Report of the Accreditation Revisit to La Sierra University
May 2023

Overview

This agenda item presents the accreditation report on the revisit to La Sierra University that was conducted on April 17-18, 2023. This item includes the 2022 stipulations and the 2023 revisit team findings that led to the recommendation noted in this report.

Background

La Sierra University hosted an accreditation site visit on April 24-27, 2022. The [report of that visit](#) was presented to the Committee on Accreditation (COA) at its June 2022 meeting. The COA accepted the team recommendation of **Accreditation with Major Stipulations**. The stipulations were as follows:

1. That the institution provide quarterly reports to the Committee on Accreditation on actions taken to address stipulations. Specifically, at the first quarterly report, provide evidence of a clear and consistent tracking process of candidates and completers in the Commission-approved credential programs, including undergraduate candidates and graduate candidates.
2. That the institution not be permitted to propose new credential programs for approval by the Committee on Accreditation until all stipulations have been removed.
3. That within one year, the institution host a re-visit with the team lead and Commission consultant to collect evidence of actions taken to address the stipulations noted below.

Additionally, it was recommended that the institution provide:

4. Evidence of a research-based vision of teaching and learning that fosters coherence among, and is clearly represented, in all educator preparation programs and that the vision is consistent with preparing educators for California public schools and the effective implementation of California's adopted standards and curricular frameworks.
5. Evidence of a process that ensures only qualified persons are assigned and retained to teach courses and supervise field-based and clinical experiences.
6. Evidence of how the unit consistently monitors or evaluates the credential recommendation process.
7. Evidence that all Commission-approved programs effectively evaluate fieldwork and clinical practice.
8. Evidence of the support, advice, and assistance provided to candidates and completers to promote successful entry and retention in the profession.
9. Evidence that progress in meeting competency and performance expectations is consistently used to guide assessment and candidate support efforts and that a clearly defined process is in place to identify and support candidates who need additional assistance to meet competencies.
10. Evidence of the development and implementation of a comprehensive continuous improvement process, at both the unit level and within each of the programs, that identifies program and unit effectiveness and makes appropriate modifications on its findings.

11. Evidence that the education unit and its programs regularly assess their effectiveness in relation to the course of study, fieldwork and clinical practice, and support services for candidates.
12. Evidence that the education unit and its programs regularly and systematically collects, analyzes, and uses candidate and program completer data as well as data reflecting the effectiveness of unit operations to improve programs and their services.
13. Evidence that the continuous improvement process includes multiple sources of data including 1) the extent to which candidates are prepared to enter professional practice; and 2) feedback from key constituencies such as employers and community partners about the quality of the preparation.
14. Evidence that the Preliminary Multiple Subject and Preliminary Single Subject programs provide assistance throughout the program to support candidates in the TPA including the provision of multiple formative opportunities for candidates to prepare for the TPA tasks/activities.
15. Evidence that the education unit maintains program level TPA data, including but not limited to aggregate results of candidate performance over time.
16. Evidence that candidates in the Pupil Personnel Services: School Counseling program are provided with knowledge and understanding of history, philosophy, and trends in school counseling.
    *Note this standard will be addressed in 2019 Pupil Personnel Services: School Counseling Program Standards and Performance Expectations SCPE 1.2 as the program transitions to the 2019 standards beginning fall 2022.

Quarterly Reports

As part of the June 2022 accreditation decision, the institution was required to submit quarterly reports documenting the action taken to address each stipulation. La Sierra University provided two quarterly reports that were accepted by the Committee on Accreditation. A third report was provided to inform the site revisit team.

Evidence for Stipulation 16 was provided in the first quarterly report. Staff recommended that the COA remove Stipulation 16 and the COA accepted the recommendation, as a result, Stipulation 16 is not part of the revisit team findings.

The Accreditation Revisit Team Recommendation

The 2023 accreditation revisit focused on the stipulations from the April 2022 site visit. Based on the evidence provided through the document review and interviews conducted leading up to and during the revisit, the team recommends removal of all stipulations. The team recommends that the accreditation status be changed from **Accreditation with Major Stipulations** to **Accreditation**.

California Commission on Teacher Credentialing
Committee on Accreditation
Accreditation Team Report

Rationale:

The unanimous recommendation to remove all stipulations and to change the accreditation status from **Accreditation with Major Stipulations** to **Accreditation** was based on a thorough review of all programmatic information and materials available prior to and during the accreditation revisit including interviews with program leadership, program staff, advisory board members, faculty, and candidates. The team obtained sufficient and consistent information that led to a high degree of confidence in making overall programmatic judgments about the professional education unit's operation.

