

# School Accountability Report Card Reported Using Data from the 2021–2022 School Year

California Department of Education

## *Anova Center for Education, Contra Costa*

**Address:** 1140 Galaxy Way, Suite 100, Concord, CA 94520 **Phone:** 925-687-9616

**Principal:** Brenda Bertram

**Grade Span:** K-12

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 and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fq/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 <https://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).

### **California School Dashboard**

The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

## About This School

### School Contact Information (School Year 2021–2022)

Entity	Contact Information
School Name	Anova Center for Education, Contra Costa County
Street	1140 Galaxy Way, Suite 100
City, State, Zip	Concord, CA 94520
Phone Number	925-687-9616
Principal	Brenda Bertram
Email Address	bbertram@anovaeducation.org
Website	<a href="http://www.anovaeducation.org/">http://www.anovaeducation.org/</a>
County-District-School (CDS) Code	07-61754-0112920

### Table 3: School Description and Mission Statement (School Year 2021–2022)

The Anova Center for Education (ACE School) is a certified Non-Public School or NPS serving special education students. Our program serves children and teens (ages 5 through 18) diagnosed with High Functioning Autism, Asperger’s Syndrome, Emotional Problems, Learning Disabilities and other Neurodevelopmental Impairments. Students experiencing emotional and/or behavioral challenges benefit from our specialized learning environment addressing both academic and social issues related to their disabilities. The ACE School emphasizes academic instruction meeting California state standards, with an enhanced staff-to-student ratio and small class sizes (no more than 12 students per class). The ACE School provides specialized treatment to address complex sensory integration difficulties, specific learning disabilities, language deficits, and impairments in social cognition and related skills. Support services are available for ACE students during their school day. The use of adaptive technology (including multiple computers per classroom and state-of-the-art educational software), video modeling, and other multi-sensory approaches to education are also an important part of our curriculum. Additional support in the form of social skills and language groups, and diagnostic services are available to students attending the Anova Center for Education. ACE teachers, therapists, and support staff are dedicated to assisting each student to achieve academic competence, learn the interaction skills necessary to navigate the social world, and re-integrate to their neighborhood school with the skills and confidence necessary to function independently in all environments and maximize their success. Anova is dedicated to empowering children, supporting families, and strengthening communities worldwide by providing the commitment, the insight, and the practical knowledge that promotes independence and changes lives.

#### **Anova’s Mission Statement**

The mission of Anova is to provide innovative educational and behavioral services to children and adults with autism spectrum disorders, learning disabilities, emotional disturbance, and other neurodevelopmental impairments. Our services are provided in school, community, and home environments, allowing individuals to function more independently, engage in meaningful relationships with others, and lead an improved quality of life.

**Student Enrollment by Grade Level (School Year 2021–2022)**

<b>Grade Level</b>	<b>Number of Students</b>
<b>Kindergarten</b>	0
<b>Grade 1</b>	0
<b>Grade 2</b>	2
<b>Grade 3</b>	2
<b>Grade 4</b>	1
<b>Grade 5</b>	2
<b>Grade 6</b>	5
<b>Grade 7</b>	3
<b>Grade 8</b>	8
<b>Grade 9</b>	13
<b>Grade 10</b>	5
<b>Grade 11</b>	6
<b>Grade 12</b>	11
<b>Total Enrollment</b>	58

**Student Enrollment by Student Group (School Year 2020–2021)**

<b>Student Group</b>	<b>Percent of Total Enrollment</b>
<b>Female</b>	22%
<b>Male</b>	78%
<b>Non-Binary</b>	0
<b>American Indian or Alaska Native</b>	.5%
<b>Asian</b>	18%
<b>Black or African American</b>	15%
<b>Filipino</b>	0%
<b>Hispanic or Latino</b>	19%
<b>Native Hawaiian or Pacific Islander</b>	.5%
<b>Two or More Races</b>	5%
<b>White</b>	57
<b>English Learners</b>	0
<b>Foster Youth</b>	0
<b>Homeless</b>	0
<b>Migrant</b>	0
<b>Socioeconomically Disadvantaged</b>	10%
<b>Students with Disabilities</b>	100%

**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 Preparation and Placement (School Year 2021–2022)**

<b>Authorization/ Assignment</b>	<b>School Number</b>	<b>School Percent</b>
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	5	63%
<b>Intern Credential Holders Properly Assigned</b>	3	37%
<b>Teachers Without Credentials and Misassignments ("ineffective" under ESSA)</b>	N/A	N/A
<b>Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)</b>	N/A	N/A
<b>Unknown</b>	N/A	N/A
<b>Total Teaching Positions</b>	8	22

