

Report of the Second Follow-up Report from Pleasanton Unified School District June 2023

Overview of Report

This item presents a summary of the second follow-up report submitted by the Pleasanton Unified School District (Pleasanton USD). Pleasanton USD's second month follow-up report was submitted to Commission staff in May 2023. The report includes information specific to Pleasanton USD's continued actions on three key focus areas. The report can be found on [the 2022-2023 Follow up Reports webpage of Pleasanton USD's accreditation website](#).

Staff Recommendation

Staff recommends that the COA accept Pleasanton USD's second follow-up report.

Background

Pleasanton USD hosted an initial accreditation site visit March 24 – 26, 2021. The [Pleasanton USD Accreditation Site Visit Report](#) was presented to the COA at its June 2021 meeting. Based on the accreditation team's report, the COA took action to grant an accreditation status of **Accreditation with Probationary Stipulations** for Pleasanton USD.

As part of the stipulations, Pleasanton USD hosted a revisit April 27 – 28, 2022 in which a three-member BIR team focused on the stipulations from the initial site visit. The [Pleasanton USD Revisit Report](#) was presented to the Committee on Accreditation (COA) at its June 2022 meeting. Based on the evidence provided through Pleasanton USD's Quarterly Reports and in subsequent documentation, in addition to interviews conducted during the revisit, the team recommended that all stipulations be removed, and that Pleasanton USD's accreditation status be changed from **Accreditation with Probationary Stipulations** to **Accreditation**.

At the time of the revisit, some actions to address stipulations were still being planned or initially implemented. The revisit team further recommended that the institution submit two follow-up reports in the 2022-2023 academic year at six-month intervals which the COA accepted. The information on the subsequent pages of this report summarizes the second follow-up report, which includes information addressing the following specific areas of attention discussed in the revisit report:

1. The impact of the Advisory Team (which may include, but is not limited to, providing meeting agendas, minutes, and attendance). At the time of the initial site visit, the team did not find evidence of the unit's regular involvement of constituent groups in the organization, coordination, and decision making for the program.
2. The evolution of the system of support for Education Specialist (EdSp) candidates, including the role and impact of the new EdSp Induction coach - who will begin the position in the 2022-2023 academic year - and the Education Specialist mentors. At the time of the initial site visit, the team found support of Education Specialist candidates to be sporadic.

3. The outcome of the May 2022 Colloquium and the subsequent process and planning for the Colloquium in the 2022-2023 academic year. At the time of the initial site visit, the team found discrepancies in the credential recommendation process.

Summary of Pleasanton USD's Second Follow-up Report submitted May 2023

Follow-up #1: Impact of the Advisory Team

Since the 2021 accreditation site visit, the Pleasanton New Teacher Project (PNTTP) Advisory Team has met regularly. The most recent Advisory Team meeting was held on February 16, 2023, and was well attended. The meeting minutes, SlideDeck, attendance, and data reviewed were provided in the second follow-up report. At that meeting, Advisory Team members focused on two areas. The first area was reviewing mid-year candidate survey data to determine an area to improve upon to better support candidates. The survey included responses from 90% of candidates in the program. The survey data was reviewed in breakout groups and together as a whole team. The Advisory Team noted areas to continue providing support to candidates and ways to reframe survey questions. The Advisory Team also noted how the survey data consistently showed that candidates feel supported by their Induction Coach, their school site, their school administration, and colleagues.

The second focus area during the Advisory Team meeting was a program inquiry question that was brought forward at the previous meeting. The question was how Diversity, Equity, and Inclusion (DEI) might be incorporated into PNTTP's work with new teachers. The PNTTP Coaches first shared examples of how they are supporting DEI work with new teachers. The Advisory Team next shared ideas such as professional development offerings and other opportunities for schools across the district to share DEI practices taking place at their school sites. The higher education representative at the meeting also shared a text that the PNTTP Leadership Team has decided to purchase for coaching staff to use as a book study for the 2023-2024 academic year. (The PNTTP Leadership Team includes the PNTTP Coordinator and PNTTP Induction Coaches (mentors). The PNTTP Coordinator also regularly meets with the Director of Human Resources).