Overall Recommendation

After review of the documentation and interviews with program leadership, program staff, advisory board members, faculty, and candidates, the team recommends an accreditation status of **Accreditation**.

The team recommendation is based on the evidence on the following stipulations:

Stipulation	2023 Revisit Team Finding
1. That the institution provide quarterly reports to the Committee on Accreditation on actions taken to address stipulations. Specifically, at the first quarterly report, provide evidence of a clear and consistent tracking process of candidates and completers in the Commission-approved credential programs, including undergraduate candidates and graduate candidates.	**Remove Stipulation**
2. That the institution not be permitted to propose new credential programs for approval by the Committee on Accreditation until all stipulations have been removed.	**Remove Stipulation**
3. That within one year, the institution host a re-visit with the team lead and Commission consultant to collect evidence of actions taken to address the stipulations noted below.	**Remove Stipulation**
4. Evidence of a research-based vision of teaching and learning that fosters coherence among, and is clearly represented, in all educator preparation programs and that the vision is consistent with preparing educators for California public schools and the effective implementation of California's adopted standards and curricular frameworks.	**Remove Stipulation**
5. Evidence of a process that ensures only qualified persons are assigned and retained to teach courses and supervise field-based and clinical experiences.	**Remove Stipulation**

Stipulation	2023 Revisit Team Finding
6. Evidence of how the unit consistently monitors or evaluates the credential recommendation process.	**Remove Stipulation**
7. Evidence that all Commission-approved programs effectively evaluate fieldwork and clinical practice.	**Remove Stipulation**
8. Evidence of the support, advice, and assistance provided to candidates and completers to promote successful entry and retention in the profession.	**Remove Stipulation**
9. Evidence that progress in meeting competency and performance expectations is consistently used to guide assessment and candidate support efforts and that a clearly defined process is in place to identify and support candidates who need additional assistance to meet competencies.	**Remove Stipulation**
10. Evidence of the development and implementation of a comprehensive continuous improvement process, at both the unit level and within each of the programs, that identifies program and unit effectiveness and makes appropriate modifications on its findings.	**Remove Stipulation**
11. Evidence that the education unit and its programs regularly assess their effectiveness in relation to the course of study, fieldwork and clinical practice, and support services for candidates.	**Remove Stipulation**
12. Evidence that the education unit and its programs regularly and systematically collects, analyzes, and uses candidate and program completer data as well as data reflecting the effectiveness of unit operations to improve programs and their services.	**Remove Stipulation**
13. Evidence that the continuous improvement process includes multiple sources of data including 1) the extent to which candidates are prepared to enter professional practice; and 2) feedback from key constituencies such as employers and community partners about the quality of the preparation.	**Remove Stipulation**
14. Evidence that the Preliminary Multiple Subject and Preliminary Single Subject programs provide assistance throughout the program to support candidates in the TPA including the provision of multiple formative opportunities for candidates to prepare for the TPA tasks/activities.	**Remove Stipulation**
15. Evidence that the education unit maintains program level TPA data, including but not limited to aggregate results of candidate performance over time.	**Remove Stipulation**

Stipulation	2023 Revisit Team Finding
16. Evidence that candidates in the Pupil Personnel Services: School Counseling program are provided with knowledge and understanding of history, philosophy, and trends in school counseling. *Note this standard will be addressed in 2019 Pupil Personnel Services: School Counseling Program Standards and Performance Expectations SCPE 1.2 as the program transitions to the 2019 standards beginning fall 2022.	**Removed at the October 2022 COA meeting**

Findings of the Revisit Team
The revisit team reviewed action taken by La Sierra University to address the stipulations. Below is a summary of the findings of the revisit team.

2022 Stipulation 1
That the institution provide quarterly reports to the Committee on Accreditation on actions taken to address stipulations. Specifically, at the first quarterly report, provide evidence of a clear and consistent tracking process of candidates and completers in the Commission-approved credential programs, including undergraduate candidates and program pathway.

2023 Revisit Finding on Stipulation 1.
La Sierra University has provided quarterly reports at the October 2022 and January 2023 COA meetings. As directed, the first quarterly report presented at the October 2022 COA meeting provided evidence for tracking candidates and completers in the Commission-approved credential programs.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 2
That the institution not be permitted to propose new credential programs for approval by the Committee on Accreditation until all stipulations have been removed.

2023 Revisit Team Finding on the Stipulation 2
La Sierra University will not propose new credential programs until all stipulations have been removed.

