

THE UTAH STATE BOARD OF EDUCATION Report to the Public Education Appropriations Subcommittee

K-3 Reading Improvement Program Report

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STATUTORY REQUIREMENT

U.C.A. Section 53A-17a-150

requires the State Board of Education to submit an annual report to the Public Education **Appropriations Subcommittee** on (i) student learning gains in reading for the past school year and the five-year trend; (ii) the percentage of third grade students reading on grade level in the past school year and the five-year trend; (iii) the progress of schools and school districts in meeting goals stated in a school district's or charter school's plan for student reading proficiency; and (iv) the correlation between third grade students reading on grade level and results of third grade language arts scores on a criterion-referenced test or computer adaptive test. This report has been submitted annually since 2013.

K-3 Reading Improvement Program Report

EXECUTIVE SUMMARY

The K-3 Reading Improvement Program provides instructional resources and supports for students in grades K-3 to support reading proficiency. A significant support provided by this program includes early reading intervention for students who demonstrate risk for not achieving reading competency. For example, students who do not meet reading competency standards on their first reading test and receive a reading intervention are seven times more likely to meet reading competency standards on their last reading test than if the student had not received a reading intervention. Overall, reading competency rates improved across the 2016-2017 school year. Specifically, improvement was noted in kindergarten, first, and third grade. At the beginning of the 2016-2017 school year, the percent of students who met grade-level based reading competency standards were 61 percent of kindergartners, 63 percent of first graders, 73 percent of second graders, and 71 percent of third graders. By the end of SY 2017, the overall percent of students who met grade-level based reading competency standards were 70 percent of kindergartners, 68 percent of first graders, 72 percent of 2nd graders, and 73 percent of third graders.

BACKGROUND

The K-3 Reading Improvement Program focuses on the early development of literacy skills in all students, with additional emphasis on the prevention of reading difficulties and early intervention for students who are at risk of not meeting grade-based reading competency standards. Resources available to aid students include

- early intervention,
- standards and assessments for testing and monitoring reading competency,
- optional progress monitoring assessment,
- ongoing professional development,
- coaching, and
- the use of data to inform instruction.

METHODOLOGY

Beginning in school year (SY) 2013, local education agencies (LEAs), school districts and charter schools, were required to assess and report to the state, students' reading competency three times a year (beginning, middle, and end) using the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) assessment. LEAs administered the DIBELS assessment and reported whether each student met reading competency standards at the time of the testing period and whether the student had received reading interventions at any time during the school year. Beginning in SY 2016, LEAs were additionally required to report composite scores for each testing period. The results of that assessment are reported here.

Following the 2016-2017 school year, the Utah State Board of Education (USBE) data and statistics personnel analyzed the short- and long-term effects of the K-3 Reading Improvement Program. Reading competency test data for 143,286 students who were enrolled in school for the full academic year (FAY), the equivalent of 160 days or more, were included in the analysis. Several analyses of the data were run to understand the impact of the program on student outcomes. The findings of these analyses are presented in The Effect of Reading Interventions section of this report.

FINDINGS

Student Reading Competency, 2016-2017 School Year

The Utah State Board of Education uses the DIBELS assessment to determine student reading competency over the course of the school year.

Kindergarten Competency

In the 2016-2017 school year, Utah did not have a standard statewide kindergarten assessment. The DIBELS assessment was used to determine reading competency because this assessment is the most widely used kindergarten assessment across the state. The data used here include 91 percent of Utah kindergarten students. Figure 1 shows the percent of kindergarten students who met competency for the beginning, middle, and end of SY 2017. Sixty-one

percent of kindergarten students met reading competency standards at the beginning of the year and by the end of kindergarten, 70 percent of students met reading competency standards.

