

PROGRESS ON KERN COUNTY INITIATIVE  
ACTION PLANS  
December 31, 2002

**Teacher Preparation**

**Goal 1: All teachers not fully credentialed will be in an Intern or Pre-Intern program.**

- As a result of the Initiative, three school districts are working closely with CSUB School of Education in establishing Professional Development Schools within their districts. The schools are in different stages of negotiations. Panama-Buena Vista Union School District has pledged facilities and resources for a Special Education Credential Program. Bakersfield City and Fairfax Elementary Districts have offered to support Multiple Subject Credential Programs, using district facilities. All three Superintendents have stated that the intent is to produce teachers for the county and not just for the individual districts.
- The number of emergency permits has dropped dramatically from 1058 in 2000 to 276 in fall 2002. Last year's research and this year's inquiries support the conclusion that approximately 200 of the emergency permit holders are teachers who expect to complete their credential work by January 2003. The number of interns and pre-interns has increased proportionally. The exact numbers will be available in early February 2003 when this year's CBEDS and PAIF data are available.
- CSUB faculty and the Kern County Office of Education staff have worked closely with districts on the eastside of Kern County to ensure the necessary expansion of pre-intern programs and a strong link to the CSUB Teacher Intern Program at the Lancaster campus in an effort to eliminate emergency permits in this more isolated part of Kern County.
- Delano High School required all new teachers not fully credentialed to be part of the intern or pre-intern programs. Special effort is under way to assist the 43 teachers at Delano High to acquire their preliminary credentials.

**Goal 2: The number of fully credentialed teachers prepared by the institutions of higher education will be equal to or exceed the number of new teachers needed annually.**

- Tomas Arcienega, President of CSUB, increased funding for the CSUB School of Education while having to reduce or hold level the funding for all other departments due to the budget crisis. Dr. Arcienega states, "The School of Education is my number one priority at CSUB."
- Due to the School of Education's funding increase and the President's priority, the number and quality of permanent faculty is increasing. Michelle Zachlod was recently promoted to administrator for the four-year "blended" program. Dr. Milt Woolsey, recently retired, well respected, and long standing Superintendent of Delano

Elementary Unified, has accepted a full-time position in the School of Education and has been appointed liaison to the Initiative to ensure CSUB meets its commitments to the project. Dr. Woolsey was the first Superintendent, with the help of Chapman College in Visalia, to implement the strategy that all under-prepared teachers would be placed in pre-intern and intern programs.

- In both the EDU 24 course at Bakersfield College and the “Introduction to Teaching” course at CSUB, field experience has been added to the curriculum. The newly established High School Academies have incorporated field experience in the curriculum.
- A pilot project to include early field experiences for CSUB teacher candidates at a hard-to-staff school is underway at Casa Loma Elementary.
- A wealth of data from underprepared teachers is impacting policy and decision-making regarding the quality of the teacher development programs at the universities as well as in the school districts. At a recent faculty meeting, the CSUB School of Education faculty received preliminary results from the *Not Fully Credentialed Teacher Survey*. Comparison data with the private universities gave the faculty food for thought about needed improvements in the CSUB program. The faculty meeting produced a spirited discussion about the CSUB program and the lack of consistent advice received by teacher candidates.
- After looking at the data regarding support for the not fully credentialed teacher, Dennis Patrick, Director of Personnel at Bakersfield City School District, indicated that rethinking support services for underprepared teachers is a priority for his district.
- Data from the survey is now being disaggregated by the research team to provide a more in-depth analysis of the issues, and the general results of the survey have been printed. Veronica Van Ry, Kern County Office researcher, will be presenting the paper at educational conferences during the year.
- Results of the not fully credentialed teacher survey were presented at a recent countywide BTSA meeting. The study showed teachers highly value having mentors, but mentors in over half the cases meet one time per year or less with the new teachers! Of the new teachers, 75% indicated no training or only some informal training on the state content standards.
- Kern High School District is providing required training sessions on the content standards for all first and second year teachers in January and February of 2003.

**Goal 3: The new teacher candidates will reflect the diversity of the community they will serve.**

- The seven Kern County IHEs, private and public, providing teacher preparation programs and the High School Academies will be tracking the number of underrepresented candidates entering their programs this year to establish a baseline. That, coupled with the research data from PAIF each year, is expected to provide a good measuring tool for progress. Both the Teacher Preparation and Teacher Pipeline Committees are monitoring the progress in meeting the diversity goal.

