



Dear Parents and Community Members,

The enclosures contain the newly redesigned Oregon Department of Education's Report Card. The comprehensive redesign includes the following features:

- *School Profile* is meant to provide an overview of the school's most significant characteristics—those aspects that are likely to impact student test scores or other academic outcomes.
- Overall State Rating provides a summary measure of student performance.
- *Academic Progress* describes the extent to which students are making progress on standards-based tests.
- *Outcomes* reports key measures of success for all students and student subgroups.
- *Curriculum and Learning Environment* characterizes the school's programs, resources, and additional associated indicators of success.

We are proud to report that Glenfair students demonstrated the following successes:

- Our economically disadvantaged math subgroup performance gains increased by about 9% from the 2011-2012 school year.
- Our students with disabilities reading subgroup increased by approximately 10%.

Even though our students showed growth in a couple of areas, there is still work to be done. Our daily motto is for everyone to "Bring their Best". This means that everybody, students and staff, work daily to improve themselves and to work hard.

We look forward to our daily opportunity to teach the wonderful Glenfair students. We strive to perfect our instruction and will continue to reflect on our instructional practices so that all of our subgroups will make gains.

Sincerely,

Christie Rivera

Principal

Glenfair's Mission

To foster an environment of respect, peace, and high expectations, through collaboration and innovation, building opportunities for all to succeed.



### **Glenfair Elementary School**

15300 NE Glisan St Portland, OR 97230-4859, (503) 252-3479 www.reynolds.k12.or.us/glenfair DISTRICT Reynolds SD 7
SUPERINTENDENT Linda Florence
PRINCIPAL Terri King
GRADES SERVED K-5

For more report card measures including detailed demographic information visit www.ode.state.or.us/go/SchoolRC

#### FROM THE PRINCIPAL

Dear Parents and Community Members,

Glenfair welcomes each and every child and family to a new year of possibilities! As a FOCUS school, we are committed to improving the academic success for each child. We offer full day Kindergarten. Our SUN program invites children to participate in further academic and enrichment opportunities. Our classroom teachers work closely with Specialists to plan for each child. We will involve our families in school planning through SITE Council and parent meetings. I invite you to be a full partner in your child's education by participating in parent meetings, family events, SITE council and/or volunteering. Together we can make this the best year ever for your child.

Thank you,

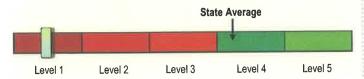
Principal | Terri King



### OVERALL STATE RATING HOW ARE STUDENTS AT THIS SCHOOL PERFORMING COMPARED TO THOSE AT OTHER SCHOOLS?

The overall state rating is intended to summarize this school's particular successes and challenges. It is based on a combination of up to five factors. Three of these factors come from standardized test scores in reading and math: student achievement, student growth, and the growth of underserved subgroups. Please be aware that this rating is based mainly on high-stakes testing and accordingly, represents a limited view of student performance. Other aspects of this report card are designed to put this rating in the proper context.

Compared to all schools statewide in 2012-13, this school is rated as Level 1.



Level 1 = Falls into the bottom 5% of schools

Level 2 = Falls between 5% and 15% of schools

Level 3 = Falls between 15% and 44% of schools

Level 4 = Falls between 44% and 90% of schools

**Level 5** = Falls into the top 10% of schools

Compared to elementary schools with similar student demographics in 2012-13, this school's rating is below average.



Below average = Falls into the bottom third of comparison schools

**About average** = Falls into the middle third of comparison schools

Above average = Falls into the top third of comparison schools



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### **PROGRESS** ARE STUDENTS MAKING ADEQUATE GAINS OVER TIME?

SCHOOL	Students meeting or exceeding state standards on exams
PERFORMANCE	Did at least 95% of the students at this school take required state exams?   Yes   No  Participation rate criteria are in place to ensure schools test as many eligible students as possible
	School Oregon Like-School   School Performance (%)   Performance (%)   Average (%)   2009-10   2010-11   2011-12   2012-13   2012-13   2012-13
	Reading (Tested Grades: 3-8, 11) Did not meet Met Exceeded
	All students tested Note new cut scores in 2011-12.  59.0  12.2 46.8 41.0  70.8  14.6 56.2 44.4  10.5 33.9 49.5  12.4 37.1 71.0  28.5 42.4 39.3 47.3
	Mathematics (Tested Grades: 3-8, 11) Did not meet Met Exceeded
	All students tested Note new cut scores in 2010-11.  54.5  11.7  42.8  45.5  43.8  23.0  40.3  38.3  9.6  28.8  43.8  15.5  28.4  56.2  43.8  27.8  34.3  34.3  37.9  48.4  15.6  32.8  51.6
	Science (Tested Grades: 5, 8,11)
	All students tested Note new cut scores in 2011-12.  50.0  5.9  41.8  41.8  1.5  40.3  58.2  41.8  41.8  40.3  58.2  41.8  40.3  58.2  41.8  40.3  58.2  50.0  50.0  41.8  41.8  40.3  50.0  50.

