2010-11 Academic Excellence Indicator System

District Name: AUSTIN ISD Campus Name: KIKER EL Campus #: 227901180 2011 Accountability Rating: Exemplary Gold Performance Acknowledgments: Commended on Reading/ELA Commended on Writing Commended on Mathematics Commended on Science This page intentionally left blank.

TEXAS EDUCATION AGENCY Academic Excellence Indicator System 2010-11 Campus Performance

District Name: AUSTIN ISD Campus Name: KIKER EL Campus #: 227901180 Section I - Page 2 Total Students: 932 Grade Span: EE - 05 School Type: Elementary

29%

	Indicator	r:		State	District	Campus Group		African American	Hispanic	White	American Indian	Asian	Pacific Islander M		Special Ed	Econ Disad	LEP
	TAKS Comme	ended	Perform	ance (Su	un of All G	Frades 1	[ested)										
	Reading/H	ELA	2011 2010	33% 32%	35% 33%	53% 53%	69% 69%	57% 67%	49% 58%	73% 72%	*	74% 77%	*	79% 64%	28% 30%	52% 33%	62% 53%
	Mathemati	ics	2011 2010	29% 367%	32% Ed	52%	57%	29%	46%	59%	*	74%	*	57%	33% EE	39% Mat hē matics	46% 2011
32%	74% 89%	7s 2	2011 8%	29%	32% Wr	rit 53	Grade Sp	571	46%	5	64%	30%	39%	26%			

TEXAS EDUCATION AGENCY Academic Excellence Indicator System 2010-11 Campus Performance

District Name: AUSTIN ISD Campus Name: KIKER EL Campus #: 227901180 Section I - Page 3 Total Students: 932 Grade Span: EE - 05 School Type: Elementary