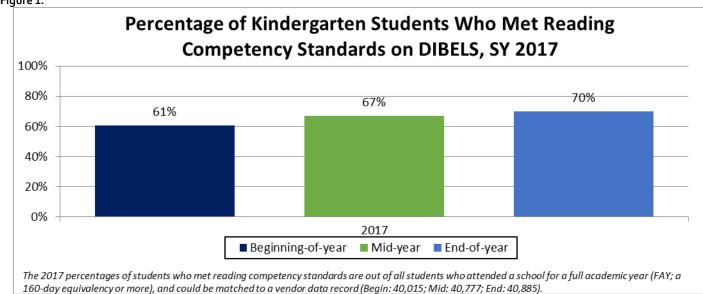
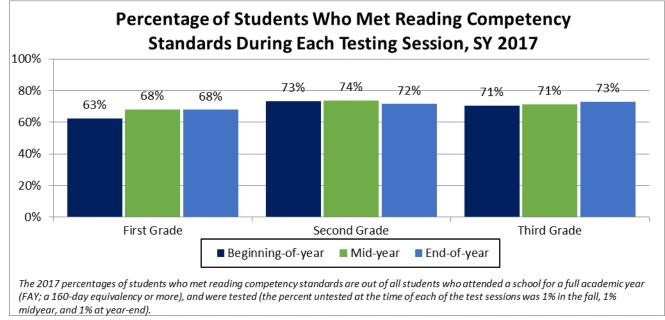


Figure 1.

First through Third Grade Competency

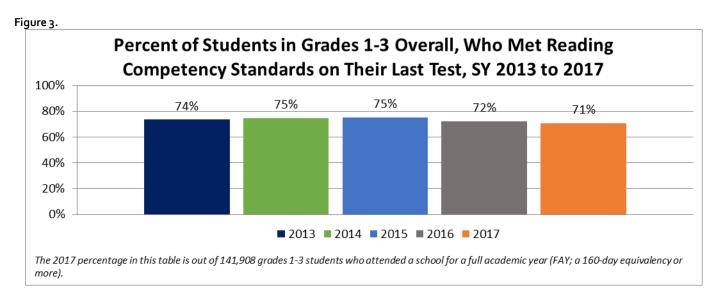
Figure 2 illustrates reading competency results by grade level for each of the three testing sessions throughout the year. The percent of students who met reading competency standards for their grade level at the beginning-of-year assessment was 63 percent of first graders, 73 percent of second graders, and 71 percent of third graders. For first and third grade students, the percent of students who met reading competency standards increased through the year with the largest gains for first grade students. Among first graders, the percent of students who met reading competency standards increased through the grade students at the end-of-year assessment increased by five percentage points to 68 percent. Similarly, third grade students saw gains of two percentage points by the end-of-year assessment to 73 percent. The percent of second grade students who met reading competency standards declined across the school year by one percentage point to 72 percent.

