

Cesar Chavez Elementary School

825 Shotwell Street, San Francisco CA 94110, Phone (415) 695-5765

Ms. Pilar Mejia, Principal

S.F.U.S.D.

1995-1996 School Accountability Report Card

Fall, 1995

School Description

Cesar Chavez, in the heart of the Mission District, has a population rich in cultural and linguistic diversity. An energetic, caring staff works together to create a school that nurtures social, emotional and academic growth. Students learn about themselves and about the world using reading and writing skills. They are also challenged to address environmental and social issues through science, math, technology, and social studies. Service learning is also integrated into the curriculum.

We are a Magnet School that focuses on Science, Technology and Foreign Language Development. All students have access to a PC computer lab and to classroom computers which are all networked. Cesar Chavez School is proud to have Chinese, Spanish, and American Sign Language bilingual classes as well as an African Centered and Multi-Cultural department. Some classrooms are multi-aged in order to create an environment in which students can develop at their own pace and learn from each other.

Parents are an important part of the Cesar Chavez team. They participate in the decision making process, help in the classroom, or help with fundraising. Parents also work on special activities such as Black History, Chinese New Year, Festival de las Americas, Women's History, and Deaf Culture.

Cesar Chavez School is a diverse community of life-long learners which integrates academic skills with personal growth and enables all to reach full potential as globally responsible individuals.

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.

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; and 6) To increase and expand inter-agency collaboration to better serve our students.

School Priorities

For each goal there are a number of measurable objectives. Every school has developed a school site plan to achieve each objective and identified their individual school priorities: 1) Develop and apply instructional strategies to better meet the needs of the students. 2) To improve staff, parent and community participation in the educational process. 3) To build a school environment that is fully integrated in all its programs and activities and provides equal opportunity for all students.

Philosophical Tenets

In order to achieve these objectives, the Board has adopted the following set of philosophical tenets:

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| * All individuals can learn. | * Learning can be subdivided into a number of specific, concrete competencies that can be used as a focus for teaching. | * Learning has both cognitive and affective dimensions. | * All individuals learn in many different ways and at varying rates. |
| * All individuals are both potential learners and potential teachers. | | * If individuals do not learn, then those assigned to be their teachers should accept responsibility for this failure and should take appropriate remedial action. | * Each individual learns best in a particular way. |
| * All individuals want to learn and to be recognized for their achievements. | * All individuals should learn to live and work in a world that is characterized by interdependence and cultural diversity. | | * Parents want their children to attain their fullest potential as learners and to succeed academically. |
| * All individuals are entitled to be treated with respect and dignity. | | | |

Grade Span:	K-5	Student Enrollment:	527	LEP/NEP*:	58.3%
Building (sq.ft.):	55,506	Average Daily Attendance:	99.0%	Special Education:	8.7%
Year of Construction:	1926/74	Optional Enrollment Requests:	13.3%	EDY**:	42.7%
Children Center: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		Pre-K: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		% Objectives Met***:	73%

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. At Cesar Chavez the student advisor supports students with selective interventions on a daily basis. A speech therapy and resource specialist program is offered as well. Our Science Resource Teacher helps teachers integrate the curriculum and implement the science program. Mental health consultants assist staff in setting up a nurturing learning environment. Our Technology resource teacher helps teachers integrate technology into the curriculum and the Program Resource Teacher coordinates the library program. We have after school programs which include computer and homework tutoring, sports and theater. We have paraprofessionals who work in the lab and in the classrooms. There are volunteers from middle and high schools, from businesses, as well as two full time Americorp workers.

Teacher Assignment

Out of 2,305 certificated classroom teachers in the District's schools, none are teaching out of their credentialed areas. At Cesar Chavez School we have teachers qualified in Spanish, Chinese, Ebonics and American Sign Language. All teachers are qualified to teach English, including sheltered English. We also have teachers qualified in Special Education. Teachers share expertise through sharing, mentorship programs and team teaching. Staff expertise includes: Language, Social Studies, Science, Math, Fine Arts, and Multi-Cultural Education.

Student Attendance and Dropout Rate

The District's K-5 average attendance for 1994-95 was 99.1% and the dropout rate was 1.7%. At Cesar Chavez, attendance for the year was 99.0%, excused absences were 5.0%, unexcused absences were 1.0% and the dropout rate was 7.9%. An important District objective is to reduce dropout rates. Dropouts are defined as students who are absent without reason for 45 days or more. Student attendance is carefully monitored on a daily basis with computer-aided tracking and a system providing for phone calls to the homes of absentees. Calls are made in English, Tagalog, Spanish, and Chinese.

