

IIA Stage III Common Standards Feedback #1

Institution	Ventura Unified School District
Submission Link	Accreditation: VUSD Induction Programs - Stage 3 Common Standards
Proposed Program(s)	1. Teacher Induction 2. Clear Administrative Services Credential (CASC)
Date of Review	February 2025
Dates of Subsequent Reviews	May 2025

Reviewer Instructions:

- You will be providing feedback for each Common Standard element noted on this form.
- Please reference the [IIA Common Standards Submission Requirements](#) linked on the [IIA Stage III webpage](#) as you review.
- If the CS element is **fully addressed**, please write “No additional information required at this time” in the respective *Reviewers’ (First, etc.) Review* row.
- If the CS element is **not fully addressed**, please provide specific feedback, and identify the part(s) of the standard not fully addressed.

Institution Instructions:

- Respond to the feedback by updating your institution’s original IIA Stage III submission.
- Ensure that the additional evidence and/or narrative is easily identifiable using either **bold**, **highlighting** and/or **different colored text**.
- Any accompanying narrative or additional evidence addressing the feedback should be noted in the additional evidence and/or narrative on the IIA Stage III submission for the respective CS element, not on this feedback form.
- Once all the standards are aligned, the IIA Team will ask you to post the final feedback form on your institution’s IIA website.

General Comments

- **The ILP for Induction feels like a lot of assignments and a lot of work. While it is important to have the structures to support the teachers to meet the standard it feels burdensome and overwhelming.**

Common Standards

Common Standard 1: Institutional Infrastructure to Support Educator Preparation

Each Commission-approved institution has the infrastructure in place to operate effective educator preparation programs. Within this overall infrastructure:

CS Element 1.1:

(1.1) The institution and education unit create and articulate a research-based vision of teaching and learning that fosters coherence among, and is clearly represented in all educator preparation programs. This vision is consistent with preparing educators for California public schools and the effective implementation of California’s adopted standards and curricular frameworks.

Reviewers’ Feedback
Reviewers’ First Review: : No additional information is needed at this time.
Reviewers’ Second Review: Provide feedback here.
Reviewers’ Third Review: Provide feedback here.

CS Element 1.2:

(1.2) The institution actively involves faculty, instructional personnel, and relevant constituents in the organization, coordination, and decision making for all educator preparation programs.

Reviewers' Feedback
<p>Reviewers' First Review:</p> <p>Although it is clear that the advisory committee is making decisions about organization, coordination, and decision-making; how are you ensuring that all faculty (example - mentors and coaches) and relevant constituents (example - candidates, and site administrators) are actively involved in making decisions about organization and coordination.</p>
<p>Reviewers' Second Review: No additional information is needed at this time.</p>
<p>Reviewers' Third Review: Provide feedback here.</p>

CS Element 1.3:

(1.3) The education unit ensures that faculty and instructional personnel regularly and systematically collaborate with colleagues in P-12 settings, college and university units and members of the broader educational community to improve educator preparation.

Reviewers' Feedback
<p>Reviewers' First Review:</p> <p>No additional information is needed at this time.</p>
<p>Reviewers' Second Review: Provide feedback here.</p>
<p>Reviewers' Third Review: Provide feedback here.</p>

CS Element 1.4:

(1.4) The institution provides the unit with sufficient resources for the effective operation of each educator preparation program, including, but not limited to, coordination, admission, advisement, curriculum, professional development/ instruction, field-based supervision, and clinical experiences.

Reviewers' Feedback
Reviewers' First Review: No additional information is needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 1.5:

(1.5) The Unit Leadership has the authority and institutional support required to address the needs of all educator preparation programs and considers the interests of each program within the institution.

Reviewers' Feedback
Reviewers' First Review: No additional information is needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 1.6:

(1.6) Recruitment and faculty development efforts support hiring and retention of faculty who represent and support diversity and excellence.

Reviewers' Feedback
Reviewers' First Review: No additional information is needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 1.7:

(1.7) The institution employs, assigns and retains only qualified persons to teach courses, provide professional development, and supervise field-based and clinical experiences. Qualifications of faculty and other instructional personnel must include, but are not limited to:

- a) current knowledge of the content;
- b) knowledge of the current context of public schooling including the California adopted P12 content standards, frameworks, and accountability systems;
- c) knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation; and
- d) demonstration of effective professional practices in teaching and learning, scholarship, and service.

Reviewers' Feedback
Reviewers' First Review: More information is needed on how the program ensures that only highly qualified coaches are retained.

Reviewers' Feedback
Reviewers' Second Review: No additional information is needed at this time.
Reviewers' Third Review: Provide feedback here.

CS Element 1.8:

(1.8) The education unit monitors a credential recommendation process that ensures that candidates recommended for a credential have met all requirements.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

Common Standard 2: Candidate Recruitment and Support

Candidates are recruited and supported in all educator preparation programs to ensure their success.

CS Element 2.1:

(2.1) The education unit accepts applicants for its educator preparation programs based on clear criteria that include multiple measures of candidate qualifications.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 2.2:

(2.2) The education unit purposefully recruits and admits candidates to diversify the educator pool in California and provides the support, advice, and assistance to promote their successful entry and retention in the profession.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 2.3:

(2.3) Appropriate information and personnel are clearly identified and accessible to guide each candidate's attainment of program requirements.

