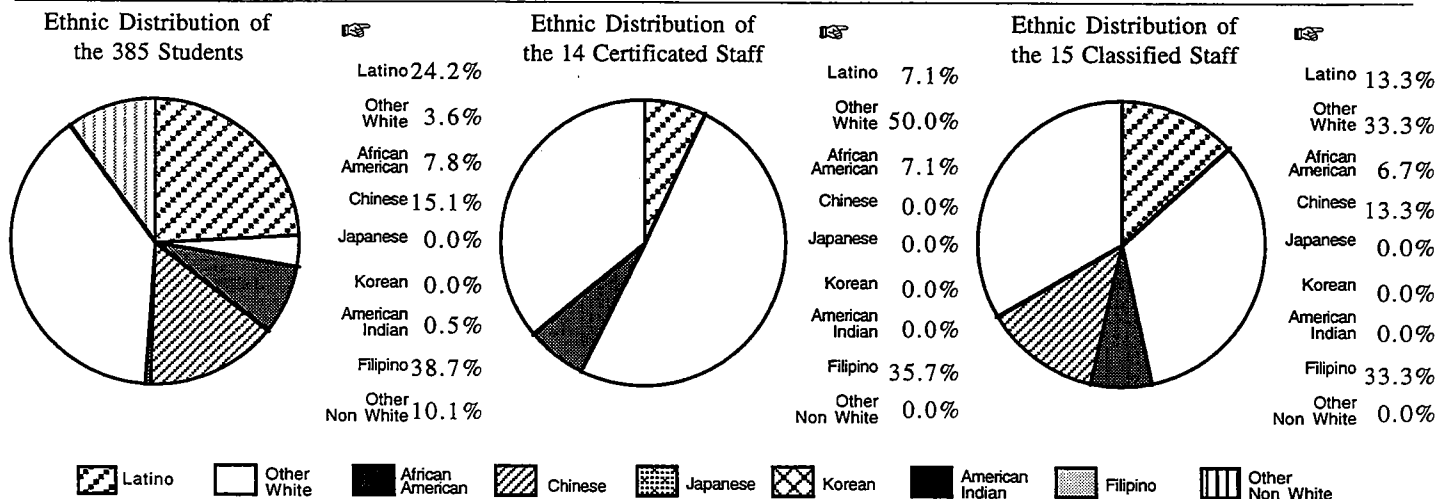
The District's K-5 average attendance for 1993-94 was 98.6% and the dropout rate was 1.7%. At Carmichael, attendance for the year was 98.3%, excused absences were 5.5%, unexcused absences were 0.7% and the dropout rate was 0.0%. An important District objective is to reduce dropout rates. Dropouts are defined as students who are absent without reason for 45 days or more. Our Elementary Advisor calls home when students are absent and tardy to help families get students to school each day and on time. Please call in the morning when your child is absent or will be late. Our students love our positive and friendly environment and attend school regularly. Signs are posted on campus reminding parents and students of the importance of daily and prompt attendance. Certificates are proudly awarded to students with perfect attendance.

Objective 1o: 1993-94 dropout rate will be reduced from its 1992-93 level.

Class Size

Grade Level	Contract Ratios	Contract Goals	District Averages	School Averages
K	31.2	28	29.0	30.3
1	26.0	24	27.4	29.5
2	26.0	24	27.2	27.7
3	29.8	25	27.4	30.0
4	32.2	30	26.6	29.0
5	32.2	30	28.4	28.0

Ethnic Diversity



Objective 4a: Each school will have no more than 45 percent of its students from any one racial/ethnic group, and at least four racial/ethnic groups will be represented.

Our total staff is well on the way to reflecting the ethnic make up of our student population. When openings occur we seek candidates from all ethnicities and give high priority to candidates best qualified who can add to our ethnic diversity.

Teacher Evaluation

Administrators, probationary teachers, and all classified personnel are evaluated by their supervisors every year. Tenured teachers are evaluated every two years.

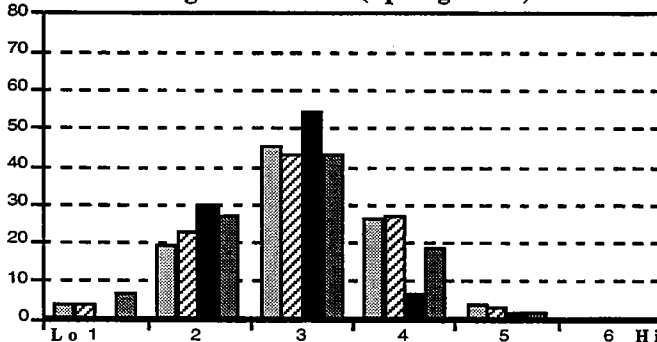
The evaluation processes are determined through contractual agreements with the United Administrators of San Francisco, the United Educators of San Francisco, and the Civil Service Commission of the City and County of San Francisco.

Student Achievement

The California Learning Assessment System (CLAS) is a state mandated annual test. It is currently being administered each Spring at Grades 4,5,8, and 10. Portions of the Comprehensive Tests of Basic Skills (CTBS) are also used by this District to measure individual student progress and proficiency standards.

CLAS: **CTBS:**

CLAS Reading - Grade 4 (Spring 1993)



LEP/NEP = 52.2%

Special Education = 2.1%

Quality of School Instruction and Leadership

We deliver an integrated curriculum with hands on science and math and whole language. Our bilingual staff and language development teachers provide all students equal access to all curriculum areas. Our new full computer lab is increasing creative writing for all students. An elected Leadership Team is being trained in leadership skills and they will plan and facilitate our Site Based Planning days. Ed Fund Grants fund Leadership Training. We have a Leadership Team being trained in DAP who will train others on staff. Site Committees actively participate in decision making.