Upon approval of the recommendation from this report by the Committee on Accreditation, La Sierra is permitted to propose new credential programs.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 3
Within one year, the institution host a revisit with the team lead and Commission consultant to collect evidence of actions taken to address the stipulations noted below.

2023 Revisit Team Finding on Stipulation 3.
La Sierra University hosted a revisit on April 17-18, 2023.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 4
Provide evidence of a research-based vision of teaching and learning that fosters coherence among, and is clearly represented, in all educator preparation programs and that the vision is consistent with preparing educators for California public schools and the effective implementation of California's adopted standards and curricular frameworks.
At the April 2022 site visit, there was no clear information or documentation of a research-based vision of teaching and learning that fosters coherence among, and is clearly represented in, all educator preparation programs that is consistent with preparing educators for California public schools and the effective implementation of California's adopted standards and curricular frameworks.

2023 Revisit Team Finding on Stipulation 4.
The quarterly reports and interviews during the revisit clearly indicate that the School of Education at La Sierra University engaged in the revision and adoption of a revamped research-based vision for teaching and learning. Faculty, adjuncts, and other partners were surveyed to gather input on department or program mission, purpose, and priorities. Additionally, vision statements from other institutions were reviewed. Out of this work a revised vision statement was presented to the School of Education community in September 2022 to gather input. A vision statement that was further revised based on that input was presented to faculty in March 2023 and approved. The School of Education and its partners are in initial discussion around how to implement the revamped research-based vision for teaching and learning that has been approved. Some plans for implementation of the revamped vision statement shared in interviews included ensuring the vision statement is linked and available in all syllabi, reviewing textbooks to ensure they align with the vision statement, using the vision statement to set faculty and program goals, and reports of activities related to implementation of the vision statement being submitted to the School of Education's Committee for Implementation and Improvement (CCII) for review and approval.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 5
Provide evidence of a process that ensures only qualified persons are assigned and retained to teach courses and supervise field-based and clinical experiences.
At the April 2022 site visit, a general university job description was provided for full-time faculty that does not explicitly show that full-time faculty in the SOE providing instruction in the Commission-approved credential programs must have current knowledge of the content; knowledge of the current context of public schooling including the California adopted P-12 content standards, frameworks, and accountability systems; and, knowledge of diversity in

society, including diverse abilities, culture, language, ethnicity, and gender orientation. However, interviews with current full-time faculty reflected they do have knowledge in this area. It was not clear what the qualifications and requirements are for university supervisors.

2023 Revisit Team Finding on Stipulation 5.
The third quarterly report provided by La Sierra University shows the qualifications of instructors and supervisors are being collected and reviewed by the dean's office. Interviews with the dean, chairs, and program directors confirmed that course evaluations and field surveys completed by candidates about their supervisors are being regularly reviewed to inform decisions about retention of instructors and supervisors. Additionally, the priority of hiring instructors and supervisors with California public school experience to ensure they have current knowledge of processes and expectations relevant to the California P-12 educational system was also emphasized in interviews.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 6
Provide evidence of how the unit consistently monitors or evaluates the credential recommendation process.
At the April 2022 site visit, it was clear that two individuals, the program coordinator and the credential analyst, review the candidates' work prior to credential recommendation; however, a clear process of the unit monitoring or reviewing the credential recommendation process was not provided.

2023 Revisit Team Finding on Stipulation 6.
Evidence provided in the quarterly reports and interviews during the revisit confirmed that prior to credential recommendation the credential requirements are reviewed at least twice. Additionally, reports from the credential analyst related to credential recommendations are now provided to the CCII for their review and approval. Finally, each summer the dean will randomly select a percentage of credential recommendation files to review with the credential analyst to ensure the recommendation process is occurring accurately and efficiently.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 7
Provide evidence that all Commission-approved programs effectively evaluate fieldwork and clinical practice.
At the April 2022 site visit, there was no systematic analysis of data to show program effectiveness or overall candidate competency and evidence was inconsistent that all programs effectively implement and evaluate fieldwork and clinical practice.

2023 Revisit Team Finding on Stipulation 7.
The third quarterly report provides evidence that the Office of Assessment and Data Management (OADM) is regularly collecting and analyzing candidates' evaluations of their site

supervisors and their university supervisors, and site supervisors' evaluation of the candidate and providing these reports to the dean's office, the departments, and to the CCII for review. In interviews, program leadership articulated how these reports along with regular communication with candidates, university supervisors, and site supervisors assist them in ensuring the effectiveness of clinical experiences and inform the program reports that they provide to the CCII about their programs.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 8
Provide evidence of the support, advice, and assistance provided to candidates and completers to promote successful entry and retention in the profession.
At the April 2022 site visit, multiple subject and single subject candidates indicated that they were not given enough support in initial coursework to understand the TPA process. Candidates reported struggling to find their own placements for fieldwork and often did not find a classroom placement until the aligned course was well underway. There was also inconsistent evidence as to whether candidate competency and performance expectations are consistently used to guide candidate support efforts, including formative TPA support and placement for fieldwork.

