

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
--	-------------------------	-----------------------	----------------------

<b><u>BOARD AND SUPERINTENDENT GOALS:</u></b>																																									
<b>Increase Academic Achievement for All Students</b>																																									
<p align="center">Reading <i>Increase Reading Scores (3<sup>rd</sup> grade reading scores increase 10%)</i></p>	<p>DIBELS testing will be delayed one week and begin on Jan. 30th and be complete on Feb. 10th. We can report on DIBELS data in Feb. or March.</p>	<p align="center">2016-2017 DIBELS % @ BM</p> <table border="1"> <thead> <tr> <th>Grade</th> <th>Fall</th> <th>Winter</th> <th>Spr.</th> </tr> </thead> <tbody> <tr> <td>K</td> <td>36%</td> <td>44%</td> <td>51%</td> </tr> <tr> <td>1</td> <td>45%</td> <td>52%</td> <td>44%</td> </tr> <tr> <td>2</td> <td>58%</td> <td>58%</td> <td>53%</td> </tr> <tr> <td>3</td> <td>53%</td> <td>52%</td> <td>46%</td> </tr> <tr> <td>4</td> <td>40%</td> <td>43%</td> <td>46%</td> </tr> <tr> <td>5</td> <td>50%</td> <td>54%</td> <td>60%</td> </tr> <tr> <td>6</td> <td></td> <td>DORF 82%</td> <td></td> </tr> </tbody> </table>	Grade	Fall	Winter	Spr.	K	36%	44%	51%	1	45%	52%	44%	2	58%	58%	53%	3	53%	52%	46%	4	40%	43%	46%	5	50%	54%	60%	6		DORF 82%		<p><b>VERY VERY</b> preliminary look at SBA Scores</p> <table border="1"> <thead> <tr> <th colspan="2">3rd Graders Meeting Grade Level Standard</th> </tr> <tr> <th>2016-17</th> <th>2015-16</th> </tr> </thead> <tbody> <tr> <td>29%</td> <td>30.2%</td> </tr> </tbody> </table> <p>State 16-17 Average is 46%</p>	3rd Graders Meeting Grade Level Standard		2016-17	2015-16	29%	30.2%
Grade	Fall	Winter	Spr.																																						
K	36%	44%	51%																																						
1	45%	52%	44%																																						
2	58%	58%	53%																																						
3	53%	52%	46%																																						
4	40%	43%	46%																																						
5	50%	54%	60%																																						
6		DORF 82%																																							
3rd Graders Meeting Grade Level Standard																																									
2016-17	2015-16																																								
29%	30.2%																																								
<p align="center">Math <i>Increase Math Scores (56% pass 8<sup>th</sup> grade Algebra I - by semester two June 2017)</i></p>	<p>Semester 2 will end on March 17th, so we will not have pass rates for Alg. 1 until spring break.</p>	<p>119/241 (49%) students received 0.5 sem 1 hs credit</p>	<p>Grades are not in for 2 weeks</p>																																						

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	January 23, 2017	April 24, 2017	June 26, 2017																		
<p style="text-align: center;"><b>Grad Rate</b> <i>Increase Graduation 4-Year Cohort Rate (3% increase, disaggregated by types of diplomas &amp; demographics)</i></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">4-Year</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>PSD</td> <td style="text-align: center;">75</td> <td style="text-align: center;">71.53</td> </tr> <tr> <td>PHS</td> <td style="text-align: center;">76.86</td> <td style="text-align: center;">74.63</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">5-Year</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>PSD</td> <td style="text-align: center;">77</td> <td style="text-align: center;">78.87</td> </tr> <tr> <td>PHS</td> <td style="text-align: center;">83.21</td> <td style="text-align: center;">84.68</td> </tr> </tbody> </table>	4-Year	2016	2015	PSD	75	71.53	PHS	76.86	74.63	5-Year	2016	2015	PSD	77	78.87	PHS	83.21	84.68	<p>No change</p>	<p>81.3% of seniors graduated June 15. That is not the official 4 or 5 year cohort number.</p> <p>It is the number of seniors who started 12th grade and walked June 15th.</p>
4-Year	2016	2015																			
PSD	75	71.53																			
PHS	76.86	74.63																			
5-Year	2016	2015																			
PSD	77	78.87																			
PHS	83.21	84.68																			
<b>Increase Credit Attainment</b>																					
<p style="text-align: center;"><b>On Track</b> <i>From 9<sup>th</sup> grade to 10<sup>th</sup> grade (On Track increased 10%)</i></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>PSD</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">69.2</td> </tr> <tr> <td>PHS</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">69.7</td> </tr> </tbody> </table>		2016	2015	PSD	NA	69.2	PHS	NA	69.7	<p>No change</p>	<p>Grades are not in for 2 weeks</p>									
	2016	2015																			
PSD	NA	69.2																			
PHS	NA	69.7																			
<p style="text-align: center;"><b>Dual Credits</b> <i>Dual College Credits attained by graduation (10% increase)</i></p>	<p>N/A</p>	<p>N/A</p>	<p>2015-2016 1,394 2016-2017 1,834 <b>24% Increase</b></p>																		

