

**Report of Actions Taken by California School for the Deaf, Fremont
To Address Stipulations
June 2018**

Overview of this Report

On June 14, 2016, The Committee on Accreditation, on behalf of the California Commission on Teacher Credentialing, assigned the status of **Accreditation with Stipulations** to the California School for the Deaf and its induction programs. The program was required to submit quarterly reports on their progress and a seventh year report addressing all stipulations ([June 2016 Report](#)). Three of the stipulations were removed in [June 2017](#) and two of the stipulations were maintained with additional action required by the institution to address the remaining stipulations. At the [November 2017](#) COA meeting, Stipulation 3 was removed and the institution was instructed to return to the COA with evidence of implementation of a comprehensive evaluation system involving program participants, completers, and stakeholders. The system must demonstrate the potential for assuring continuous program improvement (Stipulation 1).

Recommendation:

That the COA remove the remaining stipulation and grant the institution the status of Accreditation.

Background

As a result of the findings of the April 2016 site visit, the Committee on Accreditation assigned five stipulations to the California School for the Deaf. The school reported on a quarterly basis what they were doing to address these stipulations. The following table summarizes the decisions made by the COA.

Stipulation	COA Action
1. The California School for the Deaf must provide evidence of the implementation of a comprehensive program evaluation system involving program participants, completers, and stakeholders. The system must demonstrate the potential for assuring continuous program improvement.	More Information Needed
2. The California School for the Deaf is to provide evidence that the program receives sufficient resources to allow for effective operation. The resources must enable the program to effectively operate in terms of coordination and program development.	Removed Stipulation June 2017
3. The California School for the Deaf is to provide evidence that all support providers are provided with opportunities for professional development to support mentoring.	Removed Stipulation November 2017
4. That within one year, a report is to be submitted to the Commission addressing steps taken in meeting the requirements addressed in all of the stipulations listed above.	Removed Stipulation June 2017
5. Quarterly reports are to be submitted to the Commission throughout the year addressing steps taken to meet the requirements addressed in Stipulation 2.	Removed Stipulation June 2017

The California School for the Deaf, Fremont provided an updated report to address the remaining stipulation ([Appendix A](#)). The modifications to their program are summarized below.

Expansion of the Advisory Council:

In response to the concern that their Advisory Council was too insular, they have added the following stakeholders:

- Roberta Monroe: CSD’s Community Advisory Committee--parent representative
- Ella Lentz: Vice President of the Association of Families, Teachers, and Counselors
- Bobbie Allen: Director of the teacher training program at the University of California, San Diego
- Janice Smith Warshaw: Director of the teacher training program at the California State University, Fresno
- Kristina Najjarro: Induction Program Coordinator at the Fremont Unified School District
- Caroline Satoda: Supervisor, Induction Director, Office of Professional Learning and Leadership at San Francisco Unified School District

The Advisory Council continues to include internal representatives from human resources, the business office, administrative staff, and a program completer.

Meetings of the Advisory Council:

Their first meeting of the year, December 20, 2017, was a large group meeting. Meetings after that were conducted in focus groups. These occurred on February 6, 8, 14 and 28 and April 12, May 1, 9, and June 14, 2018. The table below summarizes each meeting.

Advisory Meeting	Topic
Fall (December 20, 2017)	Review of Progress Discussion of Mentoring program and future trainings Shared SFUSD Cluster training on equity Planned for future meetings, 2/14/18 and 4/12/18 Discussed new meeting formats- General, Finances, District & TPP will be meeting separately for efficiency
Winter Finance Group- February 6, 2018 District Group- February 8, 2018	Discussion of funding induction program Discussed need for Mentoring Matters training and funds required Discussed having completed budget report every year Discussion with Fremont USD and San Francisco USD members on current use of FACT and making changes to ILPs