2023 Revisit Team Finding on Stipulation 8.
Interviews and evidence from the quarterly reports confirm the establishment of the Office of Student Services and Records (OSSR). The OSSR has worked to establish a digitalized and centralized process for collecting and housing candidate information and documents related to progress toward demonstration of credential requirements. Additionally, the updated processes allow for all advising and support interactions to be documented and available to appropriate individuals in the School of Education. These updates to support and advising systems were highlighted in candidate interviews as a strong program improvement that made advising and communication much clearer. To quote one candidate, "The requirements to complete the credential program are now provided in a neat little package with a bow on top making the progression to a credential feel more like a present than before."

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 9
Provide evidence that progress in meeting competency and performance expectations is consistently used to guide assessment and candidate support efforts and that a clearly defined process is in place to identify and support candidates who need additional assistance to meet competencies.
At the April 2022 site visit, the team noted that course planning guides were given to every candidate and full-time faculty were available to advise and support candidates, there was inconsistent evidence regarding progress in meeting competency and performance expectations being used to consistently guide candidate and support efforts.

2023 Revisit Team Finding on Stipulation 9.
The LiveText Reports provided in the quarterly reports indicate that candidate performance on assessments aligned to required CTC performance expectations is tracked and reviewed. Interviews confirmed that candidates who underperform on assessments are reported to their department and these candidates are reviewed and discussed at faculty meetings to determine appropriate individualized support and guidance to be provided for each candidate.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 10
Provide evidence of the development and implementation of a comprehensive continuous improvement process, at both the unit level and within each of the programs, that identifies program and unit effectiveness and makes appropriate modifications on its findings.
At the April 2022 site visit, there was evidence that the programs collect data, but there was no verification of a comprehensive, continuous improvement process at the unit level and within each of its programs that identifies program and unit effectiveness nor that programmatic decisions are made based on data findings. Faculty were able to give some anecdotal examples of decisions being made after a review of the data, but it did not appear to be systemic throughout the unit.

2023 Revisit Team Finding on Stipulation 10.
With the CCII and its oversight of processes related to the OSSR and OADM, the review of data and program level information to inform improvement has become more systematized across the unit and much less of a siloed enterprise within each program area. Two examples of program improvement that were shared in interviews that highlight the use of data to inform those improvements are (1) the use of CalTPA data and candidate feedback on surveys to develop a Blackboard course and periodic CalTPA support days to provide added CalTPA support and (2) the use of course evaluation data and candidate feedback on surveys to split one school counseling course into three courses to address candidate concerns. The accreditation review team encourages La Sierra to continue to document these program modifications or innovations and their effects on program outcomes.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 11
Provide evidence that the education unit and its programs regularly assess their effectiveness in relation to the course of study, fieldwork and clinical practice, and support services for candidates.
At the April 2022 site visit, it was reported that the system currently in place using LiveText was based on course implementation and the instructor rating. At the time, the unit was discussing moving towards a standards-based course evaluation in the future to assess effectiveness of the unit and its programs and services.

2023 Revisit Team Finding on Stipulation 11.
The collection and analysis of course evaluations, field related evaluations, 1st year completer surveys, and signature assignment data via LiveText were evident in the quarterly reports. During interviews the discussion and use of the information from these instruments to inform coursework, clinical experiences, and candidate supports was confirmed. In interviews, faculty and adjuncts shared about using course evaluations from one quarter to make updates to the course for the next quarter and program directors shared about using input from district partners to update processes shortly after meetings. The accreditation review team encourages La Sierra to ensure they are systematically documenting these curricular and program updates.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 12
Provide evidence that the education unit and its programs regularly and systematically collects, analyzes, and uses candidate and program completer data as well as data reflecting the effectiveness of unit operations to improve programs and their services.
At the April 2022 site visit, there was no evidence of the unit and its programs regularly and systematically collecting, analyzing, and using candidate and program completer data as well as data reflecting the effectiveness of unit operations to improve programs and their services. Even though some program enrollment may not be robust enough to use the accreditation data dashboard or Commission program completer data, reviewers did not see that data is collected and analyzed at the unit level and little evidence of aggregated program data.