Indicator:	State	District	Campus Group	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander		Special es Ed	Econ Disad	LEP
2011 TAKS Participa	ation (Grade	es 3-11)												
Tested	98.6%	97.7%	99.9%	99.3%	100.0%	100.0%	99.7%	*	93.9%	-	100.0%	100.0%	100.0%	86.7%
By Test Version														
TAKS (1 or more)	91.0%	88.6%	94.4%	92.4%	85.7%	84.5%	95.9%	*	87.9%	-	89.3%	23.1%	91.3%	80.0%
Not on TAKS	7.6%	9.1%	5.1%	6.9%	14.3%	15.5%	3.7%	*	6.1%	-	10.7%	76.9%	8.7%	6.7%
TAKS(Acc) Only	2.4%	1.9%	1.4%	4.4%	0.0%	11.3%	2.4%	*	3.0%	-	10.7%	48.7%	0.0%	6.7%
TAKS-M Only	3.1%	4.6%	2.0%	1.1%	14.3%	1.4%	0.7%	*	3.0%	-	0.0%	12.8%	4.3%	0.0%
TAKS-Alt Only	0.9%	1.0%	0.3%	0.7%	0.0%	0.0%	0.3%	*	0.0%	-	0.0%	7.7%	4.3%	0.0%
Combination	1.3%	1.6%	1.2%	0.7%	0.0%	2.8%	0.3%	*	0.0%	-	0.0%	7.7%	0.0%	0.0%
By Acct Status														
Acct System	94.0%	94.0%	96.7%	97.5%	100.0%	97.2%	97.6%	*	93.9%	-	100.0%	100.0%	100.0%	86.7%
Non-Acct System	4.6%	3.8%	3.0%	1.8%	0.0%	2.8%	2.0%	*	0.0%	-	0.0%	0.0%	0.0%	0.0%
Mobile	4.6%	3.7%	3.0%	1.8%	0.0%	2.8%	2.0%	*	0.0%	-	0.0%	0.0%	0.0%	0.0%
Non-Acct Test	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	*	0.0%	-	0.0%	0.0%	0.0%	0.0%
Not Tested	1.4%	2.3%	0.1%	0.7%	0.0%	0.0%	0.3%	*	6.1%	-	0.0%	0.0%	0.0%	13.3%
Absent	0.1%	0.2%	0.0%	0.2%	0.0%	0.0%	0.3%	*	0.0%	-	0.0%	0.0%	0.0%	0.0%
LEP Exempt	0.9%	1.6%	0.0%	0.5%	0.0%	0.0%	0.0%	*	6.1%	-	0.0%	0.0%	0.0%	13.3%
Other	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	*	0.0%	-	0.0%	0.0%	0.0%	0.0%
Total Count	3,231,780	52,146	291	436	7	71	294	1	33	0	28	39	23	15
2010 TAKS Participa	ation (Grade	es 3-11)												
Tested	98.6%	97.5%	100.0%	99.7%	100.0%	100.0%	100.0%	-	96.8%	-	100.0%	100.0%	100.0%	93.8%
By Test Version														
TAKS (1 or more)	90.8%	88.5%	94.6%	92.3%	83.3%	86.0%	94.4%	-	90.3%	-	100.0%	28.9%	81.0%	87.5%
Not on TAKS	7.8%	9.0%	5.5%	7.5%	16.7%	14.0%	5.6%	-	6.5%	-	0.0%	71.1%	19.0%	6.3%
TAKS(Acc) Only	2.3%	1.8%	1.2%	5.0%	0.0%	10.5%	4.4%	-	3.2%	-	0.0%	47.4%	9.5%	6.3%
TAKS-M Only	3.3%	4.8%	1.8%	1.7%	16.7%	1.8%	1.2%	-	3.2%	-	0.0%	15.8%	4.8%	0.0%
TAKS-Alt Only	0.8%	0.9%	0.0%	0.6%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	5.3%	4.8%	0.0%
Combination	1.3%	1.5%	1.3%	0.3%	0.0%	1.8%	0.0%	-	0.0%	-	0.0%	2.6%	0.0%	0.0%
By Acct Status														
Acct System	90.0%	88.2%	94.1%	96.4%	83.3%	98.2%	97.2%	-	93.5%	-	100.0%	76.3%	90.5%	93.8%
Non-Acct System	8.6%	9.3%	5.8%	3.3%	16.7%	1.8%	2.8%	-	3.2%	-	0.0%	23.7%	9.5%	0.0%
Mobile	4.4%	3.6%	3.4%	1.1%	0.0%	0.0%	1.6%	-	0.0%	-	0.0%	2.6%	0.0%	0.0%
Non-Acct Test	4.2%	5.7%	2.1%	2.2%	16.7%	1.8%	1.2%	-	3.2%	-	0.0%	21.1%	9.5%	0.0%
Not Tested	1.4%	2.5%	0.0%	0.3%	0.0%	0.0%	0.0%	-	3.2%	-	0.0%	0.0%	0.0%	6.3%
Absent	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	0.0%
LEP Exempt	0.9%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	0.0%	0.0%	0.0%
Other	0.4%	0.6%	0.0%	0.3%	0.0%	0.0%	0.0%	-	3.2%	-	0.0%	0.0%	0.0%	6.3%
Total Count	3,175,337	51,533	313	362	б	57	252	0	31	0	14	38	21	16

TEXAS EDUCATION AGENCY Academic Excellence Indicator System 2010-11 Campus Performance

District Name: AUSTIN ISD Campus Name: KIKER EL Campus #: 227901180 Section I - Page 4 Total Students: 932 Grade Span: EE - 05 School Type: Elementary