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
--	-------------------------	-----------------------	----------------------

<b>Improve Culture in Parkrose School District</b>			
<p><i>Improve Student Comfort Level, Grades 6-12th (survey students twice per year: Fall &amp; Spring)</i></p> <hr/> <p><i>Action: By November 1, 2016 Administrators will determine a K-12 anti bullying action plan with measures.</i></p> <hr/>	<p>(report delayed due to snowstorm) February 27th Report - 1,390 6-12th graders surveyed. Q 1 Feel Physically Safe at School? 97% (most or some of the time) Q 2 Feel Emotionally Safe at School? 92% (most or some) Q 3 Feel Bullied at School? 25% (most or some) Q 4 Seeing Kids Bullied at School? 61% (most or some) Q 5 Times I don't feel safe? Hallways and Passing time Q 6 How can we help you feel safe? More security, more respect shown towards students and teachers Q 7 What school do you attend? About half MS half HS</p> <p>As of November 1st 2016 principal goals were as follows: K-5 Stop Talk and Walk 6-12 Restorative Justice Practice</p>	<p>Next survey in May</p>	<p>May/June Report - 710 6-12th graders surveyed. Q 1 Feel Physically Safe at School? 96% (most or some of the time) Q 2 Feel Emotionally Safe at School? 92% (most or some) Q 3 Feel Bullied at School? 27% (most or some) Q 4 Seeing Kids Bullied at School? 18% (many times) 50% (sometimes) Q5 to Q7 will be reported during the June 26th Business Meeting</p> <p>Participation - 47% PMS 53% PHS</p>

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
--	-------------------------	-----------------------	----------------------

Achieve District Wide Equity Goals			
<p align="center">Hiring Diverse Staff <i>Hiring and Retaining Staff of Color (Increase by 5% toward a match to district demographics)</i></p>	<p><b>16-17 - <u>62 New Hires - 26% staff of color</u></b></p> <p><b>2 Admn -</b> 1 AA Male 1 WH Female</p> <p><b>46 OEA -</b>  1 AA Male 2 AI Females 3 AS Males 1 HIS Male/1 HIS Female</p> <p><b>14 OSEA -</b> 3 AA Males/1 AA Female 1 AS Male 1 HIS Male/2 HIS Females 3 WH Males/3 WH Females</p>	<p><b>16-17 - <u>64 New Hires - 26% staff of color</u></b></p> <p><b>2 Admn -</b> 1 AA Male 1 WH Females</p> <p><b>46 OEA -</b> 1 AA Male 2 AI Females 3 AS Males 1 HIS Male/1 HIS Female 7 WH Males/31 WH Fem</p> <p><b>14 OSEA -</b> 3 AA Males/1 AA Female 1 AS Male 1 HIS Male/2 HIS Females 3 WH Males/5 WH Females</p>	<p>No Change:</p> <p><b>16-17 - <u>64 New Hires - 26% staff of color</u></b></p> <p><b>2 Admn -</b> 1 AA Male 1 WH Females</p> <p><b>46 OEA -</b> 1 AA Male 2 AI Females 3 AS Males 1 HIS Male/1 HIS Female 7 WH Males/31 WH Fem</p> <p><b>14 OSEA -</b> 3 AA Males/1 AA Female 1 AS Male 1 HIS Male/2 HIS Females 3 WH Males/5 WH Females</p>