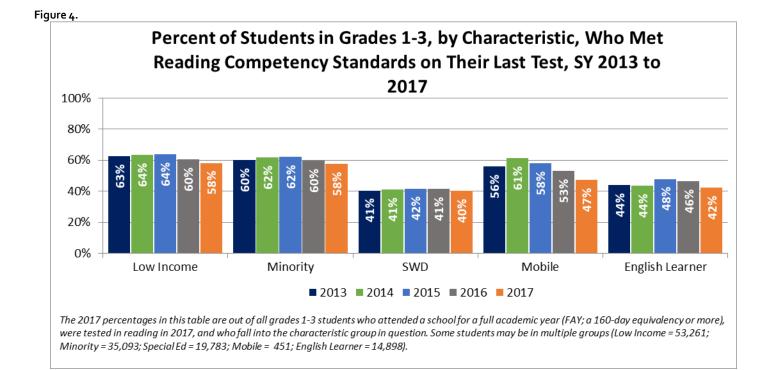




Overall Reading Competency over Time, Grades 1-3

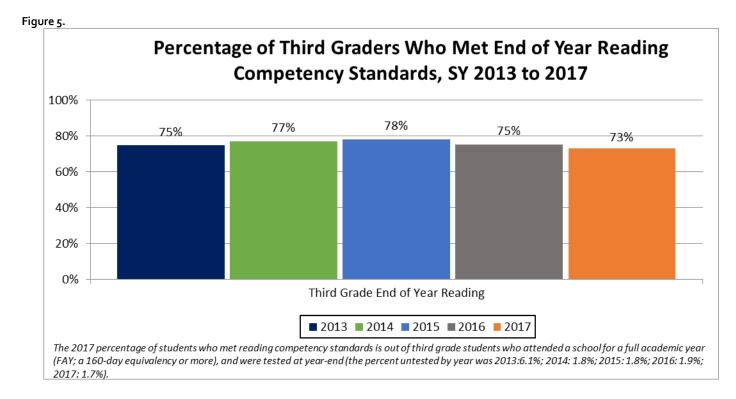
Figure 3 shows year-end reading competency results for all students in grades one through three for SY 2013 through SY 2017. Figure 4 displays year-end reading competency results with students by subgroup for the same time period. Compared with the overall percentages of students meeting reading competency in grades one through three, lower percentages of students with risk factors (low income, minority, students with disabilities (SWD), students with mobility issues (mobile), and English language learners) met reading competency in grades one through three. In SY 2017, the largest gap was with SWD where only 40 percent of students with a disability met reading competency standards compared to 71 percent of students overall. All disaggregated groups saw decreases in the percent of students who met reading competency standards in SY 2017 as compared with SY 2015 and SY 2016.





Focus on Third Grade Reading Competency

For students in grade three, the percent of students achieving reading competency reached 73 percent in SY 2017, which is down from 75 percent in SY 2016 (see Figure 5). The percent of students in grade three who were untested has decreased substantially since SY 2013 from 6.1 percent to 1.7 percent in SY 2017.



Results of SAGE

From SY 2014 to 2017, there was a four percentage point gain in English Language Arts (ELA) proficiency in third grade as measured by the SAGE assessment. Figure 6 shows the percent of third grade students who met proficiency on the English Language Arts SAGE assessment for the previous three years.

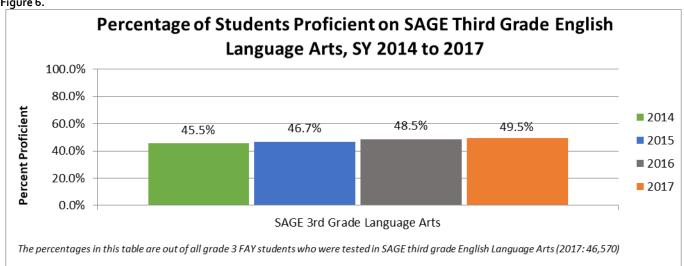


Figure 6.

DIBELS-SAGE Correlation

School year 2014 marked the first year of Utah's SAGE summative assessment. The third grade ELA SAGE results have a moderate correlation to DIBELS benchmark status, suggesting that overall DIBELS and SAGE data are similar in their ability to indicate a students' reading performance. Prior to SY 2016, the USBE only collected indicator data from LEAs on whether a student met reading competency benchmarks. This yes or no measure was adequate for computing a statistically significant measure of how related the reading benchmark indicators are with SAGE third grade ELA scale scores. Table 1 shows the correlation coefficients for school years 2014 through 2017 between the SAGE scale scores and LEA indicator data. The correlation values are statistically significant, and show moderate correlations.

Table 1.

| School Year | Enrollment | Correlation between SAGE scale score and reading benchmark indicator | | | |
|-------------|------------|---|--|--|--|
| 2014 | 43,309 | .561 | | | |
| 2015 | 44,708 | .570 | | | |
| 2016 | 46,262 | .581 | | | |
| 2017 | 45,870 | .593 | | | |

The DIBELS composite scores were reported to the USBE for the first time in SY 2016. Examining the relationship between students' DIBELS composite scores and SAGE scale scores would produce more precise results. Table 2 illustrates the correlation coefficient for SY 2016 and 2017 using the DIBELS composite score data correlated with SAGE scale scores. The correlation coefficients suggest a stronger relationship between the two tests than what resulted from

the previous correlation analyses. This strong correlation suggests that students who achieve reading proficiency as measured by DIBELS are likely to be proficient on SAGE, but it is not a guarantee. One possible explanation for this is DIBELS assesses reading only; whereas, SAGE is more comprehensive as it also assesses writing (29 percent of a student's score).

