

## **Discussion of Six Month Follow Up Report from Anaheim Union High School District June 2021**

This report provides the required six-month follow up report of Anaheim Union High School District (AUHSD) for Committee discussion.

### **Staff Recommendation**

Staff recommends that the COA accept Anaheim Union High School District's required six-month report provided six months after their site visit report to the COA in January 2021.

### **Background**

An accreditation site visit to Anaheim Union High School District took place on October 26-28, 2020. The full site visit report is available here: [Anaheim Union High School District Site Visit Accreditation Report 2020](#).

The accreditation status granted to AUHSD by the COA at the January 28, 2021 meeting was **Accreditation with Stipulations**. The link to the full letter from the COA with stipulations is here: [Anaheim Union High School District Stipulations](#).

The COA placed the following stipulations on AUHSD:

- 1) Within a year, the institution provide evidence that it
  - a. uses the CSTP as the road map for candidates' induction work, including the measure for successful outcomes of their inquiry cycles, as the measurement tool for candidate growth in determining program completion, as well as discussed in both initial and ongoing mentor training.
  - b. regularly assesses and provides feedback to the mentors regarding the quality of their services to their candidates, based upon candidate feedback.
  - c. implements a comprehensive continuous improvement process that helps to determine the effectiveness of the program and the unit, through regular and systemic collection of feedback from multiple sources of data. The reports should also include any program modifications that were made based upon gathered feedback/data.
- 2) That a progress report be provided to the COA six months from the date of the original site visit.

This agenda item presents the required six-month report providing a mid-point update on the district's progress towards meeting the three areas of concern addressed by their stipulations as well as an analysis of the work done to date by the institution to meet program standards. The full report can be accessed [here](#).

## Summary and Staff Analysis of the AUHSD Six-Month Report

### *Stipulation 1a: Use of the CSTP*

The district was required to adjust their program design so that the California Standards for the Teaching Profession (CSTP) are used 1) as the driver for candidates' induction work, 2) the measure inquiry cycle outcomes, 3) determining candidate growth, and 4) included as part of their initial and ongoing mentor training.

Progress to date: The district has developed a plan to reinstate the CSTP as the foundation upon which a candidate assesses their baseline professional practice, as well as determine growth for program completion. While the district has developed an entire cycle, only the baseline assessment (which asks candidates to identify which CSTP elements are a strength, which are areas for growth, as well as an accompanying growth goal for each CSTP) has been introduced to the candidates. Candidates and mentors are using this document in their weekly coaching session. At the conclusion of this year, the program will introduce the post-assessment which asks the candidate and mentor to place the candidate's classroom practice along a 5-point continuum.

### *Stipulation 1b: Mentor Feedback*

The district was required to establish various assessment measures, including candidate feedback, regarding the quality of each mentor's services to their candidate(s) and provide feedback to the mentors.

Progress to date: Firstly, the district developed a fall candidate feedback survey of their mentor's services, around the time the initial Individual Learning Plan (ILP) was due. The four-question survey was returned by 78.26% of their candidates and results were discussed by the Leadership Team the following month, with action taken according to individual survey results. Secondly, the district has developed a Mentor Practices Placemat that asks mentors to select a coaching trait they would like to improve upon and then tracks their growth over the academic year through an Individual Mentoring Plan, with ongoing feedback provided by the Leadership Team. At the end of the academic year, mentors will self-assess their growth via a mentor growth rubric.

### *Stipulation 1c: Implementation of an Ongoing Improvement Cycle*

The district was required to design and implement an ongoing improvement process that uses multiple sources of data to determine both program and unit effectiveness. Additionally, the program was to include any program modifications that were made based the feedback/data.

Progress to date: Firstly, the district has further defined the work of their Induction Leadership Team and set a weekly meeting schedule to provide closer oversight of the program and its participants. Secondly, the leadership team has focused on the long-term goal of setting up a *system* that will ensure long-term growth for the AUHSD induction program instituting measures that increase communication and monitoring of candidate progress. Not included in this six-month report was a discussion of how and when the program will gather input from

various stakeholder groups (principals, professional development personnel, higher education partners, Orange County Induction Network colleagues, etc.) on their program effectiveness and candidate improvement as a result of program participation as well as how this feedback will be analyzed and acted upon. It is anticipated that the discussion of stakeholder feedback and its use will be included in the program's year-out report addressing stipulations.

#### **Staff Recommendation**

AUHSD has made significant strides toward addressing the areas of concern outlined by the site visit team with additional implementation needed in order for a determination that program and common standards are being fully met. Staff recommends that the COA accept Anaheim Union High School District's six month out progress report but take no action on the removal of stipulations until after receiving the year-out report with evidence of full implementation, expected in January 2022.