

Report of Actions Taken to Address Stipulations California School for the Deaf, Fremont April 2025

Overview of this Report

California School for the Deaf, Fremont (CSD Fremont) submitted their report of actions to address stipulations as required by the COA, documenting actions they have taken toward addressing all stipulations resulting from their accreditation site visit in February 2024. The [6-month report](#) was presented to the COA at the October 2024 meeting. This summary report outlines the actions taken to address all stipulations with plans for continuous implementation, and the [full report](#) is also available for reference.

Staff Recommendation

It is the staff's recommendation that the Committee on Accreditation accept this report to remove all stipulations from CSD Fremont and change its accreditation status from *Accreditation with Stipulations* to *Accreditation*.

Background

A site visit was held for CSD Fremont on February 26-28, 2024, and the report of that visit was presented to the COA at its [March 2024](#) meeting. Following discussion and deliberation of the report and its recommendations, the COA determined that the institution be granted *Accreditation with Stipulations*. The stipulations are listed below.

1. that the institution provides evidence that the education unit and teacher induction program have regular and systematic collaboration with colleagues in P-12 settings, college and university units and members of the broader educational community to improve educator preparation.
2. that the institution provides evidence to confirm that multiple sources of data, including feedback from key constituencies about the quality of the preparation, are used for continuous improvement of the teacher induction program.
3. that the institution provides clear and consistent evidence that program leadership provides formative feedback to mentors on their work.
4. that the institution provides a 6-month progress report to the Commission consultant related to the stipulations above.

Steps Taken by California School for the Deaf, Fremont to Address Stipulations

Stipulation #1 (Common Standard 1): that the institution provides evidence that the education unit and teacher induction program have regular and systematic collaboration with colleagues in P-12 settings, college and university units and members of the broader educational community to improve educator preparation.

October 2024: CSD Fremont has started tracking all evidence of communication and collaboration with outside partners and developed a list of higher education partners to meet with throughout the year. The advisory committee has expanded to include more staff from CSD Fremont and district and university partners. The leadership team meets weekly to review progress with all stipulations and includes the superintendent, director of instruction, teacher specialist, induction coordinator, and program director. Staff reviewed the collaboration logs which showed a multi-day visit from a professor and department chair from the National Technical Institute for the Deaf in Rochester, NY. The visit included observations and analysis that was shared with leadership from the early childhood, elementary, middle and high school departments. CSD Fremont staff also participated in the California Educators of the Deaf (CAL-ED) administrator special interest group in April and recently attended the annual conference in San Diego.

April 2025: CSD Fremont continues to engage with various constituency groups as evidenced in their collaboration logs. The advisory committee will hold another meeting on May 7th. Due to communication accessibility, program leadership determined that small constituency group meetings are also beneficial. These meetings are scheduled or have already occurred with P-12 and university partners including CSU Northridge, CSU Sacramento, Fremont USD, and CSD Riverside. Program leadership will continue to strengthen these partnerships in future meetings which will continue into the next academic year.

Recommendation: Remove Stipulation

Stipulation #2 (Common Standard 4): that the institution provides evidence to confirm that multiple sources of data, including feedback from key constituencies about the quality of the preparation, are used for continuous improvement of the teacher induction program.

October 2024: CSD Fremont continued to review all mid-year and end of year surveys. In order to increase participation, program leadership asked all participating teachers, mentors, and supervisors to complete the surveys in a timely manner to get a comprehensive look at the quality of the induction program. Staff from the Master of Science in Secondary Education (MMSE) program at Rochester Institute of Technology (RIT) visited CSD Fremont to observe and share additional ways to support incoming teachers and any adjustments needed for the program. RIT is home to the National Technical Institution for the Deaf and serves more than 1,100 deaf and hard-of-hearing students. Mentors meet on a weekly basis to discuss

continuous improvement action items, and as a result, the Individualized Learning Plan (ILP) is being updated to make it more user-friendly. The advisory committee also met in spring 2024 to discuss the survey results among other items, and the slides and notes from the meeting can be found [here](#). (see slides #81-93 for surveys discussion)

April 2025: The advisory committee members and program leadership continue to gather feedback anecdotally and from survey results on the program, how it has helped teachers in the induction program, and how the support can be improved to meet their needs. Meetings to obtain feedback are continuing with RIT's MMSE faculty, as there are CSD Fremont teachers and induction mentors also enrolled in their program. Survey results from this spring will be analyzed at future advisory committee meetings for continuous improvement. The link to the survey results notes is available in the full report as are slides summarizing actions taken by the advisory committee to address this stipulation.

Recommendation: Remove Stipulation

Stipulation #3 (Teacher Induction Standard 6): that the institution provides clear and consistent evidence that program leadership provides formative feedback to mentors on their work.

October 2024: CSD Fremont is exploring various rubrics from other districts to use for the development of an appropriate rubric for their induction program mentors within the next 6 months and we anticipate that the tool that is used will be available to staff prior to their next report addressing stipulations. Weekly coaching and mentor meetings take place to further these efforts and provide feedback to mentors. When the final rubric is ready, it will be operational for mentor self-evaluation and for the supervisor to use for formative feedback purposes.

April 2025: The leadership team for the teacher induction program continued working on a rubric for mentors at monthly meetings. This was a collaborative process with program leadership and the mentors which included analysis of existing rubrics from other local education agencies. Based on those discussions, program leadership started using the new rubric this month, with the opportunity for mentors to provide feedback or updates as needed. The link to the rubric development notes is available in the full report. As a smaller program, the leadership team also provides continuous informal feedback to mentors throughout the year as everyone works on the same campus.

Recommendation: Remove Stipulation