Indicator:		State	District	Campus Group	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Race	Special es Ed	Econ Disad	LEP
Progress of Pi	rior Yea:	r TAKS Fa	ailers	_	_		_								
Percent of Fa	ailers Pa	assing TZ	AKS (Sum of	E Grades	4-11)										
Reading/ELA	2011 2010	47% 50%	45% 45%	60% 75%	*	*	*	*	*	*	*	*	*	*	*
Mathematics	2011 2010	42% 45%	40% 40%	67% 63%	67% 60%	*	*	*	*	*	*	*	60% *	*	*
Average Verti	ical Sca	le Growth	ı (Sum of (Grades 4	-8)										
Reading	2011 2010	75 86	73 81	106 125	*	*	* *	*	*	* *	*	*	*	* *	* *
Mathematics	2011 2010	6 <u>4</u> 70	61 69	99 103	141 160	*	* *	*	*	*	*	*	*	*	*
Student Succes	ss Initia	ative													
Grade 5 Read	ing (Eng	lish and	Spanish)												
Students Req						_									_
	2011 2010	13% 15%	14% 18%	3% 3%	2% 2%	*	< 1% < 1%	1% 2%	*	10% < 1%	*	< 1% *	< 1% < 1%	< 1% < 1%	*
TAKS Cumulat	tive Met	Standard	l (First an	nd Secon	d Adminis	strations)									
	2011 2010	93% 92%	93% 90%	99% 99%	> 99% > 99%	*	> 99% > 99%	> 99% > 99%	*	> 99% > 99%	*	> 99% *	> 99% > 99%	> 99% > 99%	*
Grade 5 Mathe	ematics	(English	and Spanis	sh)											
Students Rec	uiring 2	Accelerat	ed Instruc	ction											
	2011 2010	14% 14%	14% 18%	4% 3%	1% 1%	*	5% 8%	< 1% < 1%	*	< 1% < 1%	*	< 1% *	9% < 1%	14% < 1%	*
						· · · · ·		< 14	^	< 14	•	[°]	< 19	< 18	^
TAKS Cumulat	2011	Standard 93%	1 (First an 92%	nd Secon 98%	d Adminis > 99%	strations) *	> 99%	> 99%	*	> 99%	*	> 99%	> 99%	> 99%	*
	2010	92%	89%	99%	> 99%	*	> 99%	> 99%	*	> 99%	*	*	> 99%	> 99%	*
TAKS Failers					ittee @										
	2010 2009	86.1% 84.7%	96.5% 94.3%	100.0% 100.0%	*	-	-	*	-	- n/a	- n/a	- n/a	-	-	-
TAKS Met Sta										, u	, a	11, u			
			I Previous	ieal)											
Retained in	n Grade 1 2011	5 76%	79%	*	*	*	*	*	*	*	*	*	*	*	*
	2010	75%	48%	*	*	*	*	*	*	*	*	*	*	*	*
English Langua	age Lear														
2010-11 2009-10		80% 79%	75% 73%	96% 97%	94% 95%	*	* > 99%	*	*	91% 91%	*	*	*	*	92% 94%
Attendance Rat															
2009-10		95.5%	94.3%	96.9%	96.8%	98.0%	96.8%	96.7%	*	97.8%	-	96.9%	96.4%	96.0%	97.2%
2008-09		95.6%	94.3%	97.0%	97.4%	99.0%	97.3%	97.3%	-	n/a	n/a	n/a	97.0%	95.4%	98.7%

TEXAS EDUCATION AGENCY Academic Excellence Indicator System 2010-11 Campus Profile