2023 Revisit Team Finding on Stipulation 12.
Through the reports reviewed and approved by the CCII and other activities of the OSSR and OADM, La Sierra University has initiated a system that shows its programs are regularly and systematically collecting, analyzing, and using candidate and completer data and data on the effectiveness of operations to improve. The School of Education is to be commended for the amount of work they have accomplished in this area since April 2022. Interviews with program leadership demonstrate that the School of Education is reflecting on their updated processes and looking at ways to improve. Some examples of the additions or improvements to the systematic data collection, analysis, and use of data that La Sierra University is discussing include gathering and analyzing additional data or updated data related to employment following completion and satisfaction of employers.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 13
Provide evidence that the continuous improvement process includes multiple sources of data including 1) the extent to which candidates are prepared to enter professional practice; and 2) feedback from key constituencies such as employers and community partners about the quality of the preparation.

At the April 2022 site visit, the team reviewed that multiple sources of data were discussed in the common standards submission; however, during the visit, the team was unable to find evidence of a continuous improvement process that included multiple sources of data.

2023 Revisit Team Finding on Stipulation 13.
The quarterly reports provided exit survey data, 1st year completer survey data, and job placement data as evidence. Interviews confirmed that programs are regularly communicating with employers and district partners to gather information about district needs and district perceptions of their candidates during clinical experiences or once hired in the field. The inclusion of feedback from employers about the quality of preparation provided by the programs at La Sierra University is occurring in informal and ad hoc interactions. The OADM interview indicated the office may investigate the inclusion of collection and analysis of employer satisfaction data in their processes in the future. The accreditation review team encourages La Sierra University to systematically document feedback from employers and/or district partners about the quality of the preparation they provide in their continuous improvement processes.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 14
Provide evidence that the Preliminary Multiple Subject and Preliminary Single Subject programs provide assistance throughout the program to support candidates in the TPA including the provision of multiple formative opportunities for candidates to prepare for the TPA tasks/activities.
At the April 2022 site visit, the program provided evidence that they introduced the TPA in two courses, but there was no evidence of formative opportunities for candidates to prepare for the TPA tasks/activities. There were mixed responses from instructors about incorporating the TPA in coursework even though almost all course syllabi referenced the TPA. Candidates and completers reported that they did not feel that all instructors were knowledgeable of the TPA, nor that they received appropriate on-going support from the program for the TPA.

2023 Revisit Team Finding on Stipulation 14.
Quarterly reports and interviews with candidates and program leadership confirm that the Preliminary Multiple Subject and Preliminary Single Subject programs have updated CalTPA supports to include a Blackboard course where candidates can work on the CalTPA and submit work for feedback and CalTPA support days where candidates can come in person three times each quarter to work on their CalTPA and collaborate with peers who are also working on this assessment.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 15
Provide evidence that the education unit maintains program level TPA data, including but not limited to aggregate results of candidate performance over time.

At the April 2022 site visit, when the multiple subject and single subject programs were asked by the site visit team to provide a sample of TPA data for program improvement purposes, they were not able to do so; the program was only able to provide the team with raw data.

2023 Revisit Team Finding on Stipulation 15.
Narrative in the third quarterly report and interviews conducted during the revisit indicate that a recent analysis of CalTPA at the aggregate level occurred, which identified La Sierra candidates as having consistently lower scores on rubric 6 of instructional cycle 1. The Multiple Subject and Single Subject programs indicate that they have reviewed their course matrix and syllabi containing assignments related to this rubric. The CalTPA data presentation available at the revisit was still at the individual candidate level. The CTC review team encourages La Sierra to document its analysis of aggregate results of candidate performance over time as it continues to develop the OADM and activities of the CCII.

Revisit Team Recommendation: Remove stipulation.

2022 Stipulation 16
Provide evidence that candidates in the Pupil Personnel Services: School Counseling program are provided with knowledge and understanding of history, philosophy, and trends in school counseling.
> **Note this standard will be addressed in 2019 Pupil Personnel Services: School Counseling Program Standards and Performance Expectations SCPE 1.2 as the program transitions to the 2019 standards beginning fall 2022.*

At the April 2022 site visit, the team did not find evidence that the program is educating candidates on the history, philosophy, and trends of school counseling.

2023 Revisit Team Finding on Stipulation 16.
Not reviewed during the April 17-18, 2023 revisit. This stipulation was addressed and removed by the COA at its October 2022 meeting.

Revisit Team Recommendation: Not applicable, stipulation has been removed.