**Goal 4: Highly qualified faculty and practitioners for teacher training programs and supervisors of student teaching will be available for the expanded teacher training programs.**

- As a result of working with the K-12 districts to identify appropriate and additional staff, the IHEs had sufficient faculty for the fall programs. However, due to larger budget problems, Bakersfield Community College has had to rely on the local school districts to pay for faculty salaries in the newly established Associate of Arts degree programs. This program was created through the Initiative at Fairfax School District and in the Arvin/Lamont area and is aimed at providing a pathway to teaching for many teacher assistants and bilingual aides in this high minority, high poverty region of Kern. This new program has approximately 100 participants for this first year. (See Goal 4 under Teacher Pipeline.)

**Goal 5: The number of special education teachers needed on an annual basis will be supplied by the institutions of higher education.**

- Additional faculty has been added to the Special Education Department at CSUB.
- Doug Miller, Superintendent of Panama-Buena Vista School District, has agreed to establish a Special Education Professional Development School (PDS) in his school district. Meetings have been held to begin the implementation of the PDS.

**Goal 6: A Teacher Career Center will be established in Kern County to provide information about teacher preparation and job opportunities.**

- A Teacher Career Center has been established on the ground floor of the Office of the Kern County Superintendent of Schools. The Center is adjacent to the credentials office. The IHE's are currently preparing/supplying material for the Center. Two computers are available for clients who want access to the information on the local website or other websites that have teacher preparation information.
- Also, a Web site [www.teachersnow.org](http://www.teachersnow.org) has been established to provide information to teachers and potential teachers. The Web site is operable and will be fully developed by late spring 2003. The Kern Initiative's report and related research products are now posted on this site. The Web site will have links to the universities, high school academies, recruitment centers, schools, and to local research efforts.

## **Teacher Pipeline**

### **Goal 1: Every comprehensive high school in Kern County will have a Teacher Academy.**

- West High School's Teacher Academy began its first year of operation last year, starting with a cohort of sophomore students. Due to the Initiative's efforts, two more were established at Arvin High School and Ridgeview High School in September 2002. By second semester, it is anticipated that academies will also be in place at Stockdale High, East High, Centennial High and North High Schools. Bob Hayes, Assistant Principal of West High, is taking the lead role in establishing the academies.
- Through Bakersfield College, EDU 24 "Introduction to Teaching," is being taught on Wednesday evenings at the UC Merced Center to high school seniors who are interested in becoming teachers. Approximately 40 students are enrolled and will receive college credit for the coursework.

### **Goal 2: There will be a clear, seamless pathway to a teaching career, grades 9-18, in Kern County.**

- Articulation meetings have been held between the staffs at Bakersfield College and CSUB. Nan Gomez-Heitzberg, Dean for Student Learning at Bakersfield College, has taken the lead in developing and printing a teacher pathway document.

### **Goal 3: College course work, leading to a teaching credential, will be offered to school personnel in the hardest-to-staff regions and school sites in Kern County.**

- An AA degree program for teacher assistants and aides began in September 2002 at Fairfax School District. EDU 24, Bakersfield College, is the first course that is being offered. Approximately 45 students are enrolled.
- Support services offered to candidates included Saturday tutoring sessions to build confidence and facilitate passing scores on the math and English placement exams for Bakersfield College in December. Bakersfield College counselors were available at the Saturday classes to develop an education plan with each participant.
- An AA degree program for 60 bilingual aides and teacher's assistants will begin in January in the Arvin/ Lamont area. The first class is EDU 24 and transferable to CSUB. With lack of funding for the upcoming semester, superintendents are contributing proportionate shares of the cost to provide the course. CSUB grant funds will provide \$50 per student for books. Saturday tutoring classes were offered to the candidates in order to build skills and confidence for the Bakersfield College math and English placement exams in December. Bakersfield College counselors were available at the Saturday classes to develop an educational plan with each participant.

