

Performance *(Revised)*

This is the plan type the school is required to adopt and implement, based on the 1 Year School Performance Framework. Schools are assigned a plan type based on the overall percent of points earned for the official year. The official percent of points earned is matched to the scoring guide below to determine the plan type. Additionally, failing to meet test administration and/or test participation assurances will result in a lower plan type category.

Plan Assignment **Framework Points Earned**

Performance	at or above 60%
Improvement	at or above 47% - below 60%
Priority Improvement	at or above 33% - below 47%
Turnaround	below 33%

Framework points are calculated using the percentage of points earned out of points eligible. For schools with data on all indicators, the total points possible are: 15 points for Academic Achievement, 35 for Academic Growth, 15 for Academic Growth Gaps, and 35 for Postsecondary and Workforce Readiness.

<i>Performance Indicators</i>	<i>Rating</i>	<i>% of Points Earned out of Points Eligible²</i>	
Academic Achievement	Approaching	54.2%	(8.1 out of 15 points)
Academic Growth	Approaching	51.2%	(17.9 out of 35 points)
Academic Growth Gaps	Approaching	47.0%	(7.1 out of 15 points)
Postsecondary and Workforce Readiness	Approaching	50.0%	(17.5 out of 35 points)
Test Participation ³	Meets 95% Participation Rate		
TOTAL		50.6%	(50.6 out of 100 points)

²Schools may not be eligible for all possible points on an indicator due to insufficient numbers of students. In these cases, the points are removed from the points eligible, so scores are not negatively impacted.

³Schools do not receive points for test participation. However, schools are assigned one plan type category lower than their points indicate if they do not (1) meet at least a 95% participation rate in all or all but one content area (reading, writing, math, science and COACT), or (2) for schools serving multiple levels (elementary, middle and high school grades, e.g., a 6-12 school), meet at least a 95% participation rate in all or all but one content area when individual content area rates are rolled up across school levels (elementary, middle and high school grades).

Test Participation Rates

<i>Content Area</i>	<i>% of Students Tested</i>				<i>Participation Rating</i>				<i>Students Tested</i>				<i>Total Students</i>			
	Elem	Middle	High	Overall	Elem	Middle	High	Overall	Elem	Middle	High	Overall	Elem	Middle	High	Overall
Reading	99.9%	99.9%	100.0%	99.9%	Meets	Meets	Meets	Meets	808	968	167	1943	809	969	167	1945
Mathematics	99.9%	99.8%	100.0%	99.8%	Meets	Meets	Meets	Meets	808	967	167	1942	809	969	167	1945
Writing	100.0%	99.9%	100.0%	99.9%	Meets	Meets	Meets	Meets	809	968	167	1944	809	969	167	1945
Science	99.7%	99.4%	100.0%	99.6%	Meets	Meets	Meets	Meets	287	325	76	688	288	327	76	691
Colorado ACT	-	-	100.0%	100.0%	-	-	Meets	Meets	-	-	65	65	-	-	65	65

¹Data in this report is based on results from: 2010-11,2011-12,2012-13

Performance Indicators

Level: Elementary

School: CHAVEZ/HUERTA K-12 PREPARATORY ACADEMY - 1488

District: PUEBLO CITY 60 - 2690 (3 Year)

<i>Academic Achievement</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>% Proficient/Advanced</i>	<i>School's Percentile</i>
Reading	2	4		Approaching	780	69.1	42
Mathematics	2	4		Approaching	780	65.64	41
Writing	2	4		Approaching	781	49.55	39
Science	2	4		Approaching	280	43.57	46
Total	8	16	50%	Approaching			

<i>Academic Growth</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>Median Growth Percentile</i>	<i>Median Adequate Growth Percentile</i>	<i>Made Adequate Growth?</i>
Reading	2	4		Approaching	519	40	34	Yes
Mathematics	1	4		Does Not Meet	521	33	51	No
Writing	1	4		Does Not Meet	520	34	42	No
English Language Proficiency (ACCESS)	1	2		Approaching	67	41	-	-
Total	5	14	35.7%	Does Not Meet				