Visit www.ode.state.or.us/go/data for additional state exam results.

Note: a '\*' is displayed when data are unavailable or to protect student confidentiality.

### **OUTCOMES** FOR KEY STUDENT GROUPS AT THIS SCHOOL COMPARED TO THE SAME GROUPS STATEWIDE

STUDENT GROUP OUTCOMES	Perfo	hool rmance %)	Oregon Performance (%)	School Compared to OR Average	Perfo	hool rmance %)	Oregon Performance (%)	School Compared to OR Average	Perfor	nool mance %)	Oregon Performance (%)	School Compared to OR Average
	All Students				American Ind	ian/Alas	ka Native		Native Hawaii	an/Paci	fic Islander	
	Reading Mathematics Science	49.5 43.8 27.7	71.0 62.1 68.1	-21.5 -18.3 -40.4	Reading Mathematics Science	*	57.4 47.3 53.2	*	Reading Mathematics Science	*	59.1 46.5 49.4	*
	Economically	Disady	antaged		Asian				White	H		
	Reading Mathematics Science	46.3 41.8 22.4	60.2 50.3 55.5	-13.9 -8.5 -33.1	Reading Mathematics Science	50.0 60.0 *	79.5 79.7 74.9	-29.5 -19.7 *	Reading Mathematics Science	64.8 61.1 47.4	77.7 68.0 76.5	-12.9 -6.9 -29.1
	English Learn	ers			Black/African	Americ	an		Female			
	Reading Mathematics Science	39.8 38.9 21.6	46.5 43.3 39.6	-6.7 -4.4 -18.0	Reading Mathematics Science	58.3 37.5 33.3	55.2 42.5 47.9	+3.1 -5.0 -14.6	Reading Mathematics Science	60.0 51.3 25.0	73.2 61.5 65.9	-13.2 -10.2 -40.9
	Students with	Disabi	ilities		Hispanic/Lati	no			Male			
	Reading Mathematics Science	25.9 18.5 11.1	43.0 33.7 42.9	-17.1 -15.2 -31.8	Reading Mathematics Science	37.5 33.0 12.0	52.1 45.2 45.3	-14.6 -12.2 -33.3	Reading Mathematics Science	42.1 38.6 29.7	68.8 62.7 70.3	-26.7 -24.1 -40.6
	Talented and	Gifted			Multi-Racial							
	Reading Mathematics Science	>95 92.3 >95	98.5 98.1 98.0	-5.8 *	Reading Mathematics Science	50.0 41.7 *	76.0 65.8 73.5	-26.0 -24.1 *	Note: a '*' is o unavailable o confidentiality	r to prol		are



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## **CURRICULUM & LEARNING ENVIRONMENT** WHAT IS THIS SCHOOL DOING TO IMPROVE STUDENT LEARNING AND TO PREPARE STUDENTS FOR THE FUTURE?

SCHOOL READINESS	Summer school for Kinders Brain Boost and breakfast for all		
ACADEMIC		ACADEMIC	
SUPPORT	Titlel School-wide Special Education English Language Development	ENRICHMENT	SUN Community School  TAG with Individualized Instruction Plan for each student  Growing Gardens partnership iPads in Every Classroom  Music, PE, Counseling and Library Classes
EXTRACURR	ICULAR		
ACTIVITIES	Open House- Sept 4, 2013	Science	ce Fair -March 19, 2014
	OMSI night- Sept 30, 2013	Readi	ng and Math nights-watch for invites
Data and informati Department of Edu	ion in the Curriculum and Learning Environment section was ucation.	provided by local so	chools and districts and was not verified by the Oregon
FEDERAL	TITLE I DESIGNATION		
Priority	Focus Model		
Focus Schools achievement ga underserved stu	s are high poverty schools that were ranked in the bottom based on Oregon's rating formula. These schools neudent populations.	eed additional supp	port in closing the achievement gap among historically
Priority and Foo	cus school designations were based on 2011-12 data. I	Model school desig	gnations were based on 2012-13 data.