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	January 23, 2017	April 24, 2017	June 26, 2017																																										
<p align="center"><b>Discipline Disparities</b> <i>Eliminating Racial Disparities in Discipline (Relative Rate Index of 1:1 K-12)</i></p>	<table border="1"> <tr><td>A</td><td>0.403304</td></tr> <tr><td>B</td><td>2.024702</td></tr> <tr><td>H</td><td>1.138448</td></tr> <tr><td>M</td><td>1.302453</td></tr> <tr><td>N</td><td>2.137789</td></tr> <tr><td>PI</td><td>1.089942</td></tr> <tr><td>W</td><td>1</td></tr> </table>	A	0.403304	B	2.024702	H	1.138448	M	1.302453	N	2.137789	PI	1.089942	W	1	<table border="1"> <tr><td>A</td><td>.75</td></tr> <tr><td>B</td><td>2.12</td></tr> <tr><td>H</td><td>1.07</td></tr> <tr><td>M</td><td>1.25</td></tr> <tr><td>N</td><td>1.97</td></tr> <tr><td>PI</td><td>1.08</td></tr> <tr><td>W</td><td>1</td></tr> </table>	A	.75	B	2.12	H	1.07	M	1.25	N	1.97	PI	1.08	W	1	<table border="1"> <tr><td>A</td><td>.49</td></tr> <tr><td>B</td><td>2.37</td></tr> <tr><td>H</td><td>1.14</td></tr> <tr><td>M</td><td>1.56</td></tr> <tr><td>N</td><td>1.33</td></tr> <tr><td>PI</td><td>1.15</td></tr> <tr><td>W</td><td>1</td></tr> </table>	A	.49	B	2.37	H	1.14	M	1.56	N	1.33	PI	1.15	W	1
A	0.403304																																												
B	2.024702																																												
H	1.138448																																												
M	1.302453																																												
N	2.137789																																												
PI	1.089942																																												
W	1																																												
A	.75																																												
B	2.12																																												
H	1.07																																												
M	1.25																																												
N	1.97																																												
PI	1.08																																												
W	1																																												
A	.49																																												
B	2.37																																												
H	1.14																																												
M	1.56																																												
N	1.33																																												
PI	1.15																																												
W	1																																												
<p align="center"><b>Equity Lens</b> <i>Implement Racial Equity Lens and use Equity Lens for policy and budget decisions and implementation (Supt. Report June 2017)</i></p> <p><i>This will be measured by listing the number and type of decisions made using the Lens and reporting them to the Board.</i></p>	<p>(report delayed due to snowstorm) February 27th Report - As of September 2016 the equity team has met to discuss the policy around holidays and code of dress. We continue to work on policies of discipline and hiring.</p>	<p>Nothing new until May 22, Board Meeting report to Board regarding new and updated policies the Equity Team is now working on.</p>	<p>On May 22, Equity policies were reviewed by the Board for 1st reading including Equity Policy, Equity Lens, Hiring and Discipline. The K-5 Handbook was reviewed and changed to reflect our equity work. Need to do 6-12 Handbook. In addition, we added a policy review of Religion in the Schools /Holidays with an important conversation about religious neutrality. Tonight June 26th the Board will vote on second reading of these policies and their changes.</p>																																										

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
--	-------------------------	-----------------------	----------------------

