



Prepared for Legislative Finance Committee

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Clovis Municipal School District
2016 Summative Review
July 28, 2016

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STUDENT PERFORMANCE

2015 SCHOOL GRADES AND TITLE I STATUS

Elementary – 10 of 12 schools are Title I Schools

- 5 schools received an A. Two of the five receive Title I funds
- Two schools received a B and both schools are Title I
- Three schools received a C and all three schools are Title I
- No schools received D grades
- Two schools received an F and both schools are Title I

Secondary

- Gattis Middle School: A (non Title I)
- Marshall Middle School: C (Title I)
- Yucca Middle School: B (Title I)
- Freshman Academy: B (Title I)
- Clovis High School: D (Title I)

SCHOOL GRADE TRENDS

Elementary

10 out of 12 elementary schools received a higher grade in 2015 than they had received in the two previous years, showing an upward trend.

- 10 out of 12 elementary schools received a higher grade in 2015 than they had received in the two previous years, showing an upward trend.
- Out of the ten, eight of the schools are Title I.
- The two elementary schools that did not receive a higher grade are showing a downward trend and are both Title I schools.

Secondary

No secondary school has shown an upward or downward trend.

The changes that have occurred yearly in the school grading process are important to consider.

Secondary Schools	2013	2014	2015
Gattis Middle School	N/A	N/A	A
Marshall Middle School	B	B	C
Yucca Middle School	C	D	B
CHS Freshman Academy	B	C	B
Clovis High School	B	B	D

STUDENT PROFICIENCY /STUDENT PERFORMANCE DATA

Grade	Reading-% of students at or above proficiency		Math--% of students at or above proficiency	
	PARCC 2014-15	Discovery 2015-16	PARCC 2014-15	Discovery 2015-16
K	N/A	69%	N/A	73%
1	N/A	76%	N/A	83%
2	N/A	60%	N/A	70%
3	24.8%	51%	31.7%	62%
4	25.0%	56%	24.8%	62%
5	30.2%	58%	30.1%	69%
6	24.1%	57%	21.1%	69%
7	20.5%	64%	17.7%	56%
8	29.0%	62%	26.4%	55%
9	35.0%	51% English I	27.7% Algebra I	28% Algebra I
10	27.0%	38% English II	4.7% Geometry	31% Geometry
11	34.3%		19.4% Algebra II	41.5% Algebra II

EARLY CHILDHOOD PROGRAM DATA

CMS does not participate in the state pre-school program, but has had a Title I and Developmentally Disabled Pre-schools for many years.

- Los Niños Early Intervention Center and Lincoln-Jackson Family Center are programs designed to help preschool children (3 & 4 year-olds) who have developmental disabilities or delays before they reach school age.
- Los Niños has special education students and peer role models in the 3 year-old and 4 year-old programs. The 4 year-old program also includes family literacy students.

A child must be identified as either having a disability or significant delay in one or more of the following areas of development:

- Visual Impairment
- Hearing Impairment
- Orthopedic or Motor Impairment
- Chronic Health Impairment
- Speech/Language Impairment
- Intellectually Disabled
- Emotional/Behavioral Disturbance
- Autism/Pervasive Developmental Disorder
- Traumatic Brain Injury

PRE-SCHOOL TEACHING STRATEGIES GOLD

DOMAIN	Percent of 3Y students at or above expectations	Percent of 4Y students at or above expectations
Social-Emotional	90	79
Physical	90	86
Language	75	78
Cognitive	84	81
Literacy	80	88
Mathematics	77	70

GRADUATION RATES AND TRENDS

Percentage of Students Graduating Within 4 years With Their Cohort

	2013	2014	2015
All Students	75	73	77
Female	78	74	83
Male	72	71	72
Caucasian	83	82	82
African American	78	71	86
Hispanic	70	65	73
Eco. Disadvantaged	65	64	72
W/Disability	57	54	50
ELL	64	67	73