Advisory Meeting	Topic
<p>TPP Group- February 28, 2018</p> <p>General Advisory Meeting- February 14, 2018</p>	<p>Discussed need to receive information on induction program needs. Came up with six different resources and will look into going to the “Collaboration of Institutions of Higher Education and Teacher Induction” at Brandman University</p> <p>Discussed what their TPP programs look like now with members from UCSD and Fresno State Questioned what additional skills and classroom management strategies teachers of deaf students need after receiving preliminary credential. This led to discussion of what additional skills induction program should focus on</p> <p>Shared findings from Finance and District Group meetings, along with agenda for TPP meeting Comparison of CSD with FUSD and SFUSD induction programs. Reviewed all induction standards, how they are meeting each standard and getting feedback from members. Shared information from Teacher Induction Conference in Fresno (December, 2017) and FUSD coaching training (February, 2018)</p>
<p>Spring Finance Group- April 12, 2018</p> <p>District Group- June 14, 2018</p> <p>TPP Group- May 1, 2018</p>	<p>Budget manager is still drafting report for funds needed for budget line item for induction program. Mentoring Matters training had to be postponed twice, and new contract drawn up. Discussed need to apply for funds much earlier to eliminate this from happening.</p> <p>Plan to discuss needed changes to ILP and implementation in fall of 2018. Changes will be based on feedback from current candidates and completers, representatives from FUSD and SFUSD, and requirements from CTC.</p> <p>Fresno State shared their DHH program concerns, and general concern that a general education credential and DHH credential can take three years. Length of programs are causing several candidates to ask for emergency permit. Need for CSD and Fresno state to work together to streamline programs to help attract more candidates into this field.</p>

Advisory Meeting	Topic
General Advisory Meeting- May 9, 2018	<p>Shared reports from Finance and TPP Groups and agenda for District Group</p> <p>Discussed new ILP and implementation of it this coming Fall. Reviewed surveys and discussed needing to add additional questions to surveys for PT, SP and Employers. Need for additional trainings besides cluster trainings, concern over additional expenses for interpreters. Website for induction program was discussed and see the need to revise to be more user friendly. Discussed how candidates are meeting the required standards and if there are other ways candidates can show evidence of competencies. Reviewed changes from Teachers Conference in Fresno last December. Looked at slide presentation from conference</p>

Program Improvements:

As a result of the insights of the Advisory Council members and the information obtained at Cluster 2 meetings, the following actions have been/are being taken:

- Induction staff and support providers attended induction mentor training at Fremont Unified School District on February 13, 2018.
- Program completers met with induction staff, support providers, and principals at an Induction Colloquium on May 23, 2018. Participating teachers were asked to share reflections, and feedback on their learning.
- End-of-year surveys have been updated and sent to participating teachers, support providers, administrators, and Advisory Council members.
- Data will be compiled from the surveys and sent to the Advisory Council members. The Advisory Council members will submit their surveys and suggestions based on the data prior to a working session on June 11, 2018.
- Working sessions will occur on June 11 & 12, 2018. The induction staff will work on suggestions made by the Advisory Council during the year. Work will include but not be limited to the development of:
 - Mid-year surveys
 - Website
 - Plan of professional development for all mentors including regular meetings, readings, observations, and training

And a Review of:

- The ILP process to clarify the evidence required for the DHH credential

- Current New Teacher Mentoring program and our Bilingual Professional Development program to see how they can be used as resources to Participating Teachers in meeting their ILP
 - Written guidelines for all processes
- A thorough review of all progress will be done at the fall Advisory Council meeting to occur no later than September 20, 2018. Data from mid-year surveys will be available for the winter meeting. The spring meeting will include another round of recommendations for a working session in June. These efforts will become an annual cycle of data collection and improvement.

Appendix A

California School for the Deaf
39350 Gallaudet Drive
Fremont, CA 94338
Kate Kovacs: Induction Program Coordinator
Clark Brooke: CSD Superintendent

May 29, 2018

Dear Committee on Accreditation:

We are writing to outline the steps we have taken to address the concerns expressed by you at the COA meeting on November 17, 2018.