Table 2.

T.I.I. 0

| School Year | Enrollment | Correlation between SAGE scale score and DIBELS composite score |
|-------------|------------|--|
| 2016 | 46,262 | .736 |
| 2017 | 45,870 | .741 |

Local Education Agency Student Reading Proficiency Progress

To evaluate the performance of LEAs, the Board analyzes each LEA's progress toward meeting state goals for reading growth and proficiency. This goal, the uniform growth goal (UGG), which is currently set at 47.83 percent, measures the percent of third grade students making typical or better growth when compared to other students in the nation with the same beginning-of-year reading competency score. Table 3 shows the percent of full academic year (FAY) students in each LEA, in grade 3, who made typical or better growth from beginning-of-year to end-of-year on the DIBELS assessment. Untested and excluded students are not included in the reading growth calculations. Overall, Utah third grade students are at 73 percent proficiency and 68.12 percent typical or better growth.

| LEA | Grade 3 Proficiency | Grade 3 UGG | UGG with 95% | 2017 UGG Met | |
|----------------------------------|---------------------|-------------|---------------------|--------------|--|
| | Percentage | (Growth) | Confidence Interval | | |
| | | Percentage | | | |
| Alpine District | 77.2% | 69.70% | 70.88% | Yes | |
| American International School of | | | | | |
| Utah | 57.8% | 40.48% | 55.32% | Yes | |
| American Leadership Academy | 81.9% | 75.00% | 82.88% | Yes | |
| American Preparatory Academy | 83.5% | 54.99% | 60.05% | Yes | |
| Aristotle Academy | ≥80% | 64.71% | 87.42% | Yes | |
| Ascent Academies of Utah | 76.2% | 63.02% | 69.85% | Yes | |
| Athenian eAcademy | 40-49% | 39.39% | 56.07% | Yes | |
| Athlos Academy of Utah | 77.6% | 74.78% | 82.72% | Yes | |
| Bear River Charter School | 70-79% | 100.00% | 100.00% | Yes | |
| Beaver District | 81.5% | 83.21% | 89.61% | Yes | |
| Box Elder District | 75.4% | 76.97% | 79.75% | Yes | |
| Cache District | 88.4% | 84.49% | 86.48% | Yes | |
| Canyon Grove Academy | 69.2% | 60.00% | 73.58% | Yes | |
| Canyon Rim Academy | 93.2% | 89.19% | 96.26% | Yes | |
| Canyons District | 75.9% | 63.92% | 65.83% | Yes | |
| Carbon District | 62.2% | 60.96% | 66.99% | Yes | |
| Channing Hall | 85.9% | 67.95% | 78.31% | Yes | |
| CS Lewis Academy | 50-59% | 54.84% | 72.36% | Yes | |
| Daggett District | ≥80% | 83.33% | 104.42% | Yes | |
| DaVinci Academy | 59.7% | 57.75% | 69.24% | Yes | |
| Davis District | 77.4% | 72.81% | 74.00% | Yes | |
| Dixie Montessori Academy | 50.0% | 66.67% | 78.59% | Yes | |