<i>Academic Growth Gaps</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>Subgroup N</i>	<i>Subgroup Median Growth Percentile</i>	<i>Subgroup Median Adequate Growth Percentile</i>	<i>Made Adequate Growth?</i>
Reading	8	20	40%	Approaching				
Free/Reduced Lunch Eligible	2	4		Approaching	365	36	35	Yes
Minority Students	2	4		Approaching	451	39	34	Yes
Students with Disabilities	1	4		Does Not Meet	58	27	54	No
English Learners	1	4		Does Not Meet	60	37	38	No
Students needing to catch up	2	4		Approaching	150	40	55	No
Mathematics	6	20	30%	Does Not Meet				
Free/Reduced Lunch Eligible	1	4		Does Not Meet	366	32	52	No
Minority Students	1	4		Does Not Meet	452	34	51	No
Students with Disabilities	1	4		Does Not Meet	59	18	69	No
English Learners	2	4		Approaching	60	49	54	No
Students needing to catch up	1	4		Does Not Meet	158	38	75	No
Writing	6	20	30%	Does Not Meet				
Free/Reduced Lunch Eligible	1	4		Does Not Meet	366	33	43	No
Minority Students	1	4		Does Not Meet	452	33	41	No
Students with Disabilities	1	4		Does Not Meet	58	28	61	No
English Learners	1	4		Does Not Meet	61	32	42	No
Students needing to catch up	2	4		Approaching	274	41	53	No
Total	20	60	33.3%	Does Not Meet				

Counts and ratings are not reported for metrics when the school does not meet the minimum student counts required for reportable data.

Performance Indicators

Level: Middle

School: CHAVEZ/HUERTA K-12 PREPARATORY ACADEMY - 1488

District: PUEBLO CITY 60 - 2690 (3 Year)

<i>Academic Achievement</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>% Proficient/Advanced</i>	<i>School's Percentile</i>
Reading	2	4		Approaching	901	62.93	31
Mathematics	2	4		Approaching	901	31.96	16
Writing	2	4		Approaching	901	57.82	48
Science	2	4		Approaching	307	36.81	29
Total	8	16	50%	Approaching			

<i>Academic Growth</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>Median Growth Percentile</i>	<i>Median Adequate Growth Percentile</i>	<i>Made Adequate Growth?</i>
Reading	3	4		Meets	865	47	36	Yes
Mathematics	1	4		Does Not Meet	868	37	77	No
Writing	3	4		Meets	867	55	51	Yes
English Language Proficiency (ACCESS)	0.5	2		Does Not Meet	30	31	-	-
Total	7.5	14	53.6%	Approaching				

<i>Academic Growth Gaps</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>Subgroup N</i>	<i>Subgroup Median Growth Percentile</i>	<i>Subgroup Median Adequate Growth Percentile</i>	<i>Made Adequate Growth?</i>
Reading	12	20	60%	Approaching				
Free/Reduced Lunch Eligible	3	4		Meets	604	46	38	Yes
Minority Students	3	4		Meets	762	47	37	Yes
Students with Disabilities	1	4		Does Not Meet	58	39	79	No
English Learners	3	4		Meets	90	49	46	Yes
Students needing to catch up	2	4		Approaching	313	45	64	No
Mathematics	6	20	30%	Does Not Meet				
Free/Reduced Lunch Eligible	1	4		Does Not Meet	606	37	80	No
Minority Students	1	4		Does Not Meet	765	37	78	No
Students with Disabilities	1	4		Does Not Meet	58	33	99	No
English Learners	1	4		Does Not Meet	92	35	83	No
Students needing to catch up	2	4		Approaching	541	40	92	No
Writing	10	20	50%	Approaching				
Free/Reduced Lunch Eligible	2	4		Approaching	606	52	54	No
Minority Students	3	4		Meets	764	55	51	Yes
Students with Disabilities	1	4		Does Not Meet	58	35	83	No
English Learners	2	4		Approaching	92	52	58	No
Students needing to catch up	2	4		Approaching	384	53	76	No
Total	28	60	46.7%	Approaching				

Performance Indicators

Level: High

School: CHAVEZ/HUERTA K-12 PREPARATORY ACADEMY - 1488

District: PUEBLO CITY 60 - 2690 (3 Year)

<i>Academic Achievement</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>% Proficient/Advanced</i>	<i>School's Percentile</i>
Reading	3	4		Meets	155	79.35	76
Mathematics	2	4		Approaching	155	16.13	17
Writing	3	4		Meets	155	60	75
Science	2	4		Approaching	69	40.58	31
Total	10	16	62.5%	Meets			

<i>Academic Growth</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>Median Growth Percentile</i>	<i>Median Adequate Growth Percentile</i>	<i>Made Adequate Growth?</i>
Reading	3	4		Meets	152	58	13	Yes
Mathematics	2	4		Approaching	152	47	98	No
Writing	3	4		Meets	152	51	33	Yes
English Language Proficiency (ACCESS)	0	0		-	N<20	-	-	-
Total	8	12	66.7%	Meets				