Substitute Teachers

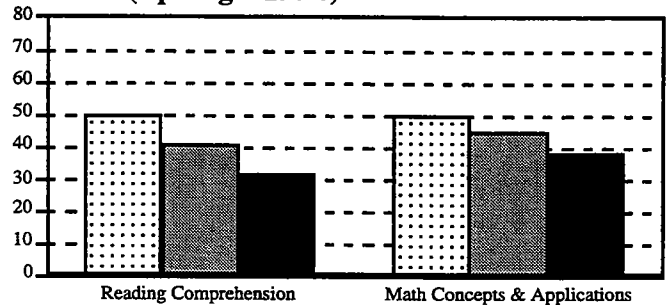
During the 1993-94 school year, the Carmichael teacher attendance rate was not available. We have always had excellent substitutes for classroom teachers. We have not had uncovered classes.

Student Behavior

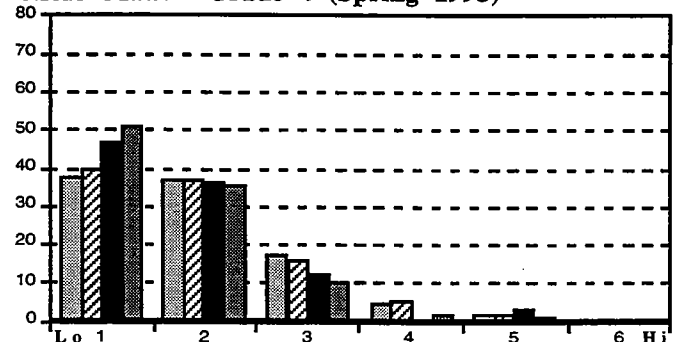
In order to provide a healthy climate, we have regulations consistent with the Student Behavior Handbook. Last year, at Carmichael, 1 student was suspended for violations of those regulations. The following program(s) have been included in the School Site Plan to achieve the District's objective to reduce the number of suspensions: We promote good behavior with Assertive Discipline and class rewards as well as individual student recognition. Elementary Advisor and faculty works with students and parents to improve behavior on campus and busses.

Objective 3a: Schools will provide interventions which result in the reduction of the number of suspensions and expulsions.

CTBS (Spring 1994)



CLAS Math - Grade 4 (Spring 1993)



EDY = 50.1%

GATE & High Potential = 3.9%

Expenditures and Services Offered

1992-93 SALARY COMPARISON

	* STATE	SFUSD
Beginning Teacher Salary	25,963	26,136
Mid-range Teacher Salary	40,787	38,378
Highest Teacher Salary	50,783	47,162
Principal's Average Salary	65,360	**59,033
Superintendent's Salary	108,046	120,000
Expenditure per Student	-	3,220
% of Budget for Teacher Salaries	43.9%	44.9%
% of Budget for Administrators	5.0%	3.7%

* Districts over 20,000 ADA

** Elementary Schools Only

Textbooks and Instructional Materials

The review, selection, and purchase of textbooks and instructional materials are carried out in conjunction with the California eight-year curriculum improvement cycle. Each year, textbooks and instructional materials are reviewed and adopted in one or two specific subject areas. In 1993-94, there was a district-wide adoption of K-8 science instructional materials which have been implemented over a two-year period. During the 1995-96 school year, there will be the adoption and beginning implementation of a new K-8 mathematics instructional program. Special instructional materials are purchased for the use of LEP/NEP GATE, SPECIAL EDUCATION students at the teachers' requests. We have never had enough money in our District and State allocations to purchase enough textbooks for each student in every subject. Our business partners help by granting funds to purchase books in Spanish, Tagalog and English for the library and classrooms. We write many grants and fundraise to purchase extra materials and instructional supplies. We use a variety of interesting and challenging materials to supplement textbooks.

School Facilities and Safety

Current Conditions:

Multi-lingual signs are campus wide both outside and inside the campus. Outdoor lighting was installed to ease mobility for night meetings. Yard surfaces were resurfaced and restriped. A full basketball court added. Ramps were installed. The walkways were rebuilt and painted. Two murals were painted outdoors with help of LEAP artist, Hawley Hussey.

Planned Improvements:

Plans are being drawn to build a new building and recreational fields with State and Park and Recreation Funds.

Needed Improvements:

The new building will house 550 elementary students and 150 Childcare students.

Objective 3b: The appearance of the school site will be improved



Parent Involvement

We survey parents to assess needs annually. We hold workshops to discuss drug and alcohol problems, effective parenting, raising children's self esteem and discipline. These workshops are offered in Cantonese, Spanish and English. We are in our fourth year of the S.F. Volunteers PIP homework project for kinder and first grades. Parents fundraise, work on Site Committees, and in the office and classrooms. The Mission Reading Clinic sponsors a Latina Moms' Support Group. Our partnership with our parents is strong and active.

Objective 2a: Together with parent leaders from established site committees and organizations, schools will develop plans to increase parent participation.



If you need any further information about our school or if you wish to ask anything about this document, please feel free to call us.

Si Ud. necesita información en español acerca de este documento, llame a la escuela para obtener las fechas en las cuales habrán reuniones en español.

Pakisuyong tumawag sa paaralan para sa mga petsa ng mga pulong tungkol sa pagpapaliwanag ng mga dokumentong ito sa Pilipino.

Xin gọi diên thoai cho nhà trường để biết ngày hướng dân và các nghĩa vụ tài liệu này bằng tiếng Việt.

請打電話向學校詢問有關訓練程序日期之中文說明文件。

San Francisco Unified School District
135 Van Ness Avenue
San Francisco, CA 94102
Attn: Bessie Carmichael Elementary School