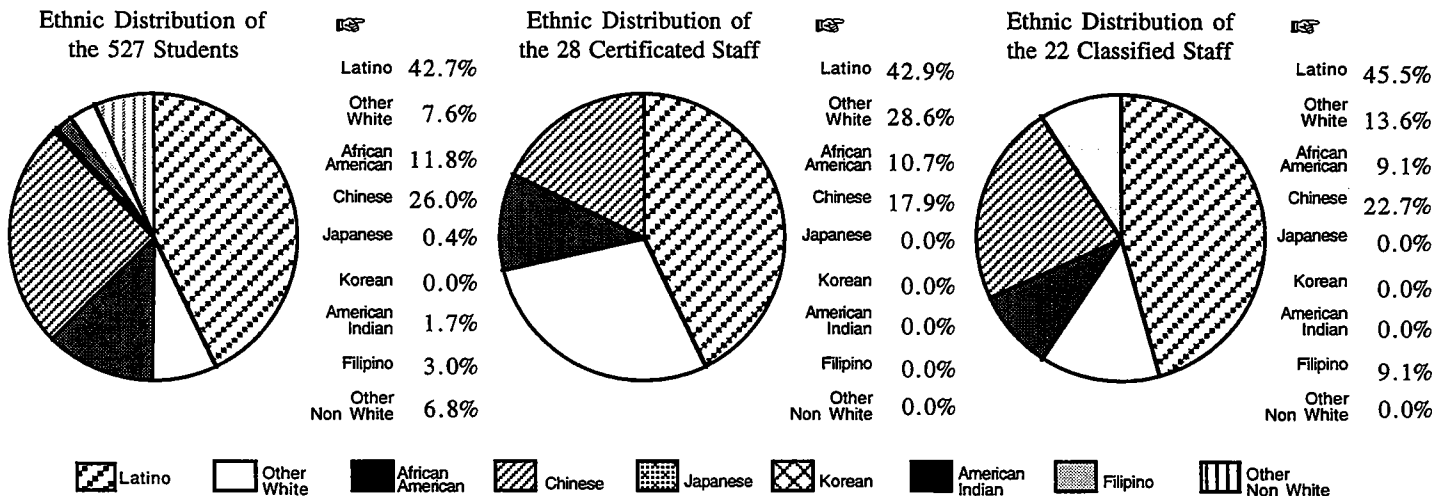
Objective 1o: 1994-95 dropout rate will be reduced from its 1993-94 level.*

Class Size and Instructional Minutes

Grade Level	Contract Ratios	Contract Goals	District Averages	School Averages	Minutes Per Year**
K	31.2	28	28.8	29.0	36,000
1	26.0	24	27.2	29.3	50,400
2	26.0	24	27.4	27.0	50,400
3	29.8	25	26.7	27.5	50,400
4	32.2	30	27.5	29.0	54,000
5	32.2	30	28.1	23.0	54,000

** All schools offer and often exceed the minimum required number of instructional minutes per year. All instructional days meet or exceed the state minimum requirement for instructional minutes.

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. (Based upon previous year's enrollment.)*

Cesar Chavez School is committed to assuring that the staff reflects the ethnic and linguistic population of the students. Bilingual and Bicultural teachers enrich the education of all students.

*Several District objectives are listed in this document. 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.

Teacher Evaluation

Administrators, probationary and long term substitute 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 Behavior

In order to provide a healthy climate, we have regulations consistent with the Student Behavior Handbook. Last year, at Cesar Chavez, 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: A Conflict Resolution Program helps teach problem solving skills. The Care Team (which includes Mental Health Consultants) and Student Study Team (which include teachers and support staff) assist teachers and students resolve problems.

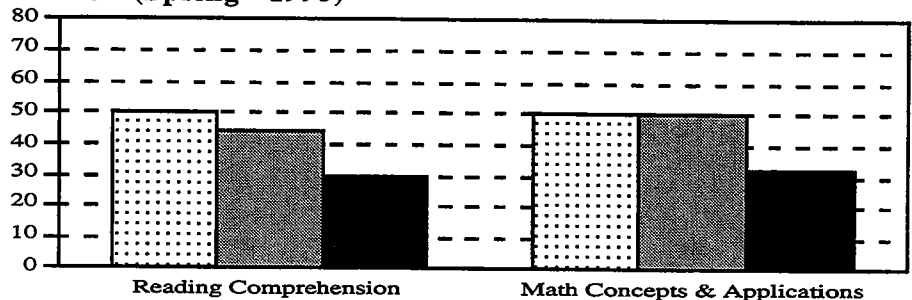
Objective 3a: Schools will provide interventions which result in the reduction of the number of suspensions and expulsions.*

Student Achievement

Portions of the Comprehensive Tests of Basic Skills (CTBS) are used by this District to measure individual student progress and proficiency standards.