| Domento | | | 2017 UGG Met | |
|------------|---|--|---|--|
| Percentage | (Growth) | Confidence Interval | | |
| | Percentage | | | |
| 50.9% | 71.70% | 83.83% | Yes | |
| 69.2% | 69.77% | 74.29% | Yes | |
| 88.0% | 82.00% | 89.53% | Yes | |
| 84.0% | 67.35% | 80.48% | Yes | |
| 68.8% | 68.29% | 75.41% | Yes | |
| 67.8% | 66.10% | 78.18% | Yes | |
| 62.9% | 57.14% | 66.94% | Yes | |
| 41.2% | 56.72% | 68.58% | Yes | |
| 63.3% | 45.57% | 56.55% | Yes | |
| 70.4% | 52.94% | 66.64% | Yes | |
| 76.3% | 72.88% | 80.90% | Yes | |
| 86.7% | 62.30% | 74.46% | Yes | |
| | | | | |
| | | | Yes | |
| | 84.93% | 93.14% | Yes | |
| 70.2% | 72.12% | 76.34% | Yes | |
| 50-59% | 60.00% | 76.23% | Yes | |
| 50-59% | 47.22% | 63.53% | Yes | |
| 70.0% | 54.29% | 65.96% | Yes | |
| 73.1% | 88.29% | 92.52% | Yes | |
| 50-59% | 23.53% | 43.69% | No | |
| 86.8% | 92.11% | 98.17% | Yes | |
| 84.2% | 77.58% | 83.05% | Yes | |
| | | | | |
| 83.0% | 52.83% | 66.27% | Yes | |
| 90.3% | 80.65% | 88.67% | Yes | |
| 75.8% | 64.94% | 69.29% | Yes | |
| | | | Yes | |
| | 69.2% 88.0% 84.0% 68.8% 67.8% 62.9% 41.2% 63.3% 70.4% 76.3% 86.7% 64.6% 77.5% 57.8% 60.2% 51.2% 60-69% 72.5% 86.0% 73.5% 92.5% 90% 74.9% 66.0% 82.4% 83.2% 72.0% 86.2% 92.1% 70.2% 50-59% 70.0% 86.8% 84.2% 83.0% 90.3% | 50.9% 71.70% 69.2% 69.77% 88.0% 82.00% 84.0% 67.35% 68.8% 68.29% 67.8% 66.10% 62.9% 57.14% 41.2% 56.72% 63.3% 45.57% 70.4% 52.94% 76.3% 72.88% 86.7% 62.30% 64.6% 56.25% 77.5% 76.47% 57.8% 57.81% 74.8% 74.26% 60.2% 59.16% 51.2% 44.19% 60-69% 78.13% 72.5% 69.03% 86.0% 72.00% 73.5% 70.89% 92.5% 77.42% ≥90% 76.19% 74.9% 67.66% 66.0% 66.50% 82.4% 87.91% 72.0% 61.33% 92.1% 74.9% 70.2% 72.12% 50-59% 60.00% <td>50.9% 71.70% 83.83% 69.2% 69.77% 74.29% 88.0% 82.00% 89.53% 84.0% 67.35% 80.48% 68.8% 68.29% 75.41% 67.8% 66.10% 78.18% 62.9% 57.14% 66.94% 41.2% 56.72% 68.58% 63.3% 45.57% 56.55% 70.4% 52.94% 66.64% 76.3% 72.88% 80.90% 86.7% 62.30% 74.46% 64.6% 56.25% 70.28% 77.5% 76.47% 84.09% 57.8% 57.81% 69.91% 74.8% 74.26% 82.78% 60.2% 59.16% 60.50% 51.2% 44.19% 59.03% 60.69% 78.13% 92.45% 72.5% 69.03% 76.31% 86.0% 72.00% 84.45% 73.5% 77.42% 85.92% 90% 76.13% <</td> | 50.9% 71.70% 83.83% 69.2% 69.77% 74.29% 88.0% 82.00% 89.53% 84.0% 67.35% 80.48% 68.8% 68.29% 75.41% 67.8% 66.10% 78.18% 62.9% 57.14% 66.94% 41.2% 56.72% 68.58% 63.3% 45.57% 56.55% 70.4% 52.94% 66.64% 76.3% 72.88% 80.90% 86.7% 62.30% 74.46% 64.6% 56.25% 70.28% 77.5% 76.47% 84.09% 57.8% 57.81% 69.91% 74.8% 74.26% 82.78% 60.2% 59.16% 60.50% 51.2% 44.19% 59.03% 60.69% 78.13% 92.45% 72.5% 69.03% 76.31% 86.0% 72.00% 84.45% 73.5% 77.42% 85.92% 90% 76.13% < | |