Expansion of the Advisory Council:

In response to the concern that our Advisory Council was too insular, we have worked with the following stakeholders in addition to our human resources, business office, and administrative staff and a former Participating Teacher:

- Roberta Monroe: CSD's Community Advisory Committee—parent representative
- Ella Lentz: Vice President of the Association of Families, Teachers, and Counselors
- Bobbie Allen: Director of the teacher training program at the University of California, San Diego
- Janice Smith Warshaw: Director of the teacher training program at the California State University, Fresno
- Kristina Najarro: BTSA Induction Program Coordinator at the Fremont Unified School District
- Caroline Satoda: Supervisor BTSA/Induction Director, Office of Professional Learning and Leadership at San Francisco Unified School District

We have also taken advantage of contacts we have made at the Cluster 2 meetings, sharing resources and obtaining advice from other programs such as the South San Francisco USD who advised us on their evaluation system.

Contact has been made with Laura Lipton and Elizabeth Danielson at Mentoring Matters, Sarah Young Consulting, and Nyere Da Silva from Reach Institute for School Leadership in Oakland as potential sources of training and consulting.

Meetings of the Advisory Council:

Our first meeting of the year, December 20, 2017, was in the large group. Meetings after that

were conducted in focus groups: business services to discuss funding; teacher training programs to discuss ILP development and important teaching skills specific to teaching assignment; local school districts to discuss ILP, program components and requirements, role of coordinators, administration, and advisory boards, mentor training, and program evaluation; and CSD staff to review current program components in relation to the Induction standards and the Deaf and Hard of Hearing credential standards. These occurred on February 6, 8, and 15 and April 12, 2018. Meeting agendas and PowerPoint presentations are included.

Program Improvements:

As a result of the insights of the Advisory Council members and the information obtained at Cluster 2 meetings, the following actions have been/are being taken:

- Induction staff and Support Providers attended induction mentor training at Fremont Unified School District on February 13, 2018. Topics included dilemma protocols and clarifying vs. probing questions.
- Program completers met with Induction staff, Support Providers, and principals at an Induction Colloquium on May 23, 2018. Participating Teachers were asked to share their cycles of inquiry, reflections, and feedback on their learning.
- End-of-year surveys have been updated and sent to Participating Teachers, Support Providers, Administrators, and Advisory Council members. Surveys will be completed by June 1, 2018.
- Data will be compiled from the surveys and sent to the Advisory Council members. The Advisory Council members will submit their surveys and suggestions based on the data prior to a working session on June 11, 2018.
- Working sessions will occur on June 11 & 12, 2018. The induction staff will work on suggestions made by the Advisory Council during the year. Work will include but not be limited to:
 - The development of mid-year surveys
 - The development of a website
 - A plan of professional development for all mentors including regular meetings, readings, observations, and training
 - A review of the ILP process to clarify the evidence required for the DHH credential
 - A review of our current New Teacher Mentoring program and our Bilingual Professional Development program to see how they can be used as resources to Participating Teachers in meeting their ILP
 - A review of the written guidelines for all processes
- Kristina Najarro and Caroline Satoda will meet with myself, Laura Peterson, and David Eberwein on June 14, 2018 to review our data and products from the working sessions.
- A thorough review of all progress will be done at our fall Advisory Council meeting to occur no later than September 20, 2018. Data from mid-year surveys will be available for the winter meeting. The spring meeting will include another round of recommendations for a working session in June. These efforts will become an annual cycle of data

collection and improvement.

Thank you for your ongoing questions and feedback. We continue to build a more transparent, inclusive, and responsive program.

Sincerely,

Kate Kovacs

Cc: Bob Loux

Clark Brooke, CSD Superintendent

Len Gonzales, CSD Director of Instruction

David Eberwein, Induction Program Director

Laura Peterson, Induction Program Assistant Coordinator