Section II - Page 1 Total Students: 932 Grade Span: EE - 05 School Type: Elementary

STUDENT INFORMATION	1 0	ampus	-1	Campus				
	Count	Percen		Group		istrict	St	tate
Total Students:	932	100.0%		24,228		85,273	4,912	
deulerte De ducle Deule diiliteri Divertice	10	1 10		0.40		0.40	-	· • • •
Students By Grade: Early Childhood Education		1.1%		0.4%		0.4%		0.3%
Pre-Kindergarten	24	2.6%		1.4%		6.1%		4.5%
Kindergarten Grade 1	143	15.3%		15.8%		9.0%		7.6%
Grade 1 Grade 2	166 155	17.8%		15.7% 16.3%		9.0%		7.9% 7.7%
Grade 2 Grade 3	159	16.6% 17.1%		16.5%		8.5% 8.4%		7.6%
Grade 3 Grade 4	148	15.9%		17.0%		8.4% 7.8%		7.6%
Grade 5	127	13.6%		14.6%		7.4%		
Grade 5 Grade 6	127	13.0%		2.1%		7.4% 6.7%		7.6% 7.4%
Grade 6 Grade 7	0	0.0%		0.1%		6.5%		7.3%
Grade 7 Grade 8	0	0.0%		0.1%		6.3%		7.2%
	0							
Grade 9	0	0.0%		0.0%		7.2%		7.9% 7.0%
Grade 10	0	0.0%		0.0% 0.0%		6.0%		
Grade 11	0	0.0%		0.0%		5.5%		6.4% 5.9%
Grade 12	U	0.0%		0.03		5.3%		5.90
Ethnic Distribution: African American	13	1.4%		5.5%		9.5%	1:	2.9%
Hispanic	154	16.5%		16.9%		60.3%	5	0.3%
White	619	66.4%		66.3%		24.3%	3:	1.2%
Native American	3	0.3%		0.5%		0.3%	(0.5%
Asian	96	10.3%		8.0%		3.3%	:	3.4%
Pacific Islander	1	0.1%		0.1%		0.1%		0.1%
Two or More Races	46	4.9%		2.7%		2.2%		1.6%
Economically Disadvantaged	44	4.7%		16.3%		64.0%	5	9.2%
Limited English Proficient (LEP)	64	6.9%		5.4%		28.7%	10	6.9%
Students w/Disciplinary Placements (2009-10)	0	0.0%		0.1%		2.0%		1.9%
At-Risk	139	14.9%		18.8%		48.8%		6.3%
Mobility (2009-10)	35	5.3%		8.7%		22.6%		8.2%
Number of Students per Teacher	15.8	n/a		15.2		14.0		4.7
	Non	-Special Edu	cation Rate	as		Special Ed	ucation Rate:	s
Retention Rates by Grade:	1	Campus		1	1	Campus		- 1
	Campus	Group	District	State	Campus	Group	District	State
Kindergarten	0.5%	2.4%	1.8%	2.3%	20.0%	15.2%	10.6%	10.7%
Grade 1	0.0%	1.3%	3.6%	4.7%	0.0%	3.0%	7.9%	8.9%
Grade 2	0.0%	0.8%	2.2%	2.8%	0.0%	2.3%	2.4%	4.1%
Grade 3	0.0%	0.5%	1.1%	2.0%	0.0%	0.2%	0.9%	1.8%
Grade 4	0.0%	0.2%	0.9%	1.1%	0.0%		0.1%	0.9%
Grade 5	1.0%	0.2%	0.6%	1.3%	0.0%		1.0%	1.3%
Grade 6	-	0.0%	0.4%	0.7%	-	0.0%	1.2%	1.2%
Grade 7	-	0.0%	0.5%	1.0%	-	0.0%	1.2%	1.4%
Grade 8		0.0%	0.6%		-		1.2%	2.1%