Note: The data in this table is based on Full Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned to based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

**Quality, Currency, Availability of Textbooks and Other Instructional Materials  
(School Year 2021–2022)**

**Year and month in which the data were collected:** [DPL]

<b>Subject</b>	<b>Textbooks and Other Instructional Materials/year of Adoption</b>	<b>From Most Recent Adoption?</b>	<b>Percent Students Lacking Own Assigned Copy</b>
<b>Reading/Language Arts</b>	SEE BELOW	SEE BELOW	0
<b>Mathematics</b>	SEE BELOW	SEE BELOW	0
<b>Science</b>	SEE BELOW	SEE BELOW	0
<b>History-Social Science</b>	SEE BELOW	SEE BELOW	0
<b>Foreign Language</b>	SEE BELOW	SEE BELOW	0
<b>Health</b>	SEE BELOW	SEE BELOW	0
<b>Visual and Performing Arts</b>	SEE BELOW	SEE BELOW	0
<b>Science Laboratory Equipment (grades 9-12)</b>	N/A	N/A	N/A

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

K	ELA	National Geographic Reach for Reading Common Core Program Volume 1 & 2	2017
K	MATH	My Math Vol 1 & 2 - McGraw Hill	2018
K	SS	California Reflections: Our World, Now & Long ago	2007
K	SCI	Science	2008
1	ELA	California National Geographic Reach Language Literacy Content	2017
1	ELA	National Geographic Reach for Reading Common Core Program Volumes 1 & 2	2017
1	MATH	My Math Vol 1 & 2 - McGraw Hill	2018
1	SS	California Reflections	2007
1	SCI	Science	2008
2	ELA	California National Geographic Reach Language Literacy Content	2017
2	ELA	National Geographic Reach for Reading Common Core Program Volumes 1 & 2	2017
2	MATH	My Math Vol 1 & 2 - McGraw Hill	2018
2	SS	California Reflections	2007
2	SCI	Science	2008
3	ELA	California National Geographic Reach Language Literacy Content	2017
3	ELA	National Geographic Reach for Reading Common Core Program	2017
3	MATH	My Math Vol 1 & 2 - McGraw Hill	2018

3	SS	California Reflections	2007
3	SCI	Science	2008
4	ELA	California National Geographic Reach Language Literacy Content	2017
4	ELA	National Geographic Reach for Reading Common Core Program	2017
4	MATH	My Math Vol 1 & 2 - McGraw Hill	2018
4	SS	California Reflections: A Changing State	2007
4	SCI	Science	2008
5	ELA	California National Geographic Reach Language Literacy Content	2017
5	ELA	National Geographic Reach for Reading Common Core Program	2017
5	MATH	My Math Vol 1 & 2 - McGraw Hill	2018
5	SS	California Reflections: The US: Making a New Nation	2007
5	SCI	Science	2008
6	ELA	Collections	2016
6	MATH	Common Core Coach Mathematics	2013
6	SS	World History - Ancient Civilizations	2006
6	SCI	Focus on Earth Science	2007
7	ELA	Collections	2016
7	MATH	Common Core Coach Mathematics	2013
7	SS	World History - Medieval and Early Modern Times	2006
7	SCI	Focus on Life Science	2007
8	ELA	Collections	2016
8	MATH	Common Core Coach Mathematics	2013
8	SS	US History: American Stories - Beg to WWI/NatG	2019
8	SCI	Focus on Physical Science	2007
9	ELA	Collections	2017
9	MATH	Big Ideas Alegria 1	2015
9	SS	World Geography	2006
9	SCI	Earth Science	2006
10	ELA	Collections	2017
10	MATH	Big Ideas Geometry	2015
10	SS	Modern World History	2012
10	SCI	Biology	2014
11	ELA	Collections	2017
11	MATH	Big Ideas Alegria 2	2015

11	SS	The Americans	2014
11	SCI	Conceptual Physics	2009
12	ELA	Collections	2017
12	MATH	Precalculus with Limits: A Graphing Approach	2016
12	SS	Economics	2018
12	SS	Magruder's American Government	2011
12	SCI	Chemistry Matter and Change	2002

### **School Facility Conditions and Planned Improvements**

ACE School makes great efforts to ensure that the school campus is clean, safe and functional. To assist in this effort, periodic, planned inspections are made by the School Coordinator and Operations Director. We emphasize locating potential hazards that can adversely affect safety and health. All personnel will be responsible for continuous, ongoing inspection of the workplace and report any potential hazards to their supervisor. When uncovered, potentially hazardous conditions will be corrected immediately, or a maintenance report will be filed to initiate corrective action.