| LEA | Grade 3 Proficiency | Grade 3 UGG | UGG with 95% | 2017 UGG Met | |
|------------------------------------|---------------------|-------------|----------------------------|--------------|--|
| | Percentage | (Growth) | Confidence Interval | | |
| | | Percentage | | | |
| North Summit District | 87.3% | 71.83% | 82.29% | Yes | |
| Odyssey Charter School | 74.2% | 57.58% | 69.50% | Yes | |
| Ogden City District | 58.1% | 67.17% | 70.20% | Yes | |
| Ogden Preparatory Academy | 80.2% | 87.13% | 93.66% | Yes | |
| Open Classroom | 64.0% | 41.18% | 54.68% | Yes | |
| Pacific Heritage Academy | 30-39% | 48.65% | 64.75% | Yes | |
| Park City District | 77.9% | 68.63% | 73.83% | Yes | |
| Pinnacle Canyon Academy | 50-59% | 58.82% | 75.37% | Yes | |
| Piute District | 70-79% | 60.00% | 81.47% | Yes | |
| Promontory School of Expeditionary | | | | | |
| Learning | 82.6% | 67.39% | 80.94% | Yes | |
| Providence Hall | 73.9% | 74.17% | 82.00% | Yes | |
| Provo District | 72.8% | 66.67% | 69.40% | Yes | |
| Quest Academy | 66.1% | 50.43% | 59.49% | Yes | |
| Ranches Academy | 93.9% | 65.31% | 78.63% | Yes | |
| Reagan Academy | ≥95% | 66.67% | 78.04% | Yes | |
| Renaissance Academy | 86.7% | 53.01% | 63.75% | Yes | |
| Rich District | 70-79% | 76.92% | 93.12% | Yes | |
| Salt Lake District | 65.9% | 60.09% | 62.40% | Yes | |
| San Juan District | 55.7% | 67.96% | 74.75% | Yes | |
| Scholar Academy | 81.1% | 82.19% | 90.97% | Yes | |
| Sevier District | 73.5% | 71.66% | 76.70% | Yes | |
| Soldier Hollow Charter School | 60-69% | 82.35% | 95.17% | Yes | |
| South Sanpete District | 77.9% | 82.06% | 87.10% | Yes | |
| South Summit District | 70.7% | 66.38% | 74.98% | Yes | |
| Spectrum Academy | 45.6% | 69.09% | 81.30% | Yes | |
| Summit Academy | 79.8% | 70.57% | 76.05% | Yes | |
| Syracuse Arts Academy | 80.1% | 61.88% | 68.95% | Yes | |
| Terra Academy | 82.6% | 82.61% | 93.56% | Yes | |
| Thomas Edison | 68.6% | 63.97% | 72.04% | Yes | |
| Timpanogos Academy | 70.0% | 49.28% | 61.07% | Yes | |
| Tintic District | 70-79% | 66.67% | 93.34% | Yes | |
| Tooele District | 71.5% | 77.19% | 79.72% | Yes | |
| Utah Connections Academy | 50-59% | 47.62% | 68.98% | Yes | |
| Utah Virtual Academy | 59.7% | 51.52% | 63.57% | Yes | |
| Valley Academy | 80-89% | 58.06% | 75.44% | Yes | |
| Venture Academy | ≥95% | 90.00% | 99.30% | Yes | |
| Vista at Entrada School of | | 5010070 | 5516677 | | |
| Performing Arts and Technology | 55.3% | 35.29% | 45.45% | Νο | |
| Voyage Academy | 77.9% | 63.64% | 74.38% | Yes | |
| Walden School of Liberal Arts | 60-69% | 75.76% | 90.38% | Yes | |
| Wallace Stegner Academy | 58.5% | 48.00% | 61.85% | Yes | |
| Wasatch District | 69.5% | 58.32% | 62.64% | Yes | |
| Wasatch Peak Academy | 85.3% | 68.92% | 79.46% | Yes | |
| Wasatch Valdorf Charter School | 67.1% | 47.22% | 58.75% | Yes | |
| Washington District | 71.9% | 67.02% | 69.00% | Yes | |
| Wayne District | 70-79% | 80.56% | 93.48% | Yes | |
| Weber District | 76.1% | 69.75% | 71.59% | Yes | |
| Weilenmann School of Discovery | 89.4% | 83.08% | 92.19% | Yes | |