Reviewers' Feedback
<p>Reviewers' First Review:</p> <p>No additional information needed at this time.</p>
<p>Reviewers' Second Review: Provide feedback here.</p>
<p>Reviewers' Third Review: Provide feedback here.</p>

CS Element 2.4:

(2.4) Evidence regarding progress in meeting competency and performance expectations is consistently used to guide advisement and candidate support efforts. A clearly defined process is in place to identify and support candidates who need additional assistance to meet competencies.

Reviewers' Feedback
<p>Reviewers' First Review:</p> <p>No additional information needed at this time.</p>
<p>Reviewers' Second Review: Provide feedback here.</p>
<p>Reviewers' Third Review: Provide feedback here.</p>

Common Standard 3: Fieldwork and Clinical Practice

The unit designs and implements a planned sequence of clinical experiences for candidates to develop and demonstrate the knowledge and skills to educate and support P-12 students in meeting state-adopted content standards.

The unit and its programs offer a high-quality course of study focused on the knowledge and skills expected of beginning educators and grounded in current research on effective practice. Coursework is integrated closely with field experiences to provide candidates with a cohesive and comprehensive program that allows candidates to learn, practice, and demonstrate competencies required of the credential they seek.

The unit and all programs collaborate with their partners regarding the criteria and selection of clinical personnel, site-based supervisors and school sites, as appropriate to the program.

CS Element 3.1:

(3.1) Through site-based work and clinical experiences, programs offered by the unit provide candidates with opportunities to both experience issues of diversity that affect school climate and to effectively implement research-based strategies for improving teaching and student learning.

Reviewers' Feedback
Reviewers' First Review: Reviewers do not see evidence that the unit provides candidates with opportunities to both experience issues of diversity that affect school climate.
Reviewers' Second Review: No additional information is needed at this time.
Reviewers' Third Review: Provide feedback here.

CS Element 3.2:

(3.2) Site-based supervisors must be certified and experienced in teaching the specified content or performing the services authorized by the credential.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 3.3:

(3.3) The process and criteria result in the selection of site-based supervisors who provide effective and knowledgeable support for candidates.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 3.4:

(3.4) Site-based supervisors are trained in supervision, oriented to the supervisory role, evaluated, and recognized in a systematic manner.

Reviewers' Feedback
Reviewers' First Review: Reviewers did not see evidence that demonstrates that site based supervisors are recognized in a systematic manner.
Reviewers' Second Review: No additional information is needed at this time.
Reviewers' Third Review: Provide feedback here.

CS Element 3.5:

(3.5) All programs effectively implement and evaluate fieldwork and clinical practice.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 3.6:

(3.6) For each program the unit offers, candidates have significant experience in California public schools with diverse student populations and the opportunity to work with the range of students identified in the program standards.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

Common Standard 4: Continuous Improvement

The education unit develops and implements a comprehensive continuous improvement process at both the unit level and within each of its programs that identifies program and unit effectiveness and makes appropriate modifications based on findings.

CS Element 4.1:

(4.1) The education unit and its programs regularly assess their effectiveness in relation to the course of study offered, fieldwork and clinical practice, and support services for candidates.

Both the unit and its programs regularly and systematically collect, analyze, and use candidate and program completer data as well as data reflecting the effectiveness of unit operations to improve programs and their services.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.
Reviewers' Third Review: Provide feedback here.

CS Element 4.2:

list

- a) the extent to which candidates are prepared to enter professional practice; and
- b) feedback from key constituents such as employers and community partners about the quality of the preparation.

Reviewers' Feedback
Reviewers' First Review: The Advisory Committee Feedback Survey form lists only VUSD administrators. Please provide additional information on how the program will solicit and include input from the community. Please provide additional information on the IHE Collaborative, how members are recruited and their role(s) and how they provide meaningful feedback on the program.
Reviewers' Second Review: No additional information is needed at this time.
Reviewers' Third Review: Provide feedback here.

Common Standard 5: Program Impact

CS Element 5.1:

(5.1) The institution ensures that candidates preparing to serve as professional school personnel know and demonstrate knowledge and skills necessary to educate and support effectively all students in meeting state adopted academic standards. Assessments indicate that candidates meet the Commission adopted competency requirements as specified in the program standards.

Reviewers' Feedback
Reviewers' First Review: No additional information needed at this time.
Reviewers' Second Review: Provide feedback here.

Reviewers' Feedback
Reviewers' Third Review: Provide feedback here.

CS Element 5.2:

(5.2) The unit and its programs evaluate and demonstrate that they are having a positive impact on candidate learning and competence and on teaching and learning in schools that serve California's students.

Reviewers' Feedback
Reviewers' First Review: Provide feedback here. <ul style="list-style-type: none">• Reviewers do not see evidence that demonstrates how the program will evaluate learning in schools that serve California students.
Reviewers' Second Review: No additional information is needed at this time.
Reviewers' Third Review: Provide feedback here.