As a result of the Advisory Team meeting, the PNTTP Leadership Team will continue to work on ways to build on candidates' understanding of the DEI training and resources available in the district. The team also plans to provide more opportunities for candidates to observe their colleagues teach through classroom visits or videos of veteran teachers teaching. The next Advisory Team will be held in May 2023 in conjunction with the PNTTP Candidate Colloquium.

Follow-up #2: System of Support for Education Specialist Candidates

Since the first follow-up report submitted by Pleasanton USD in December 2022, the Education Specialist Induction Coach continues to represent PNTTP through regular attendance at the Department of Special Education meetings. The Education Specialist Induction Coach supports Education Specialist candidates in the teacher induction program and educators serving on intern or emergency permits. The Education Specialist Induction Coach also continues to work with Education Specialist mentors who support Education Specialist candidates in low-incidence

areas and/or who need additional support. Data from the midyear candidate survey shows that Education Specialist candidates continue to feel supported from the wrap-around system of support in place in the district through their Induction Coach, Education Specialist mentor, and site administrators, among other district personnel. Staff from the Department of Special Education were also invited to attend the February 2023 Advisory Team meeting and did attend. Finally, the Pleasanton USD Special Education website – which was designed collaboratively by PNTP and the Department of Special Education – continues to serve as a tool of support with resources for all special education staff including new and veteran Education Specialist, paraprofessionals, and families in the Pleasanton Unified School District.

The PNTP Leadership Team will continue to coordinate support for Education Specialist candidates in the Teacher Induction program, and, by extension, Education Specialists through close collaboration with the Department of Special Education. Staff from the Department of Special Education will continue to be invited to Advisory Team meetings and the Colloquium. The district also anticipates the hiring of new Education Specialists for the upcoming 2023-2024 academic year and PNTP notes in the report that it will continue to support these new educators with the multi-layer system of support the district currently has in place.

Follow-up #3: May 2022 Colloquium Outcome and subsequent plans

Since the December 2022 follow-up report, the PNTP Leadership Team has continued to prepare for the annual Colloquium. The end-of-year activities that comprise the Colloquium include candidate year-end reflections, candidates sharing key learnings from their Individual Learning Plan (ILP) and Teacher Induction journey during the Colloquium event, and celebrations recognizing program completers in their classrooms. Currently, candidates are working with their Induction Coaches to complete their year-end ILP goals reflection. Candidates are also completing a year-end overview document to combine their professional learning and growth journey throughout the year. This document provides ILP reviewers with another insight into the candidate's experience and teaching context. After candidates complete these two reflections, the PNTP Leadership Team will meet to review candidate ILP documents. The ILP review process allows the PNTP coaches an opportunity for professional development and to verify that candidates have indeed completed program requirements.

Next, the PNTP candidates and Advisory Team will attend the Colloquium on May 23, 2023. The PNTP Leadership team will go through a SlideDeck which was provided in the second follow-up report. During the Colloquium, candidates and Advisory Team members will be in breakout rooms. Candidates will share their year-end overview and ILP growth and reflections while Advisory Team members will note information about the candidate's focus area and their own wonderings. At the conclusion of the Colloquium, all candidates and Advisory Team members come back together as a whole group to reflect and debrief.

Finally, as per PNTP tradition, Year 2 candidates will continue to be recognized in their classrooms as the conclusion of their Teacher Induction program experience. Candidates completing induction are presented with a Certificate of Completion and their students

administrators have an opportunity to share their appreciation of the teacher. PNTP Induction Coaches capture the comments and add them to a PNTP Celebration SlideDeck with candidate photos. The SlideDeck, once completed, is subsequently shared with the school board and district to celebrate and recognize the candidates' accomplishments, as noted in the report.