In the school's efforts to keep students safe on school grounds before, during, and after the school day, ACE requires all classroom staff and administrative staff to be assigned in supervising designated specific location areas before and after school during the unloading and loading of buses in the AM morning and PM afternoon times. The school also provides limited/controlled access of campus entrances during the school day. All visitors are required to check in with the secretary at the front desk of the school's main office building. Any students arriving late to the campus are to also check in with the secretary at the office main front desk. Supervision of grounds and buildings is required by teachers, classroom aides and administrators at ACE at all times during the school day.

ACE School in Santa Rosa has 11 classrooms and 10 small group instruction rooms.

The Therapy Clinic provides space for Speech/Language and Occupational Therapy. The school administrative team ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner.



### School Facility Good Repair Status

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 rate for each system inspected
- The overall rating

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems: Gas Leaks, Mechanical/HVAC, Sewer</b>	X			N/A
<b>Interior: Interior Surfaces</b>	X			N/A
<b>Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation</b>	X			N/A
<b>Electrical: Electrical</b>	X			N/A
<b>Restrooms/Fountains: Restrooms, Sinks/ Fountains</b>	X			N/A
<b>Safety: Fire Safety, Hazardous Materials</b>	X			N/A
<b>Structural: Structural Damage, Roofs</b>	X			N/A
<b>External: Playground/School Grounds, Windows/ Doors/Gates/Fences</b>	X			N/A

### Overall Facility Rate

### Overall Rating

Exemplary	Good	Fair	Poor
X	N/A	N/A	N/A

## 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 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).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
  2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
  3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).
- **College and Career Ready:** 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 ELA by Student Group**  
**for students taking and completing a state-administered assessment**  
**Grades Three through Eight and Grade Eleven (School Year 2021–2022)**

<b>Student Group</b>	<b>Total Enrollment</b>	<b>Number Tested</b>	<b>Percent Tested</b>	<b>Percent Not Tested</b>	<b>Percent Met or Exceeded</b>
<b>All Students</b>	58	19	33%	67%	--
<b>Female</b>	12	--	--	--	--
<b>Male</b>	46	15	--	--	--
<b>American Indian or Alaska Native</b>		--	--	--	--
<b>Asian</b>	10	--	40%	--	--
<b>Black or African American</b>	10	--	50%	--	--
<b>Filipino</b>		--	--	--	--
<b>Hispanic or Latino</b>	12	--	33%	--	--
<b>Native Hawaiian or Pacific Islander</b>	1	--	--	--	--
<b>Two or More Races</b>	2	--	--	--	--
<b>White</b>	22	11	50%	--	--
<b>English Learners</b>	0	--	--	--	--
<b>Foster Youth</b>	0	--	--	--	--
<b>Homeless</b>	0	--	--	--	--
<b>Military</b>	0	--	--	--	--
<b>Socioeconomically Disadvantaged</b>	6	--	--	--	--
<b>Students Receiving Migrant Education Services</b>	0	--	--	--	--
<b>Students with Disabilities</b>	58	19	28%	67%	--

Note: N/T values indicate that this school did not test students using the CAASPP for ELA.

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.

**CAASPP Test Results in Mathematics by Student Group**  
**for students taking and completing a state-administered assessment**  
**Grades Three through Eight and Grade Eleven (School Year 2020–2021)**

<b>Student Group</b>	<b>Total Enrollment</b>	<b>Number Tested</b>	<b>Percent Tested</b>	<b>Percent Not Tested</b>	<b>Percent Met or Exceeded</b>
<b>All Students</b>	67	19	28%	71%	--
<b>Female</b>	8	--	--	--	--
<b>Male</b>	59	--	--	--	--
<b>American Indian or Alaska Native</b>	3	--	--	--	--
<b>Asian</b>	6	--	--	--	--
<b>Black or African American</b>	10	--	--	--	--
<b>Filipino</b>	4	--	--	--	--
<b>Hispanic or Latino</b>	12	--	--	--	--
<b>Native Hawaiian or Pacific Islander</b>	1	--	--	--	--
<b>Two or More Races</b>	8	--	--	--	--
<b>White</b>	60	--	--	--	--
<b>English Learners</b>	0	--	--	--	--
<b>Foster Youth</b>	0	--	--	--	--
<b>Homeless</b>	0	--	--	--	--
<b>Military</b>	0	--	--	--	--
<b>Socioeconomically Disadvantaged</b>	6	--	--	--	--
<b>Students Receiving Migrant Education Services</b>	0	--	--	--	--
<b>Students with Disabilities</b>	67	19	28%	71%	--

Note: N/T values indicate that this school did not test students using the CAASPP for Mathematics.