District Name: AUSTIN ISD Campus Name: KIKER EL Campus #: 227901180

TEXAS EDUCATION AGENCY Academic Excellence Indicator System 2010-11 Campus Profile

Section II - Page 3 Total Students: 932 Grade Span: EE - 05 School Type: Elementary

Average Years Experience of Teachers with District: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: (regular duties only) 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: (regular duties only) 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Beginning Teachers \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819	F INFORMATION	Cai	npus	Campus		
Professional Staff: 66.6 84.7% 87.8% 64.8% 63.4% Teachars 59.0 75.0% 75.9% 51.9% 50.5% Campus Admin. (School Leader.) 2.7 3.4% 3.5% 3.9% 2.8% Educational Aides: 12.0 15.3% 12.2% 7.2% 9.5% Total Minority Staff: 18.2 23.2% 9.6% 47.6% 44.0% Teachers by Ethnicity and Sex: African American 1.0 1.7% 2.3% 7.0% 9.3% Misspanic 7.5 12.7% 4.0% 25.3% 23.7% Main 0.0 1.7% 2.3% 7.0% 9.3% American Indian 0.0 0.5% 0.2% 0.3% 0.3% 0.3% Main 2.0 3.4% 1.6% 1.6% 1.3% 0.4% Main 2.0 3.4% 1.6% 1.6% 1.3% 1.3% Main 2.0 3.4% 1.5% 1.3% 1.3% 1.3% 1.3% Main 2.0 3.4% 1.6% 1.6%		Count	Percent	Group	District	State
Teachers 59.0 75.9% 75.9% 75.9% 75.9% 51.9% 50.5% Professional Support 4.9 6.3% 8.4% 8.4% 9.0% Campus Admin. (School Leader.) 2.7 3.4% 3.5% 3.9% 2.8% Educational Aides: 12.0 15.3% 12.2% 7.2% 9.5% Total Minority Staff: 18.2 23.2% 9.6% 47.6% 44.0% Teachers By Ethnicity and Sex:	Total Staff:	78.6	100.0%	100.0%	100.0%	100.0%
Professional Support 4.9 6.3% 8.4% 8.4% 9.0% Campus Admin. (School Leader.) 2.7 3.5% 3.5% 3.9% 2.8% Educational Aides: 12.0 15.3% 12.2% 7.2% 9.5% Total Minority Staff: 18.2 23.2% 9.6% 47.6% 44.0% Teachers By Ethnicity and Sex:	Professional Staff:	66.6	84.7%	87.8%	64.8%	63.4%
Campus Admin. (School Leader.) 2.7 3.4% 3.5% 3.9% 2.8% Rducational Aides: 12.0 15.3% 12.2% 7.2% 9.5% Total Minority Staff: 18.2 23.2% 9.6% 47.6% 444.0% Teachers By Ethnicity and Sex:	Teachers	59.0	75.0%	75.9%	51.9%	50.5%
Educational Aides: 12.0 15.3% 12.2% 7.2% 9.5% Total Minority Staff: 18.2 23.2% 9.6% 47.6% 44.0% Teachers By Ethnicity and Sex:	Professional Support	4.9	6.3%	8.4%	8.4%	9.0%
Total Minority Staff: 18.2 23.2% 9.6% 47.6% 44.0% Teachers By Ethnicity and Sex: African American 1.0 1.7% 2.3% 7.0% 9.3% Mippanic 7.5 12.7% 4.0% 25.9% 23.7% White 47.5 80.5% 90.4% 63.7% 63.9% American Indian 2.0 3.4% 1.6% 1.6% 1.3% Asian 2.0 3.4% 1.6% 1.6% 1.3% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.8% 23.2% Feanles 5.0 9.5% 3.7% 5.5% 6.0% Teachers by Years of Experience: 1.5 25.4% 27.7% 33.0% 30.0% 1-5 Tears Experience 15.0 25.4% 27.7% 3.0% 20.0% 21.1% 1-20 Years Experience 15.0 25.4% 27.7% 3.0% 20.0% 21.1% 1-20 Years Experience 15.0 25.4% 27.7% 3.0% 30	Campus Admin. (School Leader.)	2.7	3.4%	3.5%	3.9%	2.8%
Teachers By Ethnicity and Sex: African American 1.0 1.7% 2.3% 7.0% 9.3% Hispanic 7.5 12.7% 4.0% 25.9% 23.7% White 47.5 80.5% 90.4% 63.7% 63.9% Mmarican Indian 0.0 0.0% 0.5% 0.2% 0.4% Asian 2.0 3.4% 1.6% 1.6% 1.4% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.8% 23.2% Females 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience: 15.0 25.4% 27.7% 33.0% 30.0% G-10 Years Experience 15.0 25.4% 27.7% 33.0% 21.1% 11.2 1-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 27.7% Over 20 Years Experience of Teachers: 12.1 yrs. 11.4 17.9% 11.	Educational Aides:	12.0	15.3%	12.2%	7.2%	9.5%
African American 1.0 1.7% 2.3% 7.0% 9.3% Hispanic 7.5 12.7% 4.0% 25.9% 23.7% White 47.5 80.5% 90.4% 63.7% 63.9% American Indian 0.0 0.0% 0.5% 0.2% 0.4% Asian 2.0 3.4% 1.6% 1.6% 1.3% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.8% 23.2% Females 5.0 8.5% 4.9% 23.8% 23.2% Teachers by Years of Experience: 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience 19.0 32.2% 21.4% 20.0% 30.0% 30.0% 1-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0% 21.1% 11.4 17.9% 18.1% 17.9% 11.4 Average Stars Experience of Teachers: </td <td>Total Minority Staff:</td> <td>18.2</td> <td>23.2%</td> <td>9.6%</td> <td>47.6%</td> <td>44.0%</td>	Total Minority Staff:	18.2	23.2%	9.6%	47.6%	44.0%
Hispanic 7.5 12.7% 4.0% 25.9% 23.7% White 47.5 80.5% 90.4% 63.7% 63.9% American Indian 0.0 0.0% 0.5% 0.2% 0.4% Asian 2.0 3.4% 1.6% 1.6% 1.3% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.8% 23.2% Females 5.0 8.5% 95.1% 76.2% 76.8% Teachers by Years of Experience 15.0 25.4% 27.7% 33.0% 30.0% 6-10 Years Experience 13.0 22.0% 30.2% 22.5% 25.5% 25.0% 0ver 20 Years Experience 11.5 19.0 32.2% 21.4% 20.0% 21.1% 1.1-20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9%	Teachers By Ethnicity and Sex:					