Per Board waiver, Uintah School District remains on the old UGG calculation, beginning with a 2013 baseline, an annual UGG goal is created based on proficiency rather than growth (Table 4).

| LEA 2013 Baseline | | Goal 2017 | Goal 2017 Grade 3 UGG | | 2017 UGG Met | | | | |
|-------------------|-----------------|-----------|-----------------------|---------------|--------------|-----|--|--|--|
| | | | | (Proficiency) | Confidence | | | | |
| | | | | Percentage | Interval | | | | |
| | Uintah District | 65.4% | 75.3% | 73.40% | 77.10% | Yes | | | |

Table (

The Effect of Reading Interventions

In this report, the information presented above provides a good description of student learning gains in reading for the past school year and the five-year trend, the progress of schools in meeting student reading goals, and the correlation between third grade students reading on grade level and the results of third grade language arts SAGE scores. What the information above cannot tell us is what factors affect the likelihood of a student meeting reading competency standards at year end.

To this end, the USBE data and statistics personnel analyzed the short- and long-term effects of the K-3 Reading Improvement Program using reading competency test data from the 2016-2017 school year. The sample was composed of 143,286 students who were enrolled in school for the full academic year, the equivalent of 160 days or more.

The outcome that was analyzed was whether students reached reading competency by the end of the year. The indicators predicted to impact whether a student was reading competent at year end include relevant demographics and several educational inputs. Specifically, the measures are whether a student met reading competency standards at the time of the first test, whether the student received a reading intervention, whether the student is chronically absent, and whether the student meets any of the following characteristics: is a student with disabilities, an English language learner, a racial or ethnic minority, or low income. To analyze whether or not a student met reading competency standards at year end, an analysis was conducted of students for the 2016-2017 school year using logistic regression.

Table 5 on the following page presents the impact of the indicators, in odds ratios, on whether a student was reading competent at year end. The odds ratios tell us the odds of a student being reading competent at year end holding all other factors constant. An odds ratio of 1.0 indicates that the odds of an event occurring are even (50-50). An odds ratio of 2.0 would mean an event was twice, or two times, as likely, and an odds ratio of 0.5 would mean an outcome was half as likely to occur. While all of the indicators are statistically significant which is expected due to the large sample size, only one factor is predicted to increase the odds of meeting reading competency standards at year end. This indicator is an interaction term between whether a student met reading competency standards at the time of the first test and whether the student received a reading intervention.

In other words, the odds ratio for the interaction term (7.192) tells us that, holding all else constant, students who were not reading competent at the time of the first test, but received a reading intervention were about seven times as likely to be reading competent at year end compared to students who were not reading competent at the time of the first test and did not receive a reading intervention.

These results demonstrate that interventions provided to students who are not reading competent are critical in getting them to reading competency. With these interventions, the students who are not competent in reading at the beginning of the year are more likely to reach the reading competency benchmark by the end of the school year

Table 5.

| Factors Predicted to Increase the Odds of Meeting Reading Competency Standards | | | | |
|---|--------|--|--|--|
| Interaction effect of two factors: Did not meet reading competency standards at the time of the first | | | | |
| test, and one or more reading intervention was provided | | | | |
| Factors Predicted to Decrease the Odds of Meeting Reading Competency Standards | | | | |
| Did Not Meet Reading Competency Standards at the Time of The First Test Taken (N = 1/Y = 0) | 0.031 | | | |
| Reading Intervention Received (N=0/Y=1) | 0.070 | | | |
| Student with Disabilities (N = $0/Y = 1$) | 0.385 | | | |
| English Learner (N = $0/Y = 1$) | 0.633 | | | |
| Chronically Absent (N = $0/Y = 1$) | 0.707 | | | |
| Low Income (N = $0/Y = 1$) | 0.811 | | | |
| Minority Race/Ethnicity (N = 0/Y = 1) | | | | |
| Constant: the odds of meeting reading competency standards | 37.572 | | | |

Among students who received a reading intervention and were tested in reading at least twice during SY 2017, there was a five percentage point increase overall (from 35% to 40%), from the students' first to last test, in the percent of students who met reading competency standards (see figure 7).