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.

## Career Technical Education Programs (School Year 2021–2022)

*The ACE School offers career preparation and vocational training that focuses primarily on the social and organizational aspects of vocational life. Specifically, we have students whose IEP's may specify training in the completion of job applications, the acquisition of a work permit, acquisition of a state driver's license or ID card, refinement of personal interviewing skills, and mastery of the executive functioning and prioritization skills required to attend college or maintain meaningful employment. Additionally, the ACE School collaborates closely with the district of residence that administers vocational programs such as workability. Our students are regularly offered contact with appropriate professionals including district specialists, college representatives, and other potential decision makers at IEP meetings and throughout the school year. The ACE School offers a full transition class as an elective to satisfy transitional goals.*

## 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 regarding the school district and at each school site

### Opportunities for Parental Involvement (School Year 2021–2022)

The ACE School encourages and welcomes parental and family involvement across the education and treatment continuum.

### State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates;
- High school graduation rates; and
- Chronic Absenteeism

**Table 26: Dropout Rate and Graduation Rate (Four-Year Cohort Rate)**

Indicator	School 2018–2019	School 2019–2020	School 2020–2021	State 2019–2020	State 2020–2021	State 2021–2022
Dropout Rate	N/A	N/A	N/A	8.9%	9.4%	--
Graduation Rate	100%	100%	100%	84.2%	83.6%	--

**Table 32: School Safety Plan (School Year 2021–2022)**

ACE School provides a comprehensive school safety plan that is reviewed, updated and discussed with the school faculty on a regular basis. The main key elements of the safety plan can be located in the *ACE Disaster and Emergency Procedures Master Plan*. Key elements of the school safety plan are as follows: pupil drill; teacher drill; school safety committee personnel description and responsibilities; instructions for converting building into a mass-care center. The safety plan also includes the school/site map description of student/staff assembly area location, emergency student/staff evacuation routes, utility shutoff locations, fire extinguishers and first aid kits and emergency supplies location. The school evacuation plan includes all possible and safe evacuation routes. Key elements of the evacuation plan include student release procedures, parent/student reunion access, student emergency housing and designated school supervision.

ACE School has a system of training and drills to address the need for safety should a disaster occur during business hours.

1. The School Director, who is a Safety Committee member, conducts monthly fire drills with staff and students.
2. Duck and Cover drills are coordinated by a trained teacher in each classroom and are implemented quarterly with students.
3. Emergency Preparedness Training takes place annually with all school staff.

## 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.

### Average Class Size and Class Size Distribution (Elementary) (School Year 2019–2020)

Grade Level	Average Class Size	Number of Classes* 1-20	Number of Classes* 21-32	Number of Classes* 33+
K	0	N/A	N/A	N/A
1	0	N/A	N/A	N/A
2	0	N/A	N/A	N/A
3	0	N/A	N/A	N/A
4	0	N/A	N/A	N/A
5	0	N/A	N/A	N/A
6	0	N/A	N/A	N/A
Other**	12	3	0	0

\*Number of classes indicates how many classes fall into each size category (a range of total students per class).

\*\* “Other” category is for multi-grade level classes.

**Average Class Size and Class Size Distribution (Elementary)  
(School Year 2020–2021)**

<b>Grade Level</b>	<b>Average Class Size</b>	<b>Number of Classes* 1-20</b>	<b>Number of Classes* 21-32</b>	<b>Number of Classes* 33+</b>
<b>K</b>	0	N/A	N/A	N/A
<b>1</b>	0	N/A	N/A	N/A
<b>2</b>	0	N/A	N/A	N/A
<b>3</b>	0	N/A	N/A	N/A
<b>4</b>	0	N/A	N/A	N/A
<b>5</b>	0	N/A	N/A	N/A
<b>6</b>	0	N/A	N/A	N/A
<b>Other**</b>	12	3	0	0

\*Number of classes indicates how many classes fall into each size category (a range of total students per class).

\*\* “Other” category is for multi-grade level classes.