white 47.5 80.5% 90.4% 63.7% 63.9% American Indian 0.0 0.0% 0.5% 0.2% 0.4% Asian 2.0 3.4% 1.6% 1.3% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.6% 23.2% Females 5.0 8.5% 4.9% 23.6% 23.2% Teachers by Years of Experience: 54.0 91.5% 95.1% 76.2% 76.8% Teachers Experience 15.0 25.4% 2.7.7% 33.0% 30.0% 21.1% 1-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% Over 20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 7.1% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 7.7 Average Yea	African American	1.0	1.7%	2.3%	7.0%	9.3%
American Indian 0.0 0.0% 0.5% 0.2% 0.4% Arian 2.0 3.4% 1.6% 1.6% 1.3% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 0.0% 0.1% Males 5.0 8.5% 4.9% 23.6% 23.2% Females 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience: 6.0% 3.7% 5.5% 6.0% I-5 Years Experience 15.0 25.4% 27.7% 33.0% 30.0% 21.1% 11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 00% 21.1% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers with District: 9.2 yrs.	Hispanic	7.5	12.7%	4.0%	25.9%	23.7%
Asian 2.0 3.4% 1.6% 1.6% 1.3% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.8% 23.2% Females 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience: 0.5 0.8% 3.7% 5.5% 6.0% 1-5 Years Experience 15.0 22.4% 21.4% 20.0% 23.1% 1-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% Over 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Group District State Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Experience: \$42,517 \$44,679 \$43,164 \$41,770 (regular duties only) Beginning Teachers \$42,517 \$44,679 \$43,164 \$41,770 I-5	White	47.5	80.5%	90.4%	63.7%	63.9%
Asian 2.0 3.4% 1.6% 1.6% 1.3% Pacific Islander 0.0 0.0% 0.1% 0.0% 0.1% Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males 5.0 8.5% 4.9% 23.8% 23.2% Females 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience 15.0 25.4% 27.7% 33.0% 30.0% 1-5 Years Experience 15.0 25.4% 27.7% 33.0% 21.1% 1-2 O Years Experience 13.0 22.0% 30.2% 23.5% 25.0% Over 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers with District: 5.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 Average Years Experience \$42,517 \$44,679 \$43,164 \$41,272 I-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013	American Indian	0.0	0.0%	0.5%	0.2%	0.4%
Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males Females 5.0 8.5% 4.9% 23.8% 23.2% Teachers by Years of Experience: 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience 15.0 25.4% 27.7% 33.0% 30.0% 1-5 Years Experience 19.0 32.2% 21.4% 20.0% 21.1% 30.0% 1-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% Over 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.4 7.7 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.4 7.7 Average Years Experience \$42,517 \$44,679 \$43,164 \$41,772 Reginning Teachers \$42,024 \$41,679 \$43,164 \$41,772 1-5 Years Experience \$43,2	Asian	2.0	3.4%	1.6%	1.6%	1.3%
Two or More Races 1.0 1.7% 1.1% 1.5% 1.3% Males Females 5.0 8.5% 4.9% 23.8% 23.2% Teachers by Years of Experience: 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience 15.0 25.4% 27.7% 33.0% 30.0% 1-5 Years Experience 19.0 32.2% 21.4% 20.0% 21.1% 30.0% 1-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.4 7.7 Average Years Experience of Teachers: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 Average Years Experience \$42,517 \$44,679 \$43,164 \$41,772 Average Teacher Salary by Years of Experience: \$42,024 \$41,679 \$43,204 \$46,604 (regular duties only)	Pacific Islander	0.0	0.0%	0.1%	0.0%	0.1%
Females 54.0 91.5% 95.1% 76.2% 76.8% Teachers by Years of Experience: Beginning Teachers 0.5 0.8% 3.7% 5.5% 6.0% 1-5 Years Experience 15.0 25.4% 27.7% 33.0% 30.0% 6-10 Years Experience 19.0 32.2% 21.4% 20.0% 21.1% 11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Experience: (regular duties only) 842,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$444,013 \$50,476						
Teachers by Years of Experience: 0.5 0.8% 3.7% 5.5% 6.0% 1-5 Years Experience 15.0 25.4% 27.7% 33.0% 30.0% 6-10 Years Experience 19.0 32.2% 21.4% 20.0% 21.1% 11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Campus <t< td=""><td>Males</td><td>5.0</td><td>8.5%</td><td>4.9%</td><td>23.8%</td><td>23.2%</td></t<>	Males	5.0	8.5%	4.9%	23.8%	23.2%
Beginning Teachers 0.5 0.8% 3.7% 5.5% 6.0% 1-5 Years Experience 15.0 25.4% 27.7% 33.0% 30.0% 11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Campus Campus Campus Campus Campus Campus Campus Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers with District: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 Average Teacher Salary by Years of Experience: (regular duties only) 842,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience	Females	54.0	91.5%	95.1%	76.2%	76.8%
1-5 Years Experience 15.0 25.4% 27.7% 33.0% 30.0% 6-10 Years Experience 19.0 32.2% 21.4% 20.0% 21.1% 11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% Over 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Group District State Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Teacher Salary by Years of Experience: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 Average Teachers Experience \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,401 1-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638	Teachers by Years of Experience:					
