IIA Stage II Initial Program Preconditions Feedback #4

Institution	Ventura Unified School District
Submission Link	VUSD IIA Stage II Webpage
Proposed Programs	1. Teacher Induction 2. Clear Administrative Services Credential (CASC)
Date of Review	February 2024
Dates of Subsequent Reviews	March 2024, April 2024, May 2024

Reviewer Instructions:

- You will be providing feedback for each precondition noted on this form.
- Please reference the appropriate Evidence Guidance Document as you review.
- If the precondition **is fully addressed**, please write "No additional information needed at this time" in the respective *Reviewers' (First, etc.) Review* row.
- If the precondition **is not fully addressed**, please provide specific feedback, and identify the part(s) of the precondition not fully addressed.

Institution Instructions:

- Respond to the feedback by updating your institution's original IIA Stage II submission.
- Ensure that the additional evidence and/or narrative is easily identifiable using either **bold**, highlighting and/or different colored text. Also, identify the response to feedback (i.e., "Response to First Review," "Response to Second Review, etc.").
- Any accompanying narrative or additional evidence addressing the feedback should be noted in the additional evidence and/or narrative on the IPR proposal website for the respective precondition, not on this feedback form.
- Once all the preconditions are aligned, the IIA Team will ask you to post the final feedback form on your institution's IIA website.

General Comments:

- The tabs on the Initial Program Preconditions excel sheet are switched – Precondition 2 is first and Precondition 1 is second.
    - Addressed.
- Please remove the personally identifiable information (first and last names) in the VUSD Induction Master Rosters excel sheet and from the Resignation-Released tab of the Retire Resignations 19-20 thru 22-23 excel sheet.
    - Addressed.

Initial Program Preconditions

Please reference the Evidence Guidance Document for Initial Program Preconditions for this section

Initial Program Precondition 1: Demonstration of Need

Reviewers' Feedback
Reviewers' First Review: Given the number of teachers and administrators who are eligible to retire in the upcoming academic years, what are the *projected number of candidates* that will need teacher induction and admin induction services? Please provide the breakdown of the current and project number of Year 1 teacher induction candidates (including those on intern and emergency permits who may become Year 1 induction candidates), Year 2 teacher induction candidates, and Years 1 and 2 for admin induction candidates. The response provided notes the desire for VUSD to have its own induction programs to align and streamline these programs to … "unique contexts of our teacher and administrator candidates" and later the "unique needs of our students, staff and community" – please explain the unique contexts and needs. Also, there is a note "to eliminate existing barriers to candidate success inherent in large consortiums" – please explain and also describe the need for Ventura USD to have its own induction programs.
Reviewers' Second Review: The additional information provided to the feedback above has been reviewed. The data provided in the Initial Program Preconditions excel sheet shows the number of teachers serving on less than preliminary credentials in the past three years to be 21 in 2021-22, 23 in 2022-23, and 26 in 2023-24 but the narrative provided states that the "need to hire teachers serving on less than preliminary credentials (STSPs, PIPs, Waivers, etc.) has more than doubled in the past three years" – please clarify.
Reviewers' Third Review: No additional information needed at this time.

Initial Program Precondition 2: Collaboration in Program Design and Implementation

Reviewers' Feedback
Reviewers' First Review: It is unclear if program design meetings have already occurred and, if so, which of the VUSD Induction Program Partners have been in attendance, and how these attendees contributed to the design of the program. Please provide corresponding meeting agendas and minutes for program design meetings that have already occurred and any draft meeting agendas for upcoming meetings. It is unclear where the VUSD Induction Roles and Responsibilities for each group (supervisor, coordinator, advisory committee member, etc.) are housed. In other words, are these responsibilities noted as part of the job descriptions? Also, how are advisory committee members and/or VUSD Induction Program Partners made aware of their responsibilities? Please clarify if the VUSD Induction Program Partners are the same individuals who will serve on the Advisory Committee.
Reviewers' Second Review: Please provide access to the "Design & Implementation Meetings Form" linked at the top of the "Design & Implementation Meetings" excel sheet. Evidence thus far is based on mostly internal meetings related to the design of the proposed induction programs although evidence of how design and collaboration will occur once the Advisory Committee is operational was also provided. Until such a time, how will Ventura USD collaborate with institutions of higher education (such as those institutions whose completers will seek employment in your district or those with whom the district has an intern MOU – Cal Lutheran, CSU Channel Islands, and/or Pepperdine)? Also, are there plans to expand the Advisory Committee and Professional Partners beyond those with whom Ventura USD is currently partnered with? Will the professional partner from Educators Thriving also serve on the Advisory Committee? Although the narrative provided states that Professional Partners include IHE representatives and other professional companies, Educators Thriving was not noted in the Precondition 2 tab of the Initial Program Preconditions – Demonstration of Need & Collaboration in Program Design sheet.
Reviewers' Third Review: For the first Advisory Committee Meeting scheduled for 6/18/2024, it is unclear who Carlos Covarrubias and Deidre Monarres are (noted as attendees in Meeting notes - Google Docs) and Anna Clark (noted in the Advisory Committee Feedback.pdf - Google Drive). What are the roles and titles of these district leaders?
Reviewers' Fourth Review: No additional information needed at this time.