

# Report of Actions Taken to Address Stipulations by Saugus Union School District May 2019

## Overview

This report provides information about actions taken by Saugus Union School District to address stipulations.

## Recommendation

That the COA remove stipulations for Saugus Union School District and change its accreditation status from **Accreditation with Stipulations** to **Accreditation**.

## Background

An accreditation site visit for Saugus Union School District took place on April 23-25, 2018. Saugus USD is the approved program sponsor of Teacher Induction for the Santa Clarita Valley Consortium which includes four participating districts. The full report is available here: [Saugus Union School District Team Report](#)

The accreditation status granted to Saugus USD by the COA was **Accreditation with Stipulations** with [quarterly reports](#) documenting actions taken by the institution to address the following stipulations:

1. That the institution provides evidence that it has created and articulated a research-based vision of teaching and learning that is clearly represented in the Teacher Induction program.
2. That the institution provides evidence that the education unit purposefully recruits, hires, and retains candidates to diversify the educator pool in California.
3. That the institution provides evidence that the induction program's recommendation verification process includes a defensible process of reviewing documentation, a written appeal process for candidates, and a procedure for candidates to repeat portions of the program, which is articulated and available to all candidates.
4. That the institution provides evidence of a system, which ensures that mentors are receiving formative feedback on their work from induction program leadership.

Saugus's three previous quarterly reports were discussed at the November 2018 and March 2019 COA meetings. Saugus USD provided the final quarterly report to staff on April 16, 2019. Staff has reviewed this report and the associated artifacts/evidence provided. Saugus USD will continue these programmatic changes made during the 2018-19 academic year in future years

as well. To summarize, the stipulations and a synthesis of the actions taken by Saugus USD are in the table below:

<b>2018 Stipulation</b>	<b>Final Program Response</b>
<p>1. That the institution provides evidence that it has created and articulated a research-based vision of teaching and learning that is clearly represented in the Teacher Induction program.</p>	<p>The vision for Santa Clarita Valley (SCV) consortium is, “to ensure educational equity through continuous improvement of student centered teaching practices by supporting beginning teachers with highly qualified mentor teachers in a collaborative, standards based system that develops reflective practices and engagement in inquiry cycles.” This vision aligns with the <a href="#">Center for Educational Leadership</a> (CEL) drive to not only close the achievement gap, but eliminate it.</p> <p>In fall 2018, rubrics from the CEL were brought to the Saugus USD steering committee and approved for use with mentors as a means to share a common language around teaching and learning in the consortium. An orientation and training to the rubrics was provided to the mentors and are being used successfully throughout the consortium.</p>
<p>2. That the institution provides evidence that the education unit purposefully recruits, hires, and retains candidates to diversify the educator pool in California.</p>	<p>Saugus USD has expanded its outreach efforts during the past year to diversify the educator pool in California. Completer survey data was shared with the steering committee, which includes assistant superintendents from each of the participating districts. Specific strategies include finding ways for classified staff to continue their education on a pathway towards a credential, outreach to local IHEs, targeted recruitment at CSU Northridge including attending job fairs, and planning a job fair for the consortium.</p> <p>Additionally, all four of the consortium’s assistant superintendents of Human Resources attend the Master’s College advisory committee meetings, and collaborate around new teacher development and transition into the profession.</p>
<p>3. That the institution provides evidence that the induction program’s recommendation verification process includes a defensible process of reviewing documentation, a written appeal process for</p>	<p>This stipulation was addressed at Saugus USD’s <a href="#">first quarterly report</a>. The adopted Induction Program handbook includes procedures for reassignment, grievances, and program expectations including attendance responsibilities. The handbook was distributed to candidates and is also available on the Induction Support website.</p>

2018 Stipulation	Final Program Response
<p>candidates, and a procedure for candidates to repeat portions of the program, which is articulated and available to all candidates.</p>	
<p>4. That the institution provides evidence of a system, which ensures that mentors are receiving formative feedback on their work from induction program leadership.</p>	<p>Mentors had their final training of the year with staff from Center for Educational Leadership, which centered on selecting appropriate indicators on which to focus for observation. They practiced lesson scripting and structure for providing feedback with a strengths-based stance.</p> <p>Mentor observations by the induction coordinator and lead mentors will continue until the end of the year so that the induction program leadership can provide formative feedback from the program. Mentors submitted their growth plans to the induction coordinator. These plans are reviewed by program leadership prior to the observation which allows for the formative feedback to align with the area(s) of growth chosen by the mentor. After the observation, mentors receive their feedback generally within one week. Additionally, mentors will complete their end-of-year reflections on their growth plans by June 1. This practice will continue for the 2019-20 academic year and beyond.</p>

