

## **Report of Actions Taken by Kern Superintendent of Schools to Address Stipulations October 2022**

This report provides information on the actions taken by Kern Superintendent of Schools (Kern SOS) to address stipulations resulting from their March 2022 Site Visit. Following its decision at the [May 2022 meeting](#) the Committee on Accreditation directed Kern SOS to provide an update to staff and the information included in this report is related to how the institution has addressed the requirements of the stipulations.

### **Staff Recommendation**

Staff recommends that the Committee on Accreditation accept the information provided by Kern SOS and summarized in this item, remove the stipulations and change Kern SOS accreditation status from **Accreditation with Stipulations to Accreditation**.

### **Background**

An accreditation site visit for Kern SOS was held virtually and took place on March 28-30, 2022. The accreditation status granted to Kern SOS at the May 2022 meeting was **Accreditation with Stipulations**. The following stipulations were placed on the program and work began to address those stipulations immediately [KCSOS Precondition 1 Plan \(ca.gov\)](#). Kern SOS has further put the following expanded corrective processes in place to address the stipulation:

### **Site Visit Findings- March 28-30, 2022:**

*Within 10 days of COA action, Kern County SOS Teacher Induction Program will provide evidence that it is in compliance with the Precondition One section that states teacher induction program participation “begins in the teacher’s first year of teaching.” In so doing, Kern County SOS will work with its partnering agencies to include MOU language to align with this precondition and establish a system to receive both potential candidate hire dates and the credential status of all newly hired teachers. Kern County Induction will notify all candidates who are eligible for teacher induction. The program will individually contact and document any candidate who elects not to enroll in the teacher induction program.*

Response	Action	Evidence to Support the Action
<p><b>Response to Site Visit Findings- March 2022</b></p>	<p><i>Program submitted required evidence to Site Visit State consultant within 10 days of findings (submitted April 8, 2022). Evidence provided as attached documentation during the May meeting of the COA.</i></p>	<ul style="list-style-type: none"> <li>● <a href="#">KCSOS Precondition Plan</a></li> </ul>

**COA Meeting Findings- May 5, 2022:**

*It is requested that the institution seek ways in which it can ensure that all eligible candidates in the program’s respective partner districts and schools are appropriately identified for induction.*

Continued Program Actions in Response to COA Meeting- May 5, 2022	Action	Evidence to Support the Action
<p>Kern County SOS Teacher Induction Program will provide evidence that it is following the Precondition 1 section that states teacher induction program participation <i>“begins in the teacher’s first year of teaching.”</i></p>	<p>The KCSOS Teacher Induction Program holds quarterly meetings with District Contacts from each partnering district. 2022-23 Quarter One meeting:</p> <ul style="list-style-type: none"> <li>● Review of Precondition One language and program expectations.</li> <li>● Discussion of the expectation of ensuring that all eligible teachers are enrolled in the KCSOS Teacher Induction program “within their first year of teaching” (preliminary credential holders).</li> <li>● All partnering districts were provided a copy of the 2022-23 District Contact Meeting Newsletter, ensuring each has a reference copy of meeting materials, such as: <ul style="list-style-type: none"> <li>○ a video recording of the district contact meeting, agenda, meeting notes, and the meeting slide deck.</li> </ul> </li> </ul> <p>To increase program access and teacher support throughout the year, the KCSOS Teacher Induction Program will now offer a mid-year enrollment option, beginning the 2022-23 year. This option will help to ensure all eligible candidates have the opportunity to enroll in Induction during their first year of teaching.</p>	<ul style="list-style-type: none"> <li>● <a href="#">2022-23 District Contact Meeting Schedule</a></li> <li>● <a href="#">2022-23 District Contact Meeting Newsletter</a></li> </ul>

