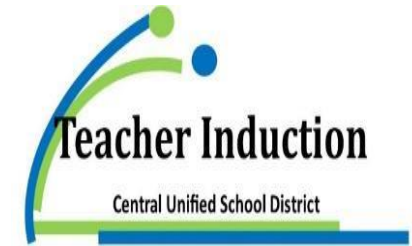




California Commission on Teacher Credentialing  
 Commission on Accreditation  
 Central USD's Response to Precondition Findings



Accreditation with Stipulation  
 Teacher Induction Program Response  
 May 25, 2023

| Precondition  | 30 Day Plan   | Supporting Evidence   |
|---|---|---|
| <p>Precondition 5: The individual Learning Plan (ILP) must be designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes</p> | <p>The Teacher Induction Unit Leadership convened and outlined several changes which will be implemented prior to the start of and during the 2023-2024 school year to address Precondition 5.</p> <p><b>Site Administrators</b><br/>         The Fall Site Administrator training will be expanded to include a greater emphasis on the role of a site administrator. This will include:</p> <ul style="list-style-type: none"> <li>● Understand the purpose and structure of the ILP and that the Site Administrator provides support in the development of goals, but not in the development of the ILP. The ILP is documentation limited to the IT, Mentor and Program.</li> <li>● Development and implementation of a Teacher Induction Site Administrator Handbook</li> <li>● A thorough examination of the role of the Site Administrator including the Dos and Don'ts of support</li> <li>● Review of the Teacher Induction Support form and the type of support site administrators can provide to ITs</li> <li>● The ILP will no longer include the requirement of a Site Administrator's signature</li> <li>● An emphasis that the MOU Site Administrators sign includes language that the ILP is designed and implemented solely for the professional growth and</li> </ul> | <p><b>New 2023-2024 Teacher Induction Administrator Handbook</b><br/> <a href="https://4.files.edl.io/be7/05/16/23/191114-c67c6add-36f2-4aea-a46b-75dcd6e76b51.pdf">https://4.files.edl.io/be7/05/16/23/191114-c67c6add-36f2-4aea-a46b-75dcd6e76b51.pdf</a></p> <p>Fall 2023-2024 Site Administrator PowerPoint will include updates from the Teacher Induction and Site Administrator Handbooks.</p> |

| Precondition | 30 Day Plan   | Supporting Evidence  |
|--------------|---|--|
|              | <p>development of the participating teacher and not for evaluation for employment purposes</p> <p>Additionally, a Mid-Year Refresher Training for Site Administrators about their role in supporting Induction Teachers will occur prior to spring teacher evaluations.</p> <p>Furthermore, the 2023-2024 Site Administrator Mid-Year and End-of-Year Surveys will include a more detailed question about the type of support they provided their IT</p> <p><b>Induction Teachers</b><br/> During the Induction Teacher Orientations, ITs will be reminded about the Site Administrator’s role in supporting Induction Teachers. The Induction Handbook will be reviewed so that ITs:</p> <ul style="list-style-type: none"> <li>● Understand the purpose and structure of the ILP and that the Site Administrator provides support in the development of goals, but not in the development of the ILP. The ILP is documentation limited to the IT, Mentor and Program.</li> <li>● Understand that the ILP is designed and implemented solely for the professional growth and development of the induction teacher and not for evaluation for employment purposes.</li> <li>● Review of the Teacher Induction Support form and the type of support site administrators can provide to ITs</li> <li>● The ILP will no longer include the requirement of a Site Administrator’s signature</li> </ul> <p>The 2023-24 Induction Teacher Mid-Year and End-of-Year Surveys will include a question for ITs to identify the types of support provided by their Site Administrators</p> | <p><b>2023-2024 Induction Handbook</b><br/> <a href="https://4.files.edl.io/685f/05/16/23/212347-19affa9c-97cd-4385-9036-e74d6c1ad2d2.pdf">https://4.files.edl.io/685f/05/16/23/212347-19affa9c-97cd-4385-9036-e74d6c1ad2d2.pdf</a></p> <p>Fall 2023-2024 Induction Teacher Orientation PowerPoint will include updates from the Teacher Induction Handbook.</p> |

| Precondition | 30 Day Plan  | Supporting Evidence   |
|--------------|--|---|
|              | <p>At the beginning of the Spring semester, ITs will once again be reminded about the type of support the Site Administrator can provide an Induction Teacher.</p> <p><b>Mentors</b><br/> During the first Mentor Training at the start of the school year, Mentors will review and discuss the role of the administrator in supporting an Induction Teacher. This will include:</p> <ul style="list-style-type: none"> <li>● Understand the purpose and structure of the ILP and that the Site Administrator provides support in the development of goals, but not in the development of the ILP. The ILP is documentation limited to the IT, Mentor and Program.</li> <li>● A review that the ILP is designed and implemented solely for the professional growth and development of the induction teacher and not for evaluation for employment purposes.</li> <li>● An examination of the role of the administrator including the Dos and Don'ts of support</li> <li>● A review of the Induction Teacher Support form and the type of support site administrators can provide to ITs</li> <li>● The ILP will no longer include a Site Administrator's signature</li> <li>● Examination of the 2023-2024 Mentor MOU</li> </ul> <p>During the January Mentor Training, Mentors will once again be reminded about the type of support the Site Administrator can provide an Induction Teacher.</p> | <p><b>2023-2024 Mentor Handbook</b><br/> <a href="https://4.files.edl.io/783a/05/16/23/212347-02768949-494d-441b-939f-5e56b5ef96de.pdf">https://4.files.edl.io/783a/05/16/23/212347-02768949-494d-441b-939f-5e56b5ef96de.pdf</a></p> <p>August 2023-2024 Mentor PowerPoint will include updates from the Mentor Handbook.</p> |