## **Teacher Recruitment, Retention, and Hard-to-Staff Schools**

**Goal 1: The Recruitment Committee will encourage all Kern County school districts to utilize all available resources to ensure that teachers are being selected from a sufficient pool of fully credentialed teachers.**

- Anecdotal information from groups of superintendents (about 32 of the 47) in Kern County indicates that the ability to hire multiple-subject credentialed teachers was not as difficult this year compared to prior years. Finding fully credentialed teachers in science, mathematics, and special education continues to be a problem.
- Sylvia Treanor, Administrator, Personnel and Special Services, Office of the Kern County Superintendent of Schools, meets monthly with the personnel directors of the Kern County school districts to facilitate teacher recruitment activities, and coordinates the work with the Central Valley Teacher Recruitment Center in Visalia.
- The Teacher Recruitment Center is providing an opportunity for Kern schools to participate in 11 national recruitment trips all across America. Three trips will focus on recruiting special education teachers.
- All school districts in Kern County now have access to the Ed Join Database of teacher candidates from a national pool of prospective teachers.

**Goal 2: Schools defined as hard-to-staff (where 20% or more of the staff is not fully credentialed) will reduce the percentage of not fully credentialed teachers to no more than 10% and will be schools where experienced teachers want to be.**

- The newly established Hard-to-Staff (HTS) Schools Committee will pursue this goal.
- A meeting consisting of the principal and one teacher from each of the 50 HTS schools in Kern County is planned for February 28, 2003. The purpose of this countywide meeting is to develop strategies for recruiting and retaining fully prepared teachers and for assisting underprepared teachers in these hardest-to-staff schools in completing their teacher preparation programs in a timely fashion.

**Goal 3: A Hard-to-Staff Schools Committee will oversee the implementation of educational policies and strategies that will alleviate the mal-distribution of fully credentialed teachers in Kern County.**

- The HTS committee, chaired by Dennis Patrick, Personnel Director of Bakersfield City Unified, held its second meeting in December 2002. The committee consists of school principals (HTS schools), CSUB Directors of Special Education and the BBEST (four-year blended) programs, and county personnel who have responsibilities for special education and personnel. The committee is developing strategies to incorporate teachers and HTS school site teacher union representatives into the conversation. The committee is also studying high poverty, high minority schools in the region that have high student achievement to learn about what is going well in these schools. For example, Lamont School has much higher API rankings than like schools in the area and only 1 of 34 teachers there is not fully credentialed.

Turnover is insignificant; the school lost only one out of 33 teachers last year. The principal serves as a strong resource for the committee.

## **Professional Development**

### **Goal 1: Every first-year teacher will be provided professional development support.**

- In the summer of 2002, the Kern County Superintendent of Schools offered five one-week training sessions for new, not fully credentialed teachers who had little or no experience. The purpose was to ensure that every teacher had at least minimal training before taking his or her first job. The training included classroom management, lesson planning, establishing and articulating goals, and student assessment. As an interesting note, almost 40% of the respondents in the not fully credentialed survey reported no training in these same subjects prior to their first job. The training sessions were offered from July 15 to September 9, 2002.
- Last year, 56% of first-year teachers were not fully credentialed. This year it is expected to be approximately 40%.

## **Research Team**

### **Goal 1: The Research Team, led by the Kern County Superintendent of Schools, Research Services, will collect and provide analyses of data reflecting the status of the Kern County teacher workforce, and provide information and data on the implementation of the Action Plan.**

- Preliminary data have been gathered to show the progress in eliminating the use of emergency permits in Kern County. In the last two years there has been a 75% reduction in the use of emergency permits in the county.
- The six private and public universities that prepare teachers in Kern County completed their reports in December on the number of credential recommendations forwarded to the California Commission on Teacher Credentialing (CCTC) for the last 12 months. The reports will provide valuable information as to the initiative's progress.
- The CBEDS data, including the confidential PAIF information for the second year, have been submitted to Research Services, KCSOS, from all 47 districts for FY 2002-2003. The data is currently being analyzed with preliminary reports available by early February 2003. A study similar to the FY 2001-2002 report will be published that will not only show credential data by schools, but will also include enrollment, information on special education, status of first-year teachers, English language learners, ethnicity, poverty as measured by the percent of students on free and reduced meals, and API scores. With confidence in the quality of the data for the second year, these reports will serve as reliable measures of the Initiative's progress.