Commission on Teacher Credentialing

Initial Program Approval:
TEACHER INDUCTION PROGRAM

Institution	Ventura Unified School District
Submission Link	
Date of Review	April 2026
Dates of Subsequent Reviews	June 2026, <Insert Review Month/Year>

Reviewer Instructions:

- You will be providing feedback for each program standard.
- Please reference the program standards handbook linked on the Program Standards webpage as you review.
- If the standard **is fully addressed**, please write "No additional information needed" in the respective *Reviewers' (First, etc.) Review* row.
- If the standard **is not fully addressed**, please provide specific feedback, and identify the part(s) of the standard not addressed.

Institution Instructions:

- Amend the original submission in an easily identifiable manner 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.").
- Provide the **direct link** to the updated submission in the *Link(s) to Institution's Response* row for each standard that the reviewers identified as needing more information. The link must take the reviewers to the **exact location** of the amended evidence on the IPA proposal website. For example, if the response to feedback was updated in Element 1.2, then provide a link to Element 1.2 in the *Link(s) to Institution's Response* row.
- Once you have responded to the feedback, *please email this form back to the IIA Team as an attached word document.*
- If a standard is aligned, no additional information or link is necessary.

General Comments

Related to Program Standard 4: The qualifications for mentors included in Program Standard 4 are not listed consistently across all documents that include this information. It is the suggestion from the review team to do a review of the documents where mentor qualifications are included to ensure the information is consistent. One example: the Mentor Assignment document does not specify the requirement is a 'clear' credential.

Teacher Induction Program Standards

PS 1: Program Purpose

Reviewers' Feedback & Institution's Response
Reviewers' First Review: **No additional information needed at this time.**
Link(s) to Institution's Response to First Review:
Reviewers' Second Review:
Link(s) to Institution's Response to Second Review:

PS 2: Components of the Mentoring Design

Reviewers' Feedback & Institution's Response
Reviewers' First Review: Program design contributes to the candidate's future retention in the profession - Reviewers agree the program evidence is supportive of future retention. Is there any specific evidence the program will gather to confirm this? Reviewers accessed a Completer Survey that will be distributed in years 3, 5 and 7 after Induction that is a self-assessment so it is unclear if this will be used for this purpose or there are other district data that will be used to measure future retention.
Link(s) to Institution's Response to First Review:

Reviewers' Feedback & Institution's Response
Reviewers' Second Review: **No additional information needed at this time.**
Link(s) to Institution's Response to Second Review:

PS 3: Designing and Implementing Individual Learning Plans within the Mentoring System

Reviewers' Feedback & Institution's Response
Reviewers' First Review: Reviewers did not find evidence of the candidate and mentor having the opportunity or invitation to add additional goals based on the candidate's professional interests. The Handbook includes connecting candidates with district resources and a road map step to attend one professional learning aligned to each inquiry cycle which are opportunities for connecting. Evidence of mentor expectation to encourage and assist candidates with connecting and becoming part of the larger professional learning community was not found.
Link(s) to Institution's Response to First Review:
Reviewers' Second Review: **No additional information needed at this time.**
Link(s) to Institution's Response to Second Review:

PS 4: Qualifications, Selection and Training of Mentors

Reviewers' Feedback & Institution's Response
Reviewers' First Review: Mentor Assignment document includes mentor qualification verification, Program Handbook outlines mentor qualifications. Reviewers did not see evidence of what the program does in the event they must recruit and assign an off-site mentor. Reviewers note mentors attest to meeting qualifications and qualifications are listed in program materials. Reviewers did not find evidence of how the program confirms qualifications of mentors prior to assignment.
Link(s) to Institution's Response to First Review:
Reviewers' Second Review: No additional information needed at this time.
Link(s) to Institution's Response to Second Review:

PS 5: Determining Candidate Competence for the Clear Credential Recommendation

Reviewers' Feedback & Institution's Response
Reviewers' First Review: **No additional information needed at this time.**
Link(s) to Institution's Response to First Review:
Reviewers' Second Review:

Reviewers' Feedback & Institution's Response
Link(s) to Institution's Response to Second Review:

PS 6: Program Responsibilities for Assuring Quality of Program Services

Reviewers' Feedback & Institution's Response
Reviewers' First Review: Reviewers saw evidence of the mentor/coach feedback conversation guide and agendas of mentor training with activities for mentors to practice and receive feedback on mentoring skills. It is unclear if formative feedback is coming from program leaders to mentors and if that feedback includes establishment of collaborative relationships.
Link(s) to Institution's Response to First Review:
Reviewers' Second Review: No additional information needed at this time.
Link(s) to Institution's Response to Second Review: