

KERN COUNTY INITIATIVE

CALIFORNIA ALLIANCE OF PRE K-18 PARTNERSHIPS Site Profile

OFFICIAL NAME: KERN COUNTY INITIATIVE FOR RECRUITING, PREPARING AND RETAINING HIGHLY QUALIFIED AND EFFECTIVE TEACHERS

BASE OF OPERATIONS: Kern County Superintendent of Schools

YEAR FOUNDED: April 2001

ALLIANCE LIAISON NAME: Jim Young, Chancellor Emeritus,
Kern Community College District

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REASON FOR CREATING PARTNERSHIP:

Shortage of credentialed teachers in the county and retention of effective teachers in hard-to-staff schools. Across the county 1,100 teachers—15% of total 7,350 teachers—do not meet the minimum qualifications for a full teaching credential.

NAMES OF PARTNERS:

California State University, Bakersfield
Kern County Superintendent of Schools
Kern Community College District
Kern Union High School District
Bakersfield City School District
Panama-Buena Vista Union School District
47 County-wide school districts
West Kern Community College District

National University
Phoenix University
Fresno Pacific University
University of LaVerne
Point Loma Nazarene University
Chapman University
The City of Bakersfield
UC Merced

SPECIFIC GOALS/INITIATIVES:

To have a fully credentialed and effective teacher in every classroom in Kern County.

FUNDING SOURCE:

The Center for the Future of Teaching and Learning, with support from the James Irvine and Stuart Foundations, is funding the start up of this project. In addition, they have provided the resources for two staff members: Pamela Davis and Jim Young.

MAJOR ACTIVITIES TO DATE:

- Creation of a steering committee and 5 working committees: Pipeline, Teacher Preparation, Teacher Recruitment/Retention, Professional Development, Research Committees.
- Survey of all teachers who left in 2001.
- Survey of all not fully credentialed teachers in the county.
- Compiled CBED data from all schools in all districts for current school year.
- Planning for a Spring Colloquium, April 26th, with partners and a 200 member blue ribbon committee of community and education participants.
- Development of an action plan for the county.
- Development of Supply and Demand Model for projecting Kern County staffing needs.

ORGANIZATIONAL STRUCTURE:

The Superintendents' Group of Six meets regularly to discuss the partnership and opportunities to collaborate. The steering committee governs this project by removing barriers to collaborating. There are 5 working committees (see above) that handle the development of action plans in their respective areas. Dr. Thomas Arciniega, President of CSU Bakersfield, chairs the project. Jim Young serves as the Project Coordinator and handles the day-to-day operations and facilitates the progress of the project. Pamela Davis works with the Center for Future of Teaching and Learning and the Kern County Partnership to supervise its success.

GOVERNANCE STRUCTURE:

The Steering Committee, which includes the Superintendents' Group of Six, helps to govern the project. Pamela Davis is the main liaison between the funder and partnership.

ACCOUNTABILITY:

The Kern County Office of the Superintendent of Schools has worked hard to streamline the data collection process. The partnership is strongly data driven. Accountability is to the funder and the steering committee.

DEMOGRAPHICS:

Kern County serves over 149,000 students in 48 school districts. Poverty levels are high in the region with approximately 57% of K-8 students qualifying for free and reduced lunch in Kern County schools. All of the challenges associated with large urban school districts are found in the region.