

**Individualized Induction Plan
NATIONAL UNIVERSITY
School of Education: Educational Administration and Educational Leadership**

CPSEL Standard 1

Overarching Goal: Facilitating the development, articulating, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

CPSEL Descriptions of Practice (DOPs) for Standard 1

1.1 Develop a shared vision

1.2 Plan and implement activities around the vision

1.3 Allocate resources to support the vision


Review the CPSEL rubric as you develop your goals.

Assessment Data	Action Steps	Evidence/Artifacts	Result of Action Step <i>Impact</i>
<p>1.1: Develop a shared vision of learning contract for the High Desert centers with staff, students and parents. The assessment data will be our created vision statement that will be posted in the centers.</p>	<ol style="list-style-type: none"> 1. Set meeting days to have staff and students meet to collaborate and develop vision statement. 2. Continue to work with staff and students to “own” the newly created vision of learning statement. 	<ol style="list-style-type: none"> 1. Vision Statement placed on the walls of our schools (pictures of centers) 2. Have students create a banner of our vision statement. 3. Emails to staff to include statement 	<p>1. All stakeholders truly feel connected to the school and their learning because their voices were heard in the creation of the schoolwide vision.</p>
<p>1.1, 1.2: Facilitate in guiding staff and teachers from both learning centers to create a personal, social-emotional contract for themselves. The assessment data will be our created contracts that staff and teachers will use as a reminder or focus in order to remind themselves</p>	<ol style="list-style-type: none"> 1. Set meeting day to have staff collaborate and develop social-emotional contract. 2. Include this contract on their desk area 3. Have staff buddy up to hold 	<ol style="list-style-type: none"> 1. Meeting agenda and pictures of Contract activity. 2. Create an artifact that includes staff’s contract. 3. Follow up meetings that include an activity around our 	

and hold each other accountable to live by their contract.	each other accountable to live up to their contract.	contract.	
--	--	-----------	--

Additional Professional Learning: Research on the process of developing vision statements. Also, collaborate with the Principal Val Brennan on the process of developing a social emotional contract.

Signatures (CPSEL Standard 1):




Candidate

Site Coach

Course Instructor

Note: Your goal should align with the assessments you completed as well as organizational needs. Work with your site coach and course instructor to develop your goals. Make two goals in each CPSEL.

Individualized Induction Plan

CPSEL Standard 2

Overarching Goal: Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

CPSEL Descriptions of Practice (DOPs) for Standard 2

2.1 Develop school culture and ensure equity

2.2 Guide the instructional program

2.3 Guide professional growth of staff

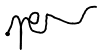
2.4 Create and utilize accountability systems

Review the CPSEL rubric as you develop your goals.

Assessment Data	Action Steps	Evidence/Artifacts	Result of Action Step <i>Impact</i>
2.2, 2.3: Develop and guide the instructional program through the professional growth of staff while implementing a series of professional developments.	1. Collaborate with our school's Instructional Coach of Programs to develop and implement trainings that guide the instructional	1. Professional development agendas/PowerPoint presentations. 2. Center meeting agendas	

	<p>practice of teachers.</p> <p>2. Develop relationships with the Lancaster and Palmdale center teachers through monthly center meetings.</p>		
<p>2.2, 2.3: Develop and implement new instructional programs for students.</p> <p>2.1 Provide PD training and implement PLC time into the staff's schedules</p>	<p>1. Provide professional development for teachers to incorporate online learning pedagogical training to support students through Edmentum.</p> <p>2. Support students in career pathways choices.</p> <p>3. Implement the iLit English course for our English Language Learners</p> <p>1. Provide PLC training for staff</p>	<p>1. Professional development PowerPoint presentations</p> <p>2. Career Day Events flyers; Workforce Innovation and Opportunity Act Openers</p> <p>3. Assessment Data Reports and completion of core course</p> <p>4. PLC Training Powerpt; PLC notes</p>	

Signatures (CPSEL Standard 2):



Candidate



Site Coach

Course Instructor

Note: Your goal should align with the assessments you completed as well as organizational needs. Work with your site coach and course instructor to develop your goals. Make two goals in each CPSEL.

Individualized Induction Plan

CPSEL Standard 3

Overarching Goal: Ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

CPSEL Descriptions of Practice (DOPs) for Standard 3

3.1 Ensure a safe school environment

3.2 Create an infrastructure to support an effective learning environment

3.3 Manage the school learning-support system

3.4 Monitor and evaluate the program and staff

Review the CPSEL rubric as you develop your goals.

Assessment Data	Action Steps	Evidence/Artifacts	Result of Action Step <i>Impact</i>
<p>3.1, 3.4: Revise and implement the school site safety and disaster preparedness plan. Develop, plan and implement the Exposure Management Plan and Containment, Response and Control Plan (CRCP) in response to reopening school due to COVID-19</p>	<ol style="list-style-type: none"> 1. Meet with school safety liaison team to review current Emergency plan and update based on student population and needs. 2. Meet with all staff to present Emergency plan. 3. Implement the plan in various practices. 4. Create a designated School COVID -19 Compliance Task Force 5. Meet with TaskForce to develop Exposure Management plan and CRCP 	<ol style="list-style-type: none"> 1. Emergency Plan. 2. Meeting notes/agenda 3. Completed Exposure Management Plan and Containment, Response and Control Plan 	
<p>3.2, 3.3,3.4: Develop a plan for adding instructional staff as enrollment increases.</p>	<ol style="list-style-type: none"> 1. Meet with Principal and Director of Instruction to discuss school staff hiring needs based on student enrollments 2. Create job requisitions in Workday 	<ol style="list-style-type: none"> 1. Meeting notes 2. Open job requisitions in Workday 3. Interview notes 	

	3. Follow up with HR candidates and interviews		
--	--	--	--

Signatures (CPSEL Standard 3):



Candidate



Site Coach

Course Instructor

Note: Your goal should align with the assessments you completed as well as organizational needs. Work with your site coach and course instructor to develop your goals. Make two goals in each CPSEL.