<i>Academic Growth Gaps</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>Subgroup N</i>	<i>Subgroup Median Growth Percentile</i>	<i>Subgroup Median Adequate Growth Percentile</i>	<i>Made Adequate Growth?</i>
Reading	13	16	81.3%	Meets				
Free/Reduced Lunch Eligible	3	4		Meets	106	57	20	Yes
Minority Students	3	4		Meets	139	58	14	Yes
Students with Disabilities	0	0		-	N<20	-	-	-
English Learners	4	4		Exceeds	24	63	24	Yes
Students needing to catch up	3	4		Meets	36	64	74	No
Mathematics	8	16	50%	Approaching				
Free/Reduced Lunch Eligible	2	4		Approaching	106	53	99	No
Minority Students	2	4		Approaching	139	47	98	No
Students with Disabilities	0	0		-	N<20	-	-	-
English Learners	2	4		Approaching	24	48	99	No
Students needing to catch up	2	4		Approaching	113	50	99	No
Writing	10	16	62.5%	Meets				
Free/Reduced Lunch Eligible	3	4		Meets	106	49	45	Yes
Minority Students	3	4		Meets	139	51	34	Yes
Students with Disabilities	0	0		-	N<20	-	-	-
English Learners	2	4		Approaching	24	51	61	No
Students needing to catch up	2	4		Approaching	52	51	81	No
Total	31	48	64.6%	Meets				

<i>Postsecondary and Workforce Readiness</i>	<i>Points Earned</i>	<i>Points Eligible</i>	<i>% Points</i>	<i>Rating</i>	<i>N</i>	<i>Rate/Score</i>	<i>Expectation</i>
Graduation Rate: 4yr/5yr/6yr/7yr					-/-/-	-/-/-%	80%
Disaggregated Graduation Rate			%				
Free/Reduced Lunch Eligible				-	-/-/-	-/-/-%	80%
Minority Students				-	-/-/-	-/-/-%	80%
Students with Disabilities				-	-/-/-	-/-/-%	80%
English Learners				-	-/-/-	-/-/-%	80%
Dropout Rate						%	3.9%
Colorado ACT Composite Score	2	4		Approaching	65	17.3	20.1
Total	2	4	50%	Approaching			

Counts and ratings are not reported for metrics when the school does not meet the minimum student counts required for reportable data.

Graduation and Disaggregated Graduation Rates

The School Performance Framework reports use the 4-, 5-, 6- and 7-year graduation rates for the school and disaggregated student groups (students eligible for free/reduced lunch, minority students, students with disabilities and English learners).

This School's Graduation Rate and Disaggregated Graduation Rate:

Overall Graduation Rate (1-year)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			

Free/Reduced Lunch Graduation Rate (1-year)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			

Minority Student Graduation Rate (1-year)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			

Students with Disabilities Graduation Rate (1-year)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			

English Learners Graduation Rate (1-year)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			

Overall Graduation Rate (3-year aggregate)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			
	Aggregated	N<16	N<16	N<16	N<16

Free/Reduced Lunch Graduation Rate (3-year aggregate)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			
	Aggregated	N<16	N<16	N<16	N<16

Minority Student Graduation Rate (3-year aggregate)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			
	Aggregated	N<16	N<16	N<16	N<16

Students with Disabilities Graduation Rate (3-year aggregate)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			
	Aggregated	N<16	N<16	N<16	N<16

English Learners Graduation Rate (3-year aggregate)

		4-year	5-year	6-year	7-year
Anticipated Year of Graduation	2009	N<16	N<16	N<16	N<16
	2010	N<16	N<16	N<16	
	2011	N<16	N<16		
	2012	N<16			
	Aggregated	N<16	N<16	N<16	N<16

Colorado calculates "on-time" graduation as the percent of students who graduate from high school four years after entering ninth grade. A student is assigned a graduating class when they enter ninth grade by adding four years to the year the student enters ninth grade. The formula anticipates, for example, that a student who entered ninth grade in fall 2006 would graduate with the Class of 2010.

For the 1-year SPF, schools earn points based on the highest value among the following: 2012 4-year graduation rate, 2011 5-year graduation rate, 2010 6-year graduation rate and 2009 7-year graduation rate (the shaded cells in the tables on the left). For the 3-year SPF, schools earn points based on the highest value among the following: aggregated 2009, 2010, 2011 and 2012 4-year graduation rate, aggregated 2009, 2010 and 2011 5-year graduation rate, aggregated 2009 and 2010 6-year graduation rate, or 2009 7-year graduation rate. For each of these rates, the aggregation is the result of adding the graduation totals for all available years and dividing by the sum of the graduation bases across all available years. For both 1-year and 3-year SPFs, the "best of" graduation rate is bolded and italicized here and on the Performance Indicators detail page.