CTBS: National
 District
 School

CTBS (Spring 1995)



LEP/NEP = 58.3%

Special Education = 8.7%

EDY = 42.7%

GATE & High Potential = 0.9%

Teacher/Staff Professional Development, and Curriculum Improvement

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. At Cesar Chavez the staff participates in goal-setting and planning curriculum. We have had training in Cooperative Learning Structures to assure that students work in supportive peer groups that improve their self-esteem and increase academic achievement. Teachers have also attended workshops in math, science, and culture. All teachers have access to: the Whole Language Literacy Project, the Developmentally Appropriate Practices training, the Optimal Learning Environment program, and Project 2061-Science for all Americans.

Quality of School Instruction and Leadership

The quality of instruction at Cesar Chavez is high because of an enthusiastic, dedicated staff. Staff members pride themselves with a uniquely high amount of site-based decision making which takes place within the school setting. Teachers develop plans to work collaboratively on everything from budget issues to curricular decisions. We have very high expectations and use assessment to improve the program. Students are expected to publish their own stories and projects using technology. Various groupings for effective instruction are in place. The staff engages in professional development and is accountable for continuous improvement. The principal is a leader of leaders at this site.

Substitute Teachers

During the 1994-95 school year, the Cesar Chavez teacher attendance rate was 96%.

Average Salaries, Budget Percentages & Expenditure per Student

1993-94 SALARY COMPARISON		
	* STATE	SFUSD
Beginning Teacher Salary	\$26,521	\$26,660
Mid-range Teacher Salary	\$41,168	\$39,146
Highest Teacher Salary	\$48,152	\$48,106
Principal's Average Salary	\$66,289	**\$60,544
Superintendent's Salary	\$109,669	\$120,000
Expenditure per Student	-	**\$3,163
% of Budget for Teacher Salaries	42.62%	44.5%
% of Budget for Administrators	5.08%	4.1%

* 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 1994-95, there was a district-wide adoption of K-8 mathematics instructional materials which will be implemented over a three-year period. During the 1995-96 school year, there will be the traditional curriculum development of an improved K-8 language arts instructional program and adoption of new materials will be considered in 1996-97. Basic textbook selection is consistent with District-mandated materials. Classrooms are also filled with quality literature as well as books about science. The library includes trade books and resource materials including six computers with CD Rom which is used for research. Hands on Science and Math materials are available to all students. Software is chosen with all students' needs in mind and the technology available also includes video and XAP cameras, scanners, and other multi-media capabilities. We extend the walls of the classroom by use of our garden and other community resources such as the Mission Science Workshop.

School Facilities and Safety

Current Conditions:

We have a PC computer lab with a Network which unifies the 30 computers in the lab and the computers in the classrooms. We are also very proud of our outstanding murals which are SF landmarks. New windows were installed.

Planned Improvements:

Library, classroom and auditorium remodeling is being planned with Prop A funds. The roof will also be worked on.

Needed Improvements:

Drinking fountains, faculty bathrooms.

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



Parent Involvement

Cesar Chavez staff is fortunate to have parents from: the Western Addition, Chinatown, and the Mission District. We believe that parents are children's most important teachers. Parents are part of our decision making structure and meetings are conducted in English, Spanish, and Chinese. The PARENT NEWSLETTER is published every week in three languages. Our Parent Liaison helps to involve more parents. Parents are always welcome at Cesar Chavez to visit classes and volunteer. Through a Healthy Start grant, parents are conducting a needs assessment and will help develop programs to meet the needs of our families.

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



For further information about our school or if you have questions about this document, please feel free to call us.

Si necesita información sobre nuestra escuela o si tiene alguna pregunta sobre este prospecto, llámenos.

Nếu muốn biết thêm chi tiết về trường học hoặc về tập tài liệu này, xin quý vị gọi điện thoại cho chúng tôi.

Kung kailangan ang karagdagang impormasyon tungkol sa ating paaralan O gustong magtanong tungkol sa mga kailangang dokumento, maaari kayon tumawag sa amin.

Если у Вас есть вопросы, или нужна дополнительная информация, пожалуйста позвоните по телефону.

如果你們需要任何有關學校的資料或有任何關於此文件的問題，請打電話與我們聯絡。

San Francisco Unified School District

135 Van Ness Avenue

San Francisco, CA 94102

Attn: Cesar Chavez Elementary School