1204 NE 201st Ave Fairview, OR 97024-2499, (503) 661-7200 http://www.reynolds.k12.or.us For more report card measures including detailed demographic information visit www.ode.state.or.us/go/SchoolRC

### FROM THE DISTRICT SUPERINTENDENT

Dear Parents and Community Members,

The District is pleased to report that we are making progress in all target areas: academic achievement, fiscal responsibility, and communication. A report of the 2012-13 accomplishments is available online at: http://www.reynolds.k12.or.us/district/2012-13-accomplishments

ACADEMIC ACHIEVEMENT: Focus on each and every learner; adoption of literacy program; purchased iPads for elementary students: middle school AVID programs; Challenge Day and Project Lead the Way at Reynolds High School. FISCAL RESPONSIBILITY: Audit without findings; and compliance with federal funds. COMMUNICATIONS: Education Summit with 200 participants; more partnerships; and expanded volunteer program.

VISION: Each and every child prepared for a world yet to be imagined.

Total

enrollment

2012-13

MISSION: Each graduate embraces lifelong learning and applies skills in technology, global literacy, creativity, and critical-thinking to enhance family, career, and community.

Your support is appreciated; please call (503) 661-7200 to get involved.

Thank you,

Superintendent | Linda Florence

### DISTRICT PROFILE

**ENROLLMENT** 

Into district

Out of district

	2012-13		Cilibilda dayo
Grades K - 3	3,943	+0.6%	77%
Grades 4 - 5	1,836	-1.1%	85%
Grades 6 - 8	2,563	+1.6%	77%
<b>Grades 9 - 12</b>	2,850	+0.4%	72%
STUDENT MOBI	LITY	2012-13	Previous three year average
Students transfer	rring:		

Change from

previous year

6.8% 8.2%

#### 2012-13

Students attending

90% or more of

enrolled days

6.9%

8.6%

SELECT DEMOGRAPHICS	Grades K - 3	Grades 4 - 5	Grades 6 - 8	Grades 9 - 12
English Learners	43%	49%	44%	35%
Economically disadvantaged	78%	79%	76%	65%
Students with disabilities	12%	18%	19%	17%
Number of different languages spoken	43	32	40	41

Note: a '\*' is displayed when the data must be suppressed to protect student confidentiality.

#### STUDENT WELLNESS POLICY

Reynolds School Board approved wellness policy includes: nutrition education, food service and reimbursable meals; physical activity; fruit and vegetable programs; school and community gardens; athletics and other activities that promote health and well-being.

CLASS SIZE	Average class size 2012-13	Change from previous year
Grades K - 3	25.6	-0.2
Grades 4 - 5	26.3	-2.1
TEACHER PROFICIENCY		2012-13

### TEACHER PROFICIENCY 2012-13 Percentage of highly qualified teachers 98.40%

Percentage of highly qualified teachers (as defined by the federal government)

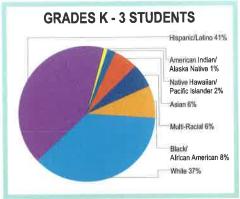
#### **RACIAL EQUITY IN HIRING**

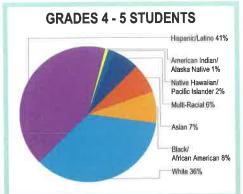
Reynolds School District Board Policy is that all educational programs, activities and employment will be free of discrimination or harassment on the basis of race, color, religion, gender, gender identity, sexual orientation, national origin, disability, parental or marital status, or age. We are committed to hiring qualified staff that reflect the diversity of our students.

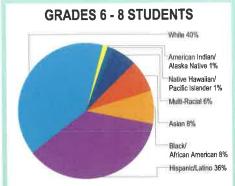
# OREGON Reynolds SD 7 REPORT CARD 2012-13 1204 NE 201st Ave

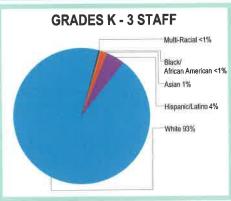
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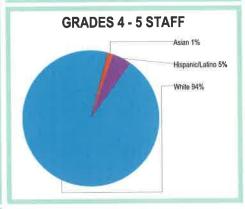
### **DISTRICT PROFILE (CONTINUED)**