Individualized Induction Plan

CPSEL Standard 4

Overarching Goal: Collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

CPSEL Descriptions of Practice (DOPs) for Standard 4


- 4.1 Collaborate to incorporate the perspective of families and community members
- 4.2 Establish and manage linkage between the site and the larger community context
- 4.3 Engage and coordinate support from agencies outside the school

Review the CPSEL rubric as you develop your goals.


Assessment Data	Action Steps	Evidence/Artifacts	Result of Action Step <i>Impact</i>
4.1-4.3: Monitor and maintain our presence in the community by engaging and participating in community outreach events.	1. Collaborate with our Enrollment and Outreach Specialist, student council members and staff to coordinate and participate in local outreach events. Inviting a local wrap around program to present at our All-	1. Community events schedule; pictures of events. 2. Presentation by Penny Lane- Tay - community partner	

	Staff Area In Service Meeting.		
4.2 Develop, monitor and maintain content on the school website.	<ol style="list-style-type: none"> 1. Meet with Enrollment and Outreach Specialist to guide the development of the school website. 2. Update the school website regularly with information pertinent to parents, students and the community. 	1. Website pages	

Signatures (CPSEL Standard 4):



 Candidate



 Site Coach

 Course Instructor

Note: Your goal should align with the assessments you completed as well as organizational needs. Work with your site coach and course instructor to develop your goals. Make at least two goals in each CPSEL.

Individualized Induction Plan

CPSEL Standard 5

Overarching Goal: Modeling a personal code of ethics and developing professional leadership capacity.

CPSEL Descriptions of Practice (DOPs) for Standard 5

- 5.1 Maintain ethical standards of professionalism
 - 5.2 Guide sound courses of action using pertinent, state-of-the-art methods
 - 5.3 Model reflective practice and continuous growth
- Review the CPSEL rubric as you develop your goals.*

Assessment Data	Action Steps	Evidence/Artifacts	Result of Action Step <i>Impact</i>
5.2: Implement a response to intervention and MIA plan.	<ol style="list-style-type: none"> 1. Meeting with teachers to introduce Intervention Plan and MIA process 2. Collaborate with Instructional Coach to provide Intervention Strategies PD 	<ol style="list-style-type: none"> 1. Intervention Plan and MIA plan. 2. Intervention Strategies PD PowerPoint 	
5.3: Implement a Growth Action Plan model in our school to guide teachers and staff in reflective practice and continuous growth.	<ol style="list-style-type: none"> 1. Collaborate with our school's Instructional Coach of Programs to develop and implement professional developments on Mission: GROW (Growth Action Plan) 2. Collaborate with Leadership and Coaches in creating a Google Form to support the Growth Action Plan and to help hold teachers and staff accountable. 	<ol style="list-style-type: none"> 1. Mission: GROW PD PowerPoint. 2. Google Form spreadsheet with teachers' and staff Growth Action Plan. 	

Signatures (CPSEL Standard 5):



Candidate



Site Coach

Course Instructor

Note: Your goal should align with the assessments you completed as well as organizational needs. Work with your site coach and course instructor to develop your goals. Make two goals in each CPSEL.

Individualized Induction Plan

CPSEL Standard 6

Overarching Goal: Understanding, responding, and influencing the larger political, social, economic, legal & cultural contexts (external context & policy).

A school administrator is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

CPSEL Descriptions of Practice (DOPs) for Standard 6

6.1 Engage with policy environment to support school success

6.2 Interact with stakeholders. View oneself as a leader of a team and also as a member of a larger team

6.3 Incorporate input from the public

Review the CPSEL rubric as you develop your goals.

Assessment Data	Action Steps	Evidence/Artifacts	Result of Action Step <i>Impact</i>
6.1: Implement the components of the Workforce Innovation and Opportunity Act (WIOA) program into our school.	<ol style="list-style-type: none"> Building career choice and career opportunities for students. Partnering with Goodwill to support WIOA initiatives. 	<ol style="list-style-type: none"> Career seminar events (flyers, invitations, pictures, student sign in sheets) Job Resume writing workshops; job internships for students 	
6.1, 6.2: Use LCAP meetings as an opportunity to interact with stakeholders to provide updates about our Local Control Action Plan and any news from the state or federal level regarding school choice or charter school laws. Per SB 98 the LCAP is not required for the 2020/2021 school year. In its place, we developed a Learning Continuity and Attendance Plan with feedback and input from all stakeholders. 6.3 LCP, LCAP family meetings, inviting community members to meetings	<ol style="list-style-type: none"> LCAP stakeholder meetings. Learning Continuity and Attendance Plan survey to all stakeholders; invite stakeholders to public hearing of LCP presentation to school board. Meet with Director of Instruction and principal for charter school legislation updates. Invite community members to Area-in-Service meetings and parent meetings 	<ol style="list-style-type: none"> LCAP parent meetings (Powerpoint, sign in sheets) Monthly LCAP meeting reflection notes. Completed/approved Learning Continuity Plan Copy of Stakeholder Survey/ results of survey Board Meeting Invitation and Agenda. LCP/LCP survey results, copy of meeting PowerPoint with agenda 	

Signatures (CPSEL Standard 6):



Candidate



Site Coach

Course Instructor

Note: Your goal should align with the assessments you completed as well as organizational needs. Work with your site coach and course instructor to develop your goals. Make two goals in each CPSEL.