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Grievance/Appeal Policy

South Bay Consortium Induction Programs are structured to ensure all candidates meet CCTC Clear Credential requirements. Candidates and mentors, and administrative coaches are given multiple opportunities to:

- demonstrate growth and competence in either CSTPs (for the Clear Teaching Credential) or in CPSELs (for the Clear Administrative Credential)
- receive and implement formative feedback on their annual scope of work. This includes opportunities to submit multiple revisions until it is deemed that they have made progress.

If after the candidate has had multiple opportunities to revise their work, and still has not shown progress towards mastery of the California Standards for the Teaching Profession/ or demonstrated growth and competence in the CPSELs, and their work does not support the recommendation for the Clear Credential, and the candidate still disagrees with decisions made to determine their progress, they may submit a formal letter of appeal to the Program Leader, explaining the rationale for the appeal, and including any revisions to the original Individual Learning Plan or Individual Induction Plan.

With input from coaches/mentors and evaluating supervisors, the Program Leader will meet with candidates, to develop a plan for remediation and completion.

Upon receipt of the appeal, the Program Leader shall:

1. Share the candidate's letter and revisions with either the Program Review Panel (for Teaching Credentials) /Program Advisory Board (for Administrative Credentials) to determine if progress towards mastery of the CSTPs/ growth and competence in the CPSELs, will be met if the candidate orally presents additional information regarding their scope of work to the panel.
2. If the Program Review Panel/ Program Advisory Board rejects the candidate's appeal, the candidate will present his/her scope of work to members of the Consortium Advisory Committee.
3. The Consortium Advisory Committee's review of the appellate candidate's work shall render a final decision.

The South Bay Consortium Induction Programs are committed to providing equal admission opportunities to all program candidates, regardless of their actual or perceived race; religion; ethnicity; nationality or ancestry; physical or mental disabilities; medical conditions; parental or marital status; age; sex; gender identity or expression, and/or sexual orientation. The schools that make up the South Bay Consortium Induction Programs are equal opportunity employers that prohibit discrimination, harassment, intimidation, and bullying based on the aforementioned characteristics.