Figure 7.

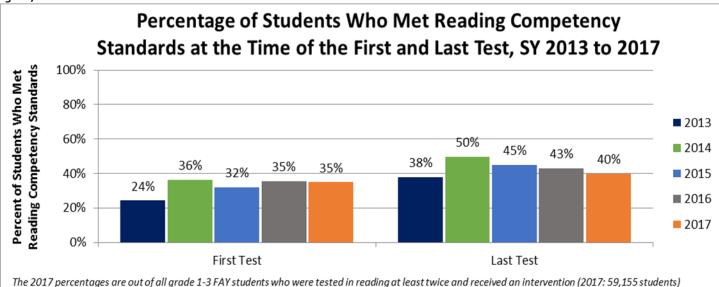
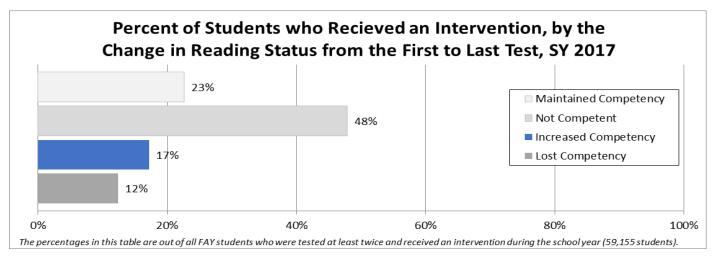


Figure 8 shows the change in reading competency status among all students who received a reading intervention and were tested in reading at least twice. A plurality of the students who received a reading intervention did not meet reading competency standards at the time of both their first or last tests (48 percent). Seventeen percent of the students who were provided with a reading intervention showed gains in reading competency from the time of their first test to the time of their last test (i.e. changed their reading competency status from "no" to "yes").





Financial Expenditure Summary for the K-3 Reading Improvement Program

Each LEA submits an annual report to USBE accounting for the expenditure of the K-3 Improvement Program funds in accordance with their Reading Achievement Plan. Utah Code Annotated 53A-17a-150 states that legislative funds may be used to improve reading competency, including:

- Reading specialists/coaches
- Focused interventions/tutoring
- Before/after school programs
- Intervention software

Table C

• Professional development for K-3 teachers

Districts are required to match K-3 Reading Improvement funds with locally raised dollars from levies or other sources. Charter schools are not required to match funds. In SY 2017, 94% of K-3 legislated funds were spent on salaries of licensed teachers, reading specialists, coaches, and paraprofessionals who work daily to improve core instruction and provide interventions for K-3 students Table 6 shows, by object code, the expenditures of K-3 Reading Improvement funds for FY 2017.

| 94% 6% | | | | 100% | | | | | |
|---------------------------|----------------------------|-----------------------|-----------|-----------|-----------|-----------|-----------|---------|--------------|
| 72% | 22% | 1% | <1% | <1% | 3% | <1% | <2% | <1% | 100% |
| \$10,770,592 | \$3,249,740 | \$158,660 | \$62,000 | \$7,500 | \$459,681 | \$36,729 | \$254,063 | \$1,033 | \$15,000,000 |
| reisonnei | Personnel | Services | | | | | | | |
| Non-Licensed Personnel | Licensed & Non-Licensed | Technical Services | Services | Services | Materials | | | | |
| Licensed & | Benefits: | and | Property | Purchased | and | | Cost | | |
| Salaries: | Employee | Professional | Purchased | Other | Supplies | Equipment | Indirect | Other | |
| 100 | 200 | 300 | 400 | 500 | 600 | 730 | 860/870 | 800 | Total |

ADA Compliant 01/16/2018