6-10 Years Experience 19.0 32.2% 21.4% 20.0% 21.1% 11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Campus Campus Campus Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Teacher Salary by Years of Experience: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 Average Teacher Salary by Years of Experience: \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular	Beginning Teachers	0.5	0.8%	3.7%	5.5%	6.0%
11-20 Years Experience 13.0 22.0% 30.2% 23.5% 25.0% 0ver 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Campus Campus District State Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 yrs. Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 yrs. Average Teacher Salary by Years of Experience: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 \$70,819 Campus Administration (School Leadership) <td>1-5 Years Experience</td> <td>15.0</td> <td>25.4%</td> <td>27.7%</td> <td>33.0%</td> <td>30.0%</td>	1-5 Years Experience	15.0	25.4%	27.7%	33.0%	30.0%
Over 20 Years Experience 11.5 19.5% 17.1% 18.1% 17.9% Campus Campus Group District State Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 Average Years Experience of Teachers with District: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 Average Teacher Salary by Years of Experience: (regular duties only) 8 \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$48,3346 \$53,956 \$59,572 \$57,045	6-10 Years Experience	19.0	32.2%	21.4%	20.0%	21.1%
CampusCampus GroupDistrictStateAverage Years Experience of Teachers: Average Years Experience of Teachers with District:12.1 yrs. 9.2 yrs.11.8 yrs. 7.5 yrs.11.2 yrs. 8.5 yrs.11.4 yrs. 7.7 yrs.Average Teacher Salary by Years of Experience: (regular duties only) Beginning Teachers\$42,024 \$41,679 	11-20 Years Experience	13.0	22.0%	30.2%	23.5%	25.0%
Campus Group District State Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 yrs. Average Years Experience of Teachers with District: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: (regular duties only) 869 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432	0ver 20 Years Experience	11.5	19.5%	17.1%	18.1%	17.9%
Average Years Experience of Teachers: 12.1 yrs. 11.8 yrs. 11.2 yrs. 11.4 yrs. Average Years Experience of Teachers with District: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: (regular duties only) 8eginning Teachers \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$45,903 \$50,581 \$47,743 \$50,476 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819				Campus		
Average Years Experience of Teachers with District: 9.2 yrs. 7.5 yrs. 8.5 yrs. 7.7 yrs. Average Teacher Salary by Years of Experience: (regular duties only) 8eginning Teachers \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819			Campus	Group	District	State
Average Teacher Salary by Years of Experience: (regular duties only) Beginning Teachers \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819						11.4 yrs
(regular duties only) Beginning Teachers \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819	Average Years Experience of Teachers	with District:	9.2 yrs.	7.5	yrs. 8.5 yrs.	7.7 yrs
Beginning Teachers \$42,024 \$41,679 \$43,164 \$41,272 1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819		perience:				
1-5 Years Experience \$42,517 \$44,951 \$42,770 \$44,013 6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819			¢42,024	041 C70	\$42 1C4	A41 070
6-10 Years Experience \$43,271 \$47,009 \$43,820 \$46,604 11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819						
11-20 Years Experience \$46,903 \$50,581 \$47,743 \$50,476 Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819						
Over 20 Years Experience \$55,909 \$60,392 \$56,265 \$58,691 Average Actual Salaries (regular duties only): Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819						
Average Actual Salaries (regular duties only): \$46,333 \$49,604 \$46,606 \$48,638 Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819				• •		
Teachers \$46,333 \$49,604 \$46,606 \$48,638 Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819	Over 20 Years Experience		Ş55 , 909	\$60,392	\$56,265	\$58,691
Professional Support \$58,346 \$53,956 \$59,572 \$57,045 Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819		es only):	h			
Campus Administration (School Leadership) \$68,035 \$71,342 \$65,432 \$70,819						
Contracted Instructional Staff (not incl. above): 0.0 2.8 0.0 2.180.4	Campus Administration (School L	eadership)	\$68,035	\$71,342	\$65,432	\$70,819
	Contracted Instructional Staff (not i	ncl. above):	0.0	2.8	0.0	2,180.4

District Name: AUSTIN ISD Campus Name: KIKER EL Campus #: 227901180 Section II - Page 4 Total Students: 932 Grade Span: EE - 05 School Type: Elementary