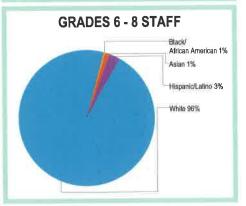












District funding derived from the below sources

White 45%
Native Hawaiian/ Pacific Islander 1% American Indian/ Alaska Native 1% Multi-Racial 4%
Black/ African American 8% Asian 9% Hispanic/Latino 32%

CDADECO 42 CTUDENTS

PER PUPIL SPENDING	1	2012-13	1	2011-12	į	2010-11	1	2009-10	Ì	2008-09
District		\$10,083	1	\$9,258	:	\$9,390	4	\$8,606	30	\$8,851
State	1	\$9,903	i	\$9,366	1	\$9,363	1	\$9,275	1	\$9,392

Oregon's quality education model (QEM) suggests adequate per pupil funding should be \$11,970 in 2012-13. (Statewide average) 2012-13 data reflects budgeted not actual.

<b>GRADES 9 - 12</b>	STAFF
	Multi-Recial 1%
	Black/ African American 1%
	—Hispanic/Latino 3%
	White 96%

Local taxes and fees	22%
State funds	66%
Federal funds	12%
OFICHIO CAFETY DATING	

#### SEISMIC SAFETY RATING

**FUNDING SOURCES** 

For a detailed report for each school, please visit: www.oregongeology.org/sub/projects/rvs/default.htm

EXPULSIONS & SUSPENSIONS	Expulsions	Suspensions	
Total Students	59	1,218	
American Indian/Alaska Native	*	17	
Asian	*	32	
Black/African American	9	201	
Hispanic/Latino	25	494	
Native Hawaiian/Pacific Islander	š *	20	
White	19	367	
Multi-Racial		87	

SUPERINTENDENT Linda Florence

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### **PROGRESS** ARE STUDENTS MAKING ADEQUATE GAINS OVER TIME?

<b>PROGRESS</b>	ARE STUDENTS MAKING AD	EQUATE GAINS OVER TIME?	
	Students in the district meeting	or exceeding state standards on exams	
	Did at least 95% of students in		
DIOTOIGE	Participation rate criteria are in	place to ensure schools test as many eligible students as possible  District  Oregon	Like-District
DISTRICT PERFORMANC	<b>`</b> E	District Performance (%) Performance (%) Performance (%) 2009-10 2010-11 2011-12 2012-13 2012-13	Average (%) 2012-13
PERFORMANO	Reading	Did not meet Met Exceeded	2012 10
		69.8 22.7 71.1 23.3 53.0 17.4 51.5 16.3 71.0 28.5	60.0 18.8
	Students in grades 3 - 5	47.1 47.8 35.7 35.2 42.4 30.2 28.9 47.0 48.5 29.0	41.2
	Students in grades 6 - 8	62.2 19.1 63.5 17.8 45.7 53.7 12.4 41.4 53.6 11.9 69.1 20.8 48.3 37.8 36.5 46.3 46.3 30.9	59.4 15.2 44.3 40.6
	Students in grade 11	63.4 5.2 77.7 6.3 75.9 8.6 81.2 6.1 75.1 85.7 21.2 64.5 36.6 22.3 24.1 18.8 14.3	80.8 11.2 69.6 19.2
		Note new cut scores in 2011-12.	
	Mathematics	Did not meet	19.4
	Students in grades 3 - 5	66.8     19.7     47.3     18.7     28.6     44.3     16.2     40.7     15.2     62.1     27.8       33.2     52.7     55.7     55.7     59.3     37.9	52.1 32.7 47.9
	Students in grades 6 - 8	62.0 21.2 45.7 14.3 47.6 35.0 43.6 11.5 32.1 62.1 20.3 41.7 56.4 37.9	55.6 15.9 39.7 44.4
	Students in grade 11	50.8     4.5     62.2     4.7     57.5     57.0     4.9     61.3     2.7     70.1     7.5       49.2     37.8     43.0     38.7     38.7     70.1     7.5	66.1 2.8 63.4 33.9
		Note new cut scores in 2010-11.	
	Writing	Did not meet	F1
	Students in grade 11	56.1     3.0     69.0     4.5     41.7     3.6     38.1     41.9     2.4     61.0     6.4       43.9     31.0     58.3     58.3     58.1     61.0     6.4	52.7 2.8 49.8 47.3
	Science	Did not meet Met Exceeded	
	Students in grade 5	54.4     13.4     52.0     9.4     47.0     8.2     38.8     44.6     6.5     38.1     68.1     16.0       45.6     48.0     53.0     55.4     56.4     31.9	52.3 9.7 42.6 47.7
	Students in grade 8	56.6     14.1     42.5     47.5     49.9     6.4     52.7     9.0     43.7     53.6       43.4     37.3     50.1     47.3     47.3     67.1     13.5       53.6     32.9	55.0 9.6 45.4 45.0
	Students in grade 11	46.5     15.5     59.6     19.0     54.3     19.7     55.8     10.0     64.2     13.4       53.5     40.4     45.7     45.7     44.2     64.2     13.4	54.3 8.7 45.6 45.7
		Note new cut scores in 2011-12.	