ENROLLMENT DATA

100th Day Enrollment Comparison	
2012	8648
2013	8524
2014	8482
2015	8521

TRENDS IN EIGHTH GRADE READING AND MATH PROFICIENCY

Years	Reading % of students at or above proficiency		Math % of students at or above proficiency	
	PARCC/SBA	Discovery	PARCC/SBA	Discovery
2012-13	61.9% (SBA)	54%	51.9% (SBA)	35%
2013-14	64.0% (SBA)	59%	50.0% (SBA)	45%
2014-15	29.0% (PARCC)	68%	26.4% (PARCC)	57%
2015-16	Not Released	62%	Not Released	55%

COLLEGE REMEDIATION NEEDS OF GRADUATES

This is an area in need of growth. We have not collected information specific to CMS, but are in conversation with local colleges and universities regarding the readiness of incoming freshman.

SPECIFIC ACTIONS TAKEN TO IMPROVE STUDENT OUTCOMES

- Teacher Professional Development
 - Teaching reading
 - Math
 - Behavior and classroom management
 - Unpacking standards
 - Backwards planning
 - Learning to disaggregate data to inform instruction
- Dedicated math and reading blocks in all elementary schools
- School-wide 9-week data conference and planning at all school sites
- Teaming at middle schools
- Required intervention time at all elementary schools
- Interventions during teaming at middle school
- Principals Pursuing Excellence program
- Creation of common formative assessments at the secondary schools aligned to Common Core State Standards
- Professional Learning Communities at all secondary schools
- Summer opportunities for migrant students
- Enrichment opportunities through STEM camps
- Instructional Rounds

USE OF SHORT CYCLE DATA TO INFORM INSTRUCTION

Each nine-weeks, teachers are required to disaggregate short-cycle data drilling down by student, by standard, and by skill. This data is discussed in PLC meetings where teachers must complete a plan for intervention and future teaching.

TEACHER RECRUITMENT AND RETENTION

RECRUITMENT

- CMS Educator Job Fair (Letters of Intent given)
- Successful student teachers were given Letters of Intent before end of semester
- Active recruitment of qualified candidates from foreign countries who do not require sponsorship
- Partnership with Cannon AFB to recruit military spouses
- Alternative advertising: locally, regionally, electronically (LinkedIn, Facebook, Job Boards)
- University Job Fairs have been unproductive due to low number of graduates in education

RETENTION

Teacher Turnover Data

MONTH	2014 - 15	2015 - 16	2016 - 17
May	41	16	22
June	14	11	13
July	14	13	24
August	15	3	
September	3	3	
October	3	7	
November	0	3	
December	5	2	
January	6	6	
February	1	3	
March	2	2	
April	4	23	
Total Leaving	108	92	59
<i>Total Teachers</i>	518	530	530
Percentage	21%	17%	11%

- For the 2015-16 school year, 25% of first-year teachers are not returning.
- To increase retention of beginning teachers, CMS has expanded the Mentoring Program and has added a .5 Instructional Coach to work specifically with new teachers.

OPENINGS (33 as of 7/19/2016)

- Secondary: 12 (6-Lang. Arts; 3-Math; 1-Social Studies; 1-Business; 1-Tech Lab)
- Elementary: 10
- SPED: 8
- Pre-K: 2
- Music: 1

TEACHER QUALITY

Educator Effectiveness System, Yearly Performance Data

RATING	2013-14	2014-15
Ineffective	8 (1.5%)	6 (1%)
Minimally Effective	76 (15%)	124 (28%)
Effective	353 (70%)	248 (55%)
Highly Effective	63 (13%)	68 (15%)
Exemplary	3 (.5%)	4 (1%)
TOTAL	503	450

- 73% of first-year teachers in 2014-15 who scored below 'Effective' in one or more Domains were Alternative Licensure teachers

CAPITAL OUTLAY

PAST PSCOC PROJECTS

Lockwood ES/55,898 sf	State \$11 M / CMS \$3 M
Gattis MS/131,835 sf	State \$19.4 M / CMS \$11.3 M
James Bickley/49,838 sf	State \$12.9 M / CMS \$3.6 M
Bella Vista ES/60,000 sf	State \$6.7 M / CMS \$3.3 M
La Casita ES/60,078 sf	State \$6.7 M / CMS \$2.1 M
Marshall MS/162,106 sf- project - 92,000 sf	State \$5.7 M / CMS \$1.5 M
Roofing Awards	State \$4.4 M / CMS \$1.6 M