<p align="center"><b>Attendance</b></p> <p><i>Improve Attendance (90% of all students, by school, attending 90% of the time or more)</i></p>	<table border="1"> <tr><td>High School</td><td align="right">72.40%</td></tr> <tr><td>Middle School</td><td align="right">81.70%</td></tr> <tr><td>Prescott</td><td align="right">76.70%</td></tr> <tr><td>Russell</td><td align="right">81.70%</td></tr> <tr><td>Sacramento</td><td align="right">78.60%</td></tr> <tr><td>Shaver</td><td align="right">77.40%</td></tr> </table>	High School	72.40%	Middle School	81.70%	Prescott	76.70%	Russell	81.70%	Sacramento	78.60%	Shaver	77.40%	<table border="1"> <tr><td>PHS</td><td align="right"><b>70%</b></td></tr> <tr><td>PMS</td><td align="right"><b>80%</b></td></tr> <tr><td>PES</td><td align="right"><b>73%</b></td></tr> <tr><td>RES</td><td align="right"><b>80%</b></td></tr> <tr><td>Sac</td><td align="right"><b>80%</b></td></tr> <tr><td>SES</td><td align="right"><b>71%</b></td></tr> </table>	PHS	<b>70%</b>	PMS	<b>80%</b>	PES	<b>73%</b>	RES	<b>80%</b>	Sac	<b>80%</b>	SES	<b>71%</b>	<table border="1"> <thead> <tr> <th></th> <th align="center"><b>Average Daily Attendance</b></th> <th align="center"><b>% at 90%</b></th> </tr> </thead> <tbody> <tr><td>PHS</td><td align="center"><b>90%</b></td><td align="center"><b>67%</b></td></tr> <tr><td>PMS</td><td align="center"><b>93%</b></td><td align="center"><b>80%</b></td></tr> <tr><td>PES</td><td align="center"><b>93%</b></td><td align="center"><b>75%</b></td></tr> <tr><td>RES</td><td align="center"><b>93%</b></td><td align="center"><b>81%</b></td></tr> <tr><td>Sac</td><td align="center"><b>94%</b></td><td align="center"><b>81%</b></td></tr> <tr><td>SES</td><td align="center"><b>93%</b></td><td align="center"><b>73%</b></td></tr> </tbody> </table>		<b>Average Daily Attendance</b>	<b>% at 90%</b>	PHS	<b>90%</b>	<b>67%</b>	PMS	<b>93%</b>	<b>80%</b>	PES	<b>93%</b>	<b>75%</b>	RES	<b>93%</b>	<b>81%</b>	Sac	<b>94%</b>	<b>81%</b>	SES	<b>93%</b>	<b>73%</b>
	High School	72.40%																																														
	Middle School	81.70%																																														
	Prescott	76.70%																																														
	Russell	81.70%																																														
	Sacramento	78.60%																																														
	Shaver	77.40%																																														
	PHS	<b>70%</b>																																														
PMS	<b>80%</b>																																															
PES	<b>73%</b>																																															
RES	<b>80%</b>																																															
Sac	<b>80%</b>																																															
SES	<b>71%</b>																																															
	<b>Average Daily Attendance</b>	<b>% at 90%</b>																																														
PHS	<b>90%</b>	<b>67%</b>																																														
PMS	<b>93%</b>	<b>80%</b>																																														
PES	<b>93%</b>	<b>75%</b>																																														
RES	<b>93%</b>	<b>81%</b>																																														
Sac	<b>94%</b>	<b>81%</b>																																														
SES	<b>93%</b>	<b>73%</b>																																														

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
--	-------------------------	-----------------------	----------------------

<p align="center">Reduce Exclusionary Discipline 6-12</p> <p><i>Reduce Exclusionary Discipline (Reduce overall *suspensions &amp; expulsions by 10% grades 6-12)</i></p> <p><i>*suspensions - in and out of school</i></p>	12/31/16	12/31/15	4/17/17	4/15/16	6/16/17	6/16/16
	157	192	374	412	538	626

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
--	-------------------------	-----------------------	----------------------

**SUPERINTENDENT GOALS:**

<b>Improve District Communication</b>			
<p style="text-align: center;">Proactively and Effectively <i>Communicating throughout the school year with all stakeholders</i></p>	<p>(report delayed due to snowstorm) February 27th Report - On numerous occasions this year, the Superintendent has communicated with staff, parents and the community regarding topics such as: Satan Club, Snow Days, and principal changes. This has been accomplished via email, newsletter, Facebook, Flash News and an automated texting system brand new to our district.</p>	<p>Nothing new to report.</p>	<p>Completion of Appreciative Inquiry study and draft plan to come June 26th. Communication with the parents and students regarding community and school safety for immigrants and refugees in PSD. Addition of district wide posters proclaiming safety and welcome for all refugees and immigrants. Communication regarding several dangerous situations in our neighborhoods and on line dangerous games we warned parents about.</p>
<p><i>District Newsletters (Twice per year)</i></p>	<p>(report delayed due to snowstorm) February 27th Report - The <a href="#">February 2017</a> edition just went out to every Parkrose resident. Still collecting feedback.</p>	<p>Next Newsletter June 2017</p>	<p>New Newsletter to go out to the broad Parkrose public by the end of June 2017. This will include results of our Appreciative Inquiry work.  In addition, a large one page Memo article sent to 14,000 residents with photos and stories about our kids.</p>