### Reynolds SD 7

SUPERINTENDENT Linda Florence

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OUTCOMES	WHAT ARE STUDENTS ACHIEVING IN HIGH SCHOOL?		District formance 2010-11	(%) 2011-12	District Performance (%) 2012-13	Oregon Performance (%) 2012-13	Like-District Average (%) 2012-13
COLLEGE	Students preparing for college and careers.						
AND CAREER READINESS	Freshmen on track to graduate within 4 years Students taking SAT		56.0 17.8	<5 14.9	57.9 20.0	34.2	28.6
			District formance 2009-10		District Performance (%) 2011-12	Oregon Performance (%) 2011-12	Like-District Average (%) 2011-12
GRADUATION	Students graduating with a regular diploma within four years of entering high school.						
RATE	Overall graduation rate	53.3	57.8	47.9	57.8	68.4	68.9
COMPLETION RATE	Students receiving a regular, modified, extended, or years of entering high school.	r adult I	nigh sch	nool dip	loma or comple	eting a GED w	ithin five
	Overall completion rate	NA	68.5	73.3	64.3	80.5	73.2
DROPOUT	Students who dropped out during the school year and did not re-enroll.						
RATE	Overall dropout rate	5.2	3.6	6.3	5.9	3.4	3.2
		Pe 2007-08	District rformance 2008-09		District Performance (%) 2010-11	Oregon Performance (%) 2010-11	Like-District Average (%) 2010-11
CONTINUING	Students continuing their education after high school	ol.					
EDUCATION	Students who enrolled in a community college or four-year school within 16 months of graduation	NA	56.1	57.1	53.5	61.1	54.5

Note: a "" is displayed when the data must be suppressed to protect student confidentiality.

	Note: a '*' is displayed when the data must be suppressed to protect student confidential					confidentiality.					
STUDENT GROUP OUTCOMES	District Performar (%)	Oregon ce Performance (%)	District Compared to OR Average	Perf	istrict ormance (%)	Oregon Performance (%)	District Compared to OR Average	Perfo	strict ormance (%)	Oregon Performance (%)	District Compared to OR Average
	All Students			American Indian/Alaska Native			Native Hawaiian/Pacific Islander				
	On Track 57 Graduation 57 Completion 64 Dropout 5	8 68.4	-10.6 -16.2 +2.5	On Track Graduation Completion Dropout	28.6 25.0 30.0 12.0	50.8 65.6 7.7	-25.8 -35.6 +4.3	On Track Graduation Completion Dropout	66.7 62.5 57.1 3.9	66.2 82.4 3.8	-3.7 -25.3 
	Economically Disadvantaged			Asian				White			
	On Track 50 Graduation 53 Completion 67	.7 : .6 : 61.1	 -7.5 -9.7 +1.7	On Track Graduation Completion Dropout	78.8 75.0 70.1 1.1	80.7 85.9 0.9	-5.7 -15.8 +0.2	On Track Graduation Completion Dropout	68.7 63.7 69.8 6.1	71.2 83.2	 -7.5 -13.4 +3.1
	English Learners			Black/African American			Female				
	On Track 49 Graduation 43 Completion 54	.0 49.2	 -6.2 -9.6 +3.0	On Track Graduation Completion Dropout	43.5 39.3 62.8 8.7	53.3 70.5 5.9	-14.0 -7.7 +2.8	On Track Graduation Completion Dropout	65.0 66.2 68.1 5.5	72.9 83.3	-6.7 -15.2 +2.7
	Students with Disabilities			Hispanic/Lat	ino			Male			
	On Track 46 Graduation 27 Completion 50		-10.6 -15.1 +1.7	On Track Graduation Completion Dropout	43.9 46.8 55.2 6.4	59.5 71.1 4.5	 -12.7 -15.9 +1.9	On Track Graduation Completion Dropout	51.7 50.2 61.0 6.3	64.3 78.0	 -14.1 -17.0 +2.4
	Talented and Gifted			Multi-Racial On-Track data is based on the 201			2-13				
	On Track 84 Graduation 82 Completion 92	2.8 90.9 2.3 95.9 0.5 0.4	-8.1 -3.6 +0.1	On Track Graduation Completion Dropout	54.5 66.7 66.7 4.0	69.1 84.9 3.3	-2.4 -18.2 +0.7	school year; all other data is based on the 2011-12 school year.  On Track Data in the Student Group Outcomes section was provided by local schools and districts and was not verified by the Oregon Department of Education.			