CURRENT PSCOC PROJECTS

Cameo ES Roofing & HVAC/47,231 sf	State \$1.0 M / CMS \$900 K
<ul style="list-style-type: none">• Contractor has been selected/ roofing to begin August 2016.• Completion expected February 2017.	
Parkview ES/63,255 sf	State \$2.0 M / CMS \$600 K
<ul style="list-style-type: none">• Design 90% complete.• PSCOC Phase II Construction Funding projected Q1 2017.	
Highland ES/43,097 sf	State \$76 K / CMS \$24 K
<ul style="list-style-type: none">• Draft report complete. Final report to be completed August 2016.• PSCOC Phase II Design Funding projected Q3 2016.	

FUNDING

PSCOC Total	\$70 M
LOCAL GOB Total	\$29 M

PSCOC funding has provided CMS with modern facilities and quality technology. Studies have shown facilities in good condition are conducive to learning. A well-maintained and safe physical environment fosters students' ability to learn, to show improved achievement scores, and to exhibit appropriate behavior.

FINANCIAL CONDITIONS

2016-17 BUDGET

Beginning Cash Balance (Budgeted)	\$10,651,016
• Issues – Operational Budget Increases	
○ Continued increases (7.1% - 8.3%) Health Insurance Costs	\$ 321,072
○ Increase (5.5%) Risk Insurance	\$ 110,849
○ Teacher level change increases	\$ 410,000
○ Hard to staff areas – Bilingual, Special Education	

OPERATIONAL FUND EXPENDITURE DATA

• 2016-17 State Equalization Guarantee	\$58,628,814.54
Based on an FTE enrollment of 8,247 students	\$7,109.11 per student
○ 89.9% of SEG budget is Salaries and Benefits	
• 2015-16 State Equalization Guarantee	\$58,522,056
Based on an FTE enrollment of 8,286 students	\$7,062.76 per student
○ 87.6% Salaries/Benefits	
○ 2.2% Property Liability Insurance	
○ 1.9% Utilities	
○ 1.8% General Supplies	
○ 1.4% Fixed Assets/Equipment	
○ 1.3% Contracted Employees	
○ Teacher level change increases cost approximately \$700,000	

2016 DISTRICT LAND VALUATION AND LEVIES

• Residential Property Values	
○ In Town	\$ 441,589,515
▪ New Construction	\$ 5,220,938
▪ Increase in Tax Base	\$ 3,476,780
▪ Tax Rate	
• Operational	\$.452/\$1,000
• Debt Service	\$ 4.949/\$1,000
• SB-9	\$ 1.94/\$1,000

- Residential Property Values
 - Out of Town \$ 82,795,266
 - New Construction \$ 24,882,921
 - Decrease in Tax Base \$ 10,990,973
 - Tax Rate
 - Operational \$.452/\$1,000
 - Debt Service \$ 4.949/\$1,000
 - SB-9 \$ 1.94/\$1,000

- Non-Residential Property Values
 - In-Town \$ 39,966,970
 - New Construction \$ 2,000,552
 - Increase in Tax Base \$ 4,205,444
 - Tax Rate
 - Operational \$.50/\$1,000
 - Debt Service \$ 4.949/\$1,000
 - SB-9 \$ 2.00/\$1,000

 - Out –of-Town \$ 49,670,930
 - New Construction \$ 320,970
 - Increase in tax base \$ 2,010,608
 - Tax Rate
 - Operational \$.50/\$1,000
 - Debt Service \$ 4.949/\$1,000
 - SB-9 \$ 2.00/\$1,000

TEACHER DATA

- Minimum Teacher Pay for Clovis Municipal Schools \$ 34,100
- Average Teacher Salary \$ 46,264.36
- Average Teacher Longevity 10.34 years
- Training & Experience Factor
 - 2016-17 1.048
 - 2015-16 1.038