Scoring Guide for Performance Indicators on the School Performance Framework Report

Performance Indicator	Scoring Guide			Rating	Point Value	Total Possible Points per EMH Level	Framework Points		
Academic Achievement	<i>The school's percentage of students scoring proficient or advanced was:</i>				TCAP	16 (4 for each content area)	15		
	• at or above the 90th percentile of all schools (using 2009-10 baseline).			Exceeds	4				
	• below the 90th percentile but at or above the 50th percentile of all schools (using 2009-10 baseline).			Meets	3				
	• below the 50th percentile but at or above the 15th percentile of all schools (using 2009-10 baseline).			Approaching	2				
• below the 15th percentile of all schools (using 2009-10 baseline).			Does Not Meet	1					
Academic Growth	<i>Made AGP</i>	<i>Did Not Make AGP</i>	<i>No AGP</i>		TCAP	14 (4 for each subject area and 2 for English language proficiency)	35		
	• at or above 60.	• at or above 70.	• at or above 65.	Exceeds	4			2	
	• below 60 but at or above 45.	• below 70 but at or above 55.	• below 65 but at or above 50.	Meets	3			1.5	
	• below 45 but at or above 30.	• below 55 but at or above 40.	• below 50 but at or above 35.	Approaching	2			1	
• below 30.			• below 40.	• below 35.	Does Not Meet	1	0.5		
Academic Growth Gaps	<i>Made AGP</i>	<i>Did Not Make AGP</i>			TCAP	60 (4 for each of 5 subgroups in 3 subject areas)	15		
	• at or above 60.	• at or above 70.		Exceeds	4				
	• below 60 but at or above 45.	• below 70 but at or above 55.		Meets	3				
	• below 45 but at or above 30.	• below 55 but at or above 40.		Approaching	2				
• below 30.			• below 40.		Does Not Meet	1			
Postsecondary and Workforce Readiness	<i>Graduation Rate and Disaggregated Graduation Rate: The school's graduation rate/disaggregated graduation rate was:</i>				Overall	Disaggr.	16 (4 for each sub-indicator)	35	
	• at or above 90%.				Exceeds	4			1
	• at or above 80% but below 90%.				Meets	3			0.75
	• at or above 65% but below 80%.				Approaching	2			0.5
	• below 65%.				Does Not Meet	1			0.25
	<i>Dropout Rate: The school's dropout rate was:</i>								
	• at or below 1%.				Exceeds	4			
	• at or below the state average but above 1% (using 2009-10 baseline).				Meets	3			
	• at or below 10% but above the state average (using 2009-10 baseline).				Approaching	2			
	• above 10%.				Does Not Meet	1			
	<i>Colorado ACT Composite Score: The school's average Colorado ACT composite score was:</i>								
	• at or above 22.				Exceeds	4			
• at or above the state average but below 22 (using 2009-10 baseline).				Meets	3				
• at or above 17 but below the state average (using 2009-10 baseline).				Approaching	2				
• below 17.				Does Not Meet	1				

Cut-Points for Each Performance Indicator			Cut-Points for Plan Type Assignment		
	<i>Cut Point: The school earned ... of the points eligible on this Indicator.</i>			<i>Cut Point: The school earned ... of the total framework points eligible.</i>	
Achievement; Growth; Growth Gaps; Postsecondary Readiness	• at or above 87.5%	Exceeds	Total Framework Points	• at or above 60%	Performance
	• at or above 62.5% - below 87.5%	Meets		• at or above 47% - below 60%	Improvement
	• at or above 37.5% - below 62.5%	Approaching		• at or above 33% - below 47%	Priority Improvement
	• below 37.5%	Does Not Meet		• below 33%	Turnaround

School Plan Type Assignments

	Plan description	
Performance Plan	The school is required to adopt and implement a Performance Plan.	A school may not implement a Priority Improvement and/or Turnaround Plan for longer than a combined total of five consecutive years before the District or Institute is required to restructure or close the school. The five consecutive school years commences on July 1 during the summer immediately following the fall in which the school is notified that it is required to implement a Priority Improvement or Turnaround Plan.
Improvement Plan	The school is required to adopt and implement an Improvement Plan.	
Priority Improvement Plan	The school is required to adopt and implement a Priority Improvement Plan.	
Turnaround Plan	The school is required to adopt and implement a Turnaround Plan.	