**Average Class Size and Class Size Distribution (Elementary)  
(School Year 2021–2022)**

<b>Grade Level</b>	<b>Average Class Size</b>	<b>Number of Classes* 1-20</b>	<b>Number of Classes* 21-32</b>	<b>Number of Classes* 33+</b>
<b>K</b>	0	N/A	N/A	N/A
<b>1</b>	0	N/A	N/A	N/A
<b>2</b>	0	N/A	N/A	N/A
<b>3</b>	0	N/A	N/A	N/A
<b>4</b>	0	N/A	N/A	N/A
<b>5</b>	0	N/A	N/A	N/A
<b>6</b>	0	N/A	N/A	N/A
<b>Other**</b>	12	3	0	0

\*Number of classes indicates how many classes fall into each size category (a range of total students per class).

\*\* “Other” category is for multi-grade level classes.

**Average Class Size and Class Size Distribution (Secondary)  
(School Year 2020–2021)**

<b>Subject</b>	<b>Average Class Size</b>	<b>Number of Classes* 1-22</b>	<b>Number of Classes* 23-32</b>	<b>Number of Classes* 33+</b>
<b>English Language Arts</b>	16	6	0	0
<b>Mathematics</b>	16	8	0	0
<b>Science</b>	16	3	0	0
<b>Social Science</b>	16	5	0	0

\*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.

**Average Class Size and Class Size Distribution (Secondary)  
(School Year 2021–2022)**

<b>Subject</b>	<b>Average Class Size</b>	<b>Number of Classes* 1-22</b>	<b>Number of Classes* 23-32</b>	<b>Number of Classes* 33+</b>
<b>English Language Arts</b>	14	4	0	0
<b>Mathematics</b>	14	4	0	0
<b>Science</b>	14	3	0	0
<b>Social Science</b>	14	3	0	0

\*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.

**Ratio of Pupils to Academic Counselor (School Year 2021–2022)**

<b>Title</b>	<b>Ratio</b>
<b>Pupils to Academic Counselor*</b>	N/A

\*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.



**Student Support Services Staff (School Year 2021–2022)**

Title	Number of FTE* Assigned to School
<b>Counselor (Academic, Social/Behavioral or Career Development)</b>	6
<b>Library Media Teacher (Librarian)</b>	--
<b>Library Media Services Staff (Paraprofessional)</b>	--
<b>Psychologist</b>	--
<b>Social Worker</b>	--
<b>Nurse</b>	--
<b>Speech/Language/Hearing Specialist</b>	3
<b>Resource Specialist (non-teaching)</b>	--
<b>Other</b>	2

\*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.

**Types of Services Funded (Fiscal Year 2020–2021)**

Occupational Therapy Services include complete assessments and follow-up intervention services to assist students with a variety of gross/fine motor and sensory integration difficulties. Anova's Occupational Therapists work to normalize students' reactions to normal sensory input, help them become better aware of their bodies in space and how to manage them appropriately. Handwriting problems and other fine motor skill deficits are also a major emphasis of treatment. Each child receives an individualized treatment program based on their assessment.

Speech and Language Services include thorough assessments measuring baseline language abilities, the design of highly individualized treatment programs, skillful and effective treatment, and stringent follow-up to effectively gauge progress.

Social Cognition Therapy assists students to understand the internal world of others through individual and small group coaching. Complex and nuanced social issues are broken down and made more concrete to increase student comprehension for use in their daily lives. A specific vocabulary is used throughout the day to reinforce or correct various social behaviors. Real-time interventions are used to allow students to see the immediate effects of their social behaviors on others. Individual and group treatment is delivered in the classroom, clinic, and across the school milieu to promote skill retention and generalization.

**Teacher and Administrative Salaries (Fiscal Year 2019–2020)**

For detailed information on salaries, see the CDE Certificated Salaries & Benefits web page at <https://www.cde.ca.gov/ds/fd/cs/>.

## Professional Development

All teaching and program staff attend regularly scheduled meetings and in-services designed to address instructional, behavioral, and therapeutic strategies and approaches endorsed by the school. Teachers are sponsored to attend outside workshops and seminars on relevant topics and encouraged to share new knowledge and ideas at the staff meetings. Teachers involved in University Internship Programs are mentored by an administrator and teacher on campus. The administrative staff routinely visits the classrooms and provides coaching to the teacher as the need arises. Guest speakers who are experts in their fields are also invited to share their knowledge and insights with the teaching staff in both formal presentations and informal discussion formats. The school staff attends quarterly in-services to receive the required trainings in areas such as: Behavior Management, Incident Report writing, Emergency Preparedness, Blood Borne pathogens and Universal Precautions. Teachers and Specialists participate in 5 development days per year.