**SUPERINTENDENT** Linda Florence

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Fa	04 NE 201st Ave irview, OR 97024-2499, (503) 661-7200 p://www.reynolds.k12.or.us <b>CURRICULUM</b> 8	& LEARNING ENVIRONN	information visit www.ode.state.or.us/go/SchoolRC
SCHOOL	Elementary Schools	Middle Schools	High Schools
READINESS	Connect to Kindergarten and Kindergarten Transition (Spring) Reynolds High School Community Preschool Family Nights Kindergarten Counts Full Day Kindergarten at six (6) sites	Universal meal programs Positive Behavior Support/Intervention System (PBIS) Anti-bullying/anti-harassment program Focus on Academic Discipline Counseling for emotional, academic and behavioral issues	Ninth Grade Counts Social Services/Counseling Support
ACADEMIC SUPPORT	Elementary Schools  Title I, Special Education, and English Development Classes	Middle Schools  Title I	High Schools Credit Recovery
	Literacy Framework which supports Accelerated Skill Development Reading and Math Intervention Classes iPads in Every Classroom	English Language Development Advanced Math and Language Arts Tutoring	Math and Reading Intervention Support Classes ASPIRE Program AVID (Advancement Via Individualized Determination)
ACADEMIC	Elementary Schools	Middle Schools	High Schools
ENRICHMENT		WORLD LANGUAGE COURSES Spanish French Introduction to Languages SPECIAL PROGRAMS AVID (Advancement Via Individualized Determination) 8th Grade Mentors Advanced Math	WORLD LANGUAGE COURSES Spanish French Japanese HONORS & DUAL-ENROLLMENT COURSES Advanced Placement and College Credit Classes Middle College SPECIAL PROGRAMS 21st Century Learning Community Center, JROTC Challenge Day, Living History Day and Leadership Classes ACE and CAL 1/2 day Charter Schools (career-focused)



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### **CURRICULUM & LEARNING ENVIRONMENT CONTINUED...**

CAREER & TECHNICAL EDUCATION		Middle Schools  AVID  Lego Robotics  Family and Consumer Science  Computers, Engineering Design, Cinematography  Horticulture	High Schools  MYC, The Trades (RLA)  Metals Manufacturing, Automotive Technology  Business, Graphics Arts, and Computer Applications  Early Childhood Education and Catering Project Lead the Way, Woods, and Construction
EXTRACURRICULAR ACTIVITIES	Elementary Schools  Community Garden  Soccer Club  Chess Club  Family Nights	Middle Schools  Athletics - District, YMCA and Boys and Girls Club  Jazz Band, Drama  After School Programs/Clubs  Band/Orchestra/Choir	High Schools Interscholastic and Intramural sports Activities and Clubs SkillsUSA Extensive Music, Drama, Arts programs

Data and information in the Curriculum and Learning Environment section was provided by local schools and districts and was not verified by the Oregon Department of Education.

### FEDERAL TITLE I DESIGNATION

Priority and Focus school designations were based on 2011-12 data. Model school designations were based on 2012-13 data.

8	Priority	Focus	Model
Number of Elementary Schools	1	4	0
Number of Middle Schools	0	0	0
Number of High Schools	0	0	0

**Priority Schools** are high poverty schools that were ranked in the bottom 5% of Title I-A schools in the state based on Oregon's rating formula. These schools generally have overall very low achievement and limited growth over time. Additional supports and interventions to make improvements are needed.

**Focus Schools** are high poverty schools that were ranked in the bottom 5% -15% of Title I-A schools in the state with a significant achievement gap based on Oregon's rating formula. These schools need additional support in closing the achievement gap among historically underserved student populations.

**Model Schools** are high poverty schools that were ranked in the top 5% of Title I-A schools in the state based on Oregon's rating formula. These schools serve as models of successful student outcomes.