**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
<p><i>Attend at least two PTO Meetings per month. (Secondary PTO monthly, rotate Elementary PTO's once a month)</i></p>	<p>(report delayed due to snowstorm) February 27th Report - The superintendent has attended PTO meetings monthly for every school at least once but has had a difficult time attending the 6-12 grade PTO/Boosters meeting because somehow they switched to the same night as Board meetings. We discuss the Board's "Building on our Strength" project and also have time for parents to ask the Superintendent questions.</p>	<p>Moving along</p>	<p>Working moderately well. I attended 2 PTO meetings per school but the meetings are attended largely by a narrow swath of our demographic. I am encouraging principals to broaden their PTO group memberships to better represent people in our schools.</p> <p>Next year starting a new Community Solutions group with a broad array of stakeholders from the community, Will meet monthly.</p>
<p><b>Support Principals Effectively</b> <i>Through effective implementation Supervision and Evaluation Process Report results to Board June 2017</i></p>	<p>(report delayed due to snowstorm) February 27th Report - The Superintendent and Assistant Superintendent have observed every principal (except Heather Bailey) at least 3 times. By April 1, we will have observed every Principal at least 4 times and some quite a few more. Feedback was given. We held Mid Year meetings with all but 2 principals at this time with the other 2 next week. One principal has been reassigned to district</p>	<p>Mid Years went well. Lots of conversations about effective leadership.</p>	<p>Final Summative Evaluations have been completed for all principals and directors. Michael and Karen observed the principals together throughout the year and completed their final evals together as well. Wonderful process for effective educator evaluation this year. We reviewed their student learning goals in depth as well as rated them on the required 6 standards for administrators. Great conversations. To be continued.</p>

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	January 23, 2017	April 24, 2017	June 26, 2017
	<p>administrative work and an interim taken her place. She will not have a Mid Year. At the Mid Year meetings, we review 5 areas of non-negotiable activity such as Multi Tiered Systems of Support, AVID, Attendance, Behavior and Academic Achievement.</p>		
<p><i>Critical Issues Based Leadership Development Project with Parkrose School District and University of Oregon</i> <i>(Pilot year) Report progress and results to the Board by June 2017.</i></p>	<p>(report delayed due to snowstorm) February 27th Report - The Admin Team from PHS plus PMS principal and 6-12 AVID coach Whitney Alfrey has been at these Leadership Development meetings hosted by NWRESD and the University of Oregon about College and Career Readiness. Michael normally attends and I have sat in when he has not been available due to other commitments. They are interesting and provide planning time and reflection.</p>	<p>Nothing new to report.</p>	<p>This program did not work out for us and we stopped being a member of this work. It did not meet our educational and professional needs. Instead, Karen and a Shaver Team joined the Results Based Leadership team for professional development through All Hands Raised. This has been great! We are learning the difference between Technical Leadership and Adaptive Leadership. Laura and her team are part of the county wide attendance site based work and this deep dive into leadership has been very effective.</p>

**Parkrose School District  
2016-17 District Goals Board Report**

2015- 2016 Board Report: <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=38970916>

2014-2015 Board Report : <https://v3.boardbook.org/Public/PublicItemDownload.aspx?ik=37205817>

	<b>January 23, 2017</b>	<b>April 24, 2017</b>	<b>June 26, 2017</b>
<p><i>Administrative Team Professional Learning Meetings (Monthly) Report results of A Team PLC time to the Board by June 2017.</i></p>	<p>(report delayed due to snowstorm) February 27th Report - These have been particularly excellent this year. Every other month we go in mixed teams to our schools, observe teachers and provide feedback to and with the principals regarding our observations of teaching and learning in the classrooms. Our practice is moving us forward and we are becoming a more effective academic system.</p>	<p>Same as January Report.</p>	<p>We review our monthly observational data and feedback narratives as a team and analyze what is working and what is not. This year we worked a lot on Listening as a part of communication. Feedback to staff from data received through observation has been a crucial conversation piece this year. AVID professional development K-12 is on going.</p>