Reference

1-year vs. 3-year Report

Schools receive a 1-year and a 3-year aggregated School Performance Framework report. CDE produces a report on the basis of three years of data to enable more schools to be considered within the same performance framework. Some small schools may not have public data on the basis of a single year because of small N counts for some performance indicator metrics, but a report on the basis of three years of data increases the N count. Only one of the two sets of results (1-year or 3-year) will be the official plan type category for the school: the one under which the school has ratings on a greater number of the performance indicators, or, if it has ratings for an equal number of indicators, the one under which it earned a higher total percent of points. Note that some 3-year reports may be based on only two years of data if that is the only data available.

Reference Data for Key Performance Indicators

Academic Achievement

The Academic Achievement Indicator reflects a school's proficiency rate: the percentage of students proficient or advanced on Colorado's standardized assessments. This includes results from CSAP/TCAP and CSAPA/CoAlt in reading, mathematics, writing, and science, and results from Lectura and Escritura.

Data for all indicators are compared to baselines from the first year the performance framework reports were released.

Percent of Students Proficient or Advanced by Percentile Cut-Points - 1-year (2009-10 baseline)

	Reading			Math			Writing			Science		
	Elem	Middle	High	Elem	Middle	High	Elem	Middle	High	Elem	Middle	High
N of Schools	1008	479	327	1007	480	327	1007	480	327	912	407	286
15th percentile	49.18	50.44	54.92	48.60	29.72	15.97	32.48	34.96	30.95	19.67	23.85	27.50
50th percentile	71.65	71.43	73.33	70.89	52.48	33.52	53.52	57.77	50.00	47.53	48.00	50.00
90th percentile	89.10	88.24	87.23	89.34	75.00	54.79	76.83	79.67	72.24	75.96	75.11	72.41

Percent of Students Proficient or Advanced by Percentile Cut-Points - 3-year aggregate (2008-10 baseline)

	Reading			Math			Writing			Science		
	Elem	Middle	High	Elem	Middle	High	Elem	Middle	High	Elem	Middle	High
N of Schools	1032	507	362	1032	507	361	1032	507	362	972	469	347
15th percentile	50.00	50.56	53.34	48.73	29.69	13.49	32.56	36.84	30.00	20.46	25.00	27.93
50th percentile	72.05	71.35	72.21	70.11	51.63	30.53	54.84	58.34	49.57	45.36	48.72	50.00
90th percentile	88.21	87.40	86.17	87.48	74.41	52.19	76.51	79.17	71.00	72.65	71.26	71.45

Academic Growth and Academic Growth Gaps

The Academic Growth Indicator measures academic progress using the Colorado Growth Model. This indicator reflects 1) normative (median) growth: how the academic progress of the students in this school compared to that of other students statewide with a similar content proficiency (CSAP/TCAP) score history or a similar English language proficiency (ACCESS) score history, and 2) criterion referenced (adequate) growth: whether this level of growth was sufficient for the typical (median) student in the school to reach or maintain a specified level of proficiency within a given length of time. For CSAP/TCAP, students are expected to score proficient or advanced within three years or by 10th grade, whichever comes first. The median growth percentile required to earn each rating depends on whether or not the school met adequate growth (AGP). For 2012-13, Adequate Growth cannot be calculated for English language proficiency therefore English language proficiency growth is determined only by the median growth percentile.

	Made AGP	Did Not Make AGP	No AGP
Exceeds	60-99	70-99	65-99
Meets	45-59	55-69	50-64
Approaching	30-44	40-54	35-49
Does Not Meet	1-29	1-39	1-34

The Academic Growth Gaps Indicator disaggregates the results of the Academic Growth Indicator, measuring the academic progress of historically disadvantaged student groups (students eligible for free/reduced lunch, minority students, students with disabilities, English learners) and students needing to catch up.

Postsecondary and Workforce Readiness

The Postsecondary and Workforce Readiness Indicator measures the preparedness of students for college or careers upon completing high school. This indicator reflects student graduation rates, disaggregated graduation rates, dropout rates, and mean Colorado ACT (COACT) composite scores.

State Mean Dropout Rate (2009-10 baseline)

	N of Students	Mean Rate
1-year (2009)	416,953	3.6
3-year (2007-09)	1,238,096	3.9

State Mean COACT Composite Score (2009-10 baseline)

	N of Students	Mean Rate
1-year (2010)	51,438	20.0
3-year (2008-10)	151,439	20.1