

Report of Actions Taken by San Benito County Office of Education to Address Stipulations May 2025

Overview of this Report

This report provides information on the actions taken by San Benito County Office of Education (SBCOE) to address the stipulations resulting from their provisional accreditation site visit in January 2025. San Benito County Office of Education submitted a [Response to the Site Visit Summary and Stipulations](#) that includes links to supporting evidence for the actions taken to date. A summary of actions taken addressing each of the stipulations is included in this report.

Recommendation

Staff recommends that the COA take action to remove the stipulations for [SBCOE](#) and change its accreditation status from **Accreditation with Stipulations** to **Accreditation**. If the COA takes such action, SBCOE will move forward to the Commission for approval of the final step in the Initial Institutional Approval process.

Background

A provisional accreditation site visit for San Benito County Office of Education was held virtually and took place January 27-29, 2025. The full team report, [SBCOE 2025, Site Visit Report](#), is available.

The accreditation status granted to SBCOE was **Accreditation with Stipulations**. SBCOE was required to provide a report within three months (and an 8 month report if necessary), substantiating actions taken to address the stipulations. The stipulations are provided below:

1. By March 1, 2025, the program provides systematic evidence of compliance with the Induction Program precondition 5 that the Individual Learning Plan (ILP) developed and implemented by the candidate in collaboration with their coach is not used for evaluative purposes.
2. Provide evidence that supervisors are oriented to their supervisory role, are evaluated and recognized in a systematic manner. (Common Standard 3)
3. Provide evidence of how the program will evaluate and demonstrate that the program and unit are having a positive impact on teaching and learning in schools that serve California's students. (Common Standard 5)
4. Provide evidence that the program has instituted a defined process for employer input into the development of the ILP. (Program Standard 3)
5. Provide evidence that the program provides training to coaches in the principles of adult learning theory. (Program Standard 4)

6. Provide evidence that the program provides formative feedback to induction coaches on their work. (Program Standard 6)
7. That SBCOE submit a 3-month progress report (and 8-month report if necessary) addressing the remaining stipulations.

Summary of Actions Taken

San Benito County Office of Education submitted a report with evidence of the program's responses to the stipulations issued by the COA in February 2025. Their report is linked in the [Response to the Site Visit Summary and Stipulations](#). Below is a summary of the contents of the full report.

Stipulation 1: *By March 1, 2025, the program provides systematic evidence of compliance with the Induction Program precondition 5 that the Individual Learning Plan (ILP) developed and implemented by the candidate in collaboration with their coach is not used for evaluative purposes.*

This precondition stipulation was addressed immediately by San Benito County Office of Education. They clarified all language related to the ILP in the Teacher Induction Handbook, Site Administrator Roles and Responsibilities Handout, and on the Teacher Induction Webpage. A clarification email affirming that the *"ILP developed by each PT must be designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes."* was sent to site administrators on February 5, 2025, and to coaches on February 12, 2025.

Recommendation for Stipulation 1: Remove Stipulation

Stipulation 2: *Provide evidence that supervisors are oriented to their supervisory role, are evaluated and recognized in a systematic manner. (Common Standard 3)*

As noted above in the response to Stipulation 1, coaches received updated information on their role in relation to the development of the ILP via email on February 12, 2025. Additional information and training was added to both the Induction Coach Kick-Off and the Orientation all coaches attend.

SBCOE provided evidence confirming that coaches are evaluated by the employing LEA and SBCOE Induction program staff. These evaluations are based on coach attendance at induction meetings, mentor goal completion, and quality of support provided to candidates. Program advisors also review Collaboration logs monthly to ensure coaches and candidates are meeting regularly, and each coach receives individual feedback from SBCOE induction program staff. Coaches are recognized by SBCOE during Induction Coach workshops and End-of-Year Colloquium. Coaches are now receiving feedback systematically (see Stipulation 5 below).

Recommendation for Stipulation 2: Remove Stipulation

Stipulation 3: Provide evidence of how the program will evaluate and demonstrate that the program and unit are having a positive impact on teaching and learning in schools that serve California's students. (Common Standard 5)

SBCOE collects data about the impact of the induction program from site administrators via mid-year and end-of-year surveys. SBCOE has established a process where induction staff will review candidate inquiry cycles each summer to analyze the impact the program and candidates are having on student learning. Finally, the program will ask candidates to share parent or student feedback they receive.

Recommendation for Stipulation 3: Remove Stipulation

Stipulation 4: Provide evidence that the program has instituted a defined process for employer input into the development of the ILP. (Program Standard 3)

Since the site visit, SBCOE has outlined the procedure for ILP development. The site administrator is reminded of the non-evaluative role of the ILP and meets with the coach and the candidate to explain site and district priorities. The coach and candidate use this information in the development of the ILP which is then shared with the site administrator who confirms that it will not be used for evaluative purposes. SBCOE provides links to specific evidence, including the [Site Administrator Role Handout](#), [Site Administrator Role in Teacher Success Handout](#) and the [ILP template \(p. 4\)](#) in their report.

Recommendation for Stipulation 4: Remove Stipulation

Stipulation 5: Provide evidence that the program provides training to coaches in the principles of adult learning theory. (Program Standard 4)

SBCOE incorporated training in adult learning theory in the Induction Coach Workshops in February and March 2025. The program will expand the topics of adult learning theory spaced throughout its coach workshops moving forward.

Recommendation for Stipulation 5: Remove Stipulation

Stipulation 6: Provide evidence that the program provides formative feedback to induction coaches on their work. (Program Standard 6)

SBCOE provided evidence that coaches receive feedback in January and May based on candidate surveys, mid-year surveys, attendance at induction coach meetings, and interactions with SBCOE staff. They receive personalized feedback when attending office hours or meeting directly with induction staff. The program also collects feedback from coaches regarding the effectiveness of the end-of-year survey.

Recommendation for Stipulation 6: Remove Stipulation

Stipulation 6: *That SBCOE submit a 3-month progress report (and 8-month report if necessary) addressing the remaining stipulations.*

SBCOE has fulfilled this stipulation via the linked report. SBCOE's commitment to effectively and efficiently address the stipulations was evident during and following the site visit, and it was apparent to the team and staff that SBCOE might be able to address all stipulations within three months.