Continued Program Actions in Response to COA Meeting- May 5, 2022	Action	Evidence to Support the Action
<p><i>Kern County SOS will work with its partnering agencies to include MOU language to align with this precondition</i></p>	<p>The KCSOS Partner District MOU contains language that is in alignment with the language of Precondition One. To ensure alignment of procedures and practices, each partnering district is required to submit a signed MOU prior to enrolling any candidate.</p>	<ul style="list-style-type: none"> <li>● <a href="#">Partner District MOU -Sample</a></li> </ul>
<p><i>Kern County SOS will establish a system to receive both potential candidates' hire dates and the credential status of all newly hired teachers.</i></p>	<ul style="list-style-type: none"> <li>● All district partners have been informed of the new requirement in the first quarter District Contact meeting (August 2022) and Newsletter.</li> <li>● A list of district personnel responsible to submit the monthly report has been generated.</li> <li>● District partners were provided with a link to the reporting form, to be updated monthly with new hire and credential upgrade data. <ul style="list-style-type: none"> <li>○ The Kern Integrated Data System (KiDS) was approved as an alternate method for partnering districts to provide district new hire data to the KCSOS Teacher Induction Program staff. A new hire data procedure system was established to collect data of new hires from partnering districts, which includes the hire date and credential status.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● <a href="#">First Quarter DC meeting schedule</a></li> <li>● <a href="#">First Quarter DC Newsletter.</a></li> <li>● <a href="#">District personnel contact list</a></li> <li>● <a href="#">District New Hire reporting form</a></li> <li>● <a href="#">KiDS Video</a></li> <li>● <a href="#">KiDS Sample monthly report</a></li> <li>● <a href="#">New hire data procedure-workflow</a> <ul style="list-style-type: none"> <li>● <a href="#">Monthly response tracking sheet</a></li> </ul> </li> </ul>

Continued Program Actions in Response to COA Meeting- May 5, 2022	Action	Evidence to Support the Action
<p><i>Kern County SOS Induction will notify all candidates who are eligible for teacher induction.</i></p>	<p>Districts are required to provide the program with all new hire data, including individual contact information. All eligible new hires are emailed the <i>Enrollment Eligibility Newsletter</i>, which informs of their eligibility to participate in the Teacher Induction program, based on credential status.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Enrollment Eligibility Newsletter</a></li> </ul>
<p><i>The program will individually contact and document any candidate who elects not to enroll in the teacher induction program.</i></p>	<p>Once informed of eligibility, any candidate who elects not to participate in the teacher induction program will complete a <a href="#">Decline to Participate Form</a> and email to the KCSOS Teacher Induction program.</p> <ul style="list-style-type: none"> <li>• Upon receipt of Signed <i>Decline to Participate</i> form, program staff will reach out to confirm the decision.</li> <li>• Program stores <a href="#">records</a> of all individuals who elect not to enroll in the teacher induction program along with the signed <i>Decline to Participate Forms</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Decline to Participate Form-Sample</a></li> <li>• <a href="#">Program list/records of signed Decline to Participate Forms.</a></li> </ul>

Continued Program Actions in Response to COA Meeting- May 5, 2022	Action	Evidence to Support the Action
Additional Actions taken by the program to support implementation-	<ul style="list-style-type: none"> <li>● Additional personnel (FTE1.0 Secretary 1) has been hired to support the implementation of this work across the consortium partnerships- managing:               <ul style="list-style-type: none"> <li>○ recording-keeping</li> <li>○ communication</li> <li>○ reminders (as needed- to partners who have not yet submitted a monthly report)</li> <li>○ credential checks and verifications</li> <li>○ mid-year enrollment procedures</li> </ul> </li> <li>● Collaboration with Kern Integrated Data Systems (KiDS) team to determine how the platform can be used to provide support. Together with KiDS Director, informed district partners of options available within the system to meet new reporting requirements.</li> </ul>	<ul style="list-style-type: none"> <li>● <a href="#">Secretary I Job announcement</a></li> </ul>

**Staff Recommendation**

After reviewing the changes made by the Kern Superintendent of Schools to align their program with CTC program preconditions and address stipulations, staff recommends that the COA accept their report and change their accreditation status from **Accreditation with Stipulations** to **Accreditation**.