

**California Commission on Teacher Credentialing
Committee on Accreditation
Institution’s Response to Precondition Findings**

Institution: Animo Leadership Charter High School

Dates of Visit: May 1-3, 2023

Among the team’s findings was a determination that Precondition 1 for the Teacher Induction program was not met as interviews confirmed that some eligible teachers were not approached to enroll in the teacher induction program in their first year of teaching. Instead, they were approached at the end of their second year of teaching for possible enrollment in their third and fourth year of teaching on a preliminary teaching credential.

Pursuant to the Commission’s *Accreditation Framework*, institutions, and the programs they sponsor must be in compliance with preconditions at all times. If an institution and/or any of its programs is determined to be out of compliance with one or more preconditions, the institution is notified and given 30 days from the date of notification to rectify the matter. Animo Leadership Charter High School was notified on May 3rd – the final date of the site visit – of the issue with Precondition 1 for Teacher Induction programs and responded within the 30-day timeframe. **Within 30 days the institution provided evidence that was reviewed by staff and found to sufficiently address the requirements of the stipulation.** The table below provides the language of the finding and the response from Animo Leadership Charter High School (ALCHS).

Program-Specific Precondition 1: Teacher Induction Programs. Each Induction program must be designed to provide a two-year, individualized, job-embedded system of mentoring, support and professional learning that begins in the teacher’s first year of teaching.

As a result of the site visit team’s finding, Animo Leadership Charter High School’s took action in relation to Teacher Induction Precondition 1:

- Program leadership worked with the Office of People/Human Resources to identify all current teachers in their first year of teaching on a preliminary teaching credential during the 2022-23 school year.
- Program leadership developed a [new tracking document](#) that lists each of these teachers, including notations for which ones were already enrolled in teacher induction, which ones had declined participation to choose a different induction program, and which ones had optioned to postpone participation until the following year.
- Program leadership then contacted each eligible teacher (those in their first year of teaching on a preliminary teaching credential) who had not been previously contacted to discuss enrollment in the Animo Leadership Charter High School Teacher Induction

program. Due to the timing of the notification being so close to the end of the school year, teachers who were contacted were offered enrollment for the fall of 2023. Henceforth, first-year eligible teachers will be notified and offered immediate enrollment in the program. The response from each teacher was noted on the master tracking document. Please note, there are tabs on the bottom of the tracking document for each organization in the program.

- ALCHS has taken steps to include the expectation of enrollment within an eligible teacher's first year of teaching in a variety of publications including on their [website](#) and in their 2023-24 [teacher induction information handbook \(see slide 3\)](#).

ALCHS leadership has held conversations with staff in the Office of People/Human Resources regarding the earlier contact with eligible teachers and the expectation to enroll in a teacher induction program in their first year of teaching, establishing a new procedure between the two offices to ensure its implementation.

Staff Recommendation

After review of the actions taken by Animo Leadership Charter High School and the evidence linked in their report above, staff believes the program now meets Precondition 1 for Teacher Induction programs and recommends full **Accreditation** rather than Accreditation with Stipulations.