Teacher Recruitment Update
2018-2019
Current Market for Teachers

• CDE Estimate Annual New Teacher Need: 22,000

• New Teaching Credentials Issued: 11,500

• Enrollment in Credential Programs Only 25% of 2001-2002, despite recent enrollment increase

Learning Policy Institute (Feb. 8, 2017)
What Creates Demand for Teachers?

• Restoration of Funding to Education
• Early Gap Closure in LCAP
• Increased Enrollment, Especially in KC Districts
• Larger Numbers of Students Identified as Special Education
Specific Areas of Need

• Full Math and Science Credentials Dropped over 1,000/year From 2012-2016

• Partially the Result of Increased Private Sector Demands from STEM Career Proliferation, Disproportionately Impacting California

• Statewide 64% of New Special Education Teachers are Under Credentialed

Learning Policy Institute (Feb. 8, 2017)
Continued Efforts to Recruit

• 37 Education Related Job Fairs

• Easy Access to Applications: www.teachbakersfield.com


• Quarterly Journal Targeting Minority Educators-National Minority Report
Certificated Teaching Positions

<table>
<thead>
<tr>
<th>Year</th>
<th>Retirements/Resignations</th>
<th>New Positions</th>
<th>Total Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-2015</td>
<td>49/49</td>
<td>9</td>
<td>1705</td>
</tr>
<tr>
<td>2015-2016</td>
<td>24/38</td>
<td>30</td>
<td>1735</td>
</tr>
<tr>
<td>2016-2017</td>
<td>31/46</td>
<td>77</td>
<td>1812</td>
</tr>
<tr>
<td>2017-2018</td>
<td>50/51</td>
<td>72</td>
<td>1884</td>
</tr>
</tbody>
</table>

• KHSD Hired a Total of 271 New Teachers for 2018-2019
Continued Efforts to Recruit

• Promotional Materials from Bakersfield Chamber of Commerce
• Early Signing Bonus and Relocation Allowances
• Use of Twitter and KHSD web page
• Recruiting Recent Graduates into Substitute Jobs
Where Our New Hires Come From

- Other Kern County School Districts: 74
- Other California School Districts: 16
- Previously Teaching in KHSD (Interns): 68
- Previous KHSD Substitutes: 53
- Out of State Candidates: 7
### Local Credentialing Institutions

- CSU Bakersfield: 80
- Point Loma University: 33
- National University: 17
- University of La Verne: 13
- CSU Fresno/Fresno Pacific University: 8/2
What does our staff look like? (2018-2019)

- Male: 890 Teachers 44.6%
- Female: 1108 Teachers 55.4%
- Total: 1998 Teachers
Gender of New Hires (2018-2019)

• Male: 113 Teachers
  42%

• Female: 158 Teachers
  58%

• Total: 271 Teachers
<table>
<thead>
<tr>
<th>Gender</th>
<th>Number of Certificated Administrators</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>87</td>
<td>59.2%</td>
</tr>
<tr>
<td>Female</td>
<td>60</td>
<td>40.8%</td>
</tr>
<tr>
<td>Total</td>
<td>147</td>
<td></td>
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</table>
## Teacher Ethnicity Comparison:

<table>
<thead>
<tr>
<th></th>
<th>White/Caucasian</th>
<th>Hispanic/Latino</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>62.04%</td>
<td>20.7%</td>
<td>3.9%</td>
</tr>
<tr>
<td>County</td>
<td>65.6%</td>
<td>24.1%</td>
<td>2.4%</td>
</tr>
<tr>
<td>District</td>
<td>66.5%</td>
<td>17.7%</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

- Dataquest (2017-2018)
### Ethnicity of New Hires:

<table>
<thead>
<tr>
<th>Year</th>
<th>Caucasian/White</th>
<th>Hispanic/Latino</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>67.4%</td>
<td>28.6%</td>
<td>2.3%</td>
</tr>
<tr>
<td>2016-2017</td>
<td>61.5%</td>
<td>33.5%</td>
<td>3.5%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>62.6%</td>
<td>26.3%</td>
<td>2.6%</td>
</tr>
<tr>
<td>2018-2019</td>
<td>67.7%</td>
<td>24.4%</td>
<td>4.4%</td>
</tr>
</tbody>
</table>
# Ethnicity of Certificated Management

<table>
<thead>
<tr>
<th>Year</th>
<th>Caucasian/White</th>
<th>Hispanic/Latino</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017-2018</td>
<td>76.5%</td>
<td>16.9%</td>
<td>6.6%</td>
</tr>
<tr>
<td>2018-2019</td>
<td>75.5%</td>
<td>16.3%</td>
<td>7.5%</td>
</tr>
</tbody>
</table>
Addressing KHSD Staffing Needs in the Future

• Expand the Pool of Candidates/Search for Teachers
• Retain the Teachers We Have
• Grow More of Our Own Teachers
Widening the Net

• Attending Job Fairs Targeting Diversity - Diversity Recruiters Network Events
• Target Historically Black Colleges and Universities - Three day Employment Conference in November and HBCU Job Fairs
• Expand Searches to Include Mid-Atlantic States and the South
• Coalition with KCSOS to Assist Classified Employees to Become Teachers
• Advertising in Media Targeting Minority Readership
Retention is Critical

• Nationally, Teacher Turnover Ranges From 16-20%

• KHSD Annual Turnover 6%, Including Retirement and Resignation

• High Levels of Support (KHIP, Intern, CTE, SPED, etc.) and Clear Credentialing Promote Retention Rates

• Competitive Salary and Benefits (Destination District)
Establishing the School to Teacher Pipeline

• Residency Program with CSUB - Providing 1-Year Preparation

• Partnership with Cal Poly SLO for STEM/Ag Teachers

• Pathway Development Between KHSD/BC/CSUB

• Educators Rising California/Project BEST
Changes for the Upcoming Year

• Extended Recruitment in Local Institutes of Higher Education Classrooms to Include Undergraduates

• Fall Semester Recruitment at California Colleges/Universities

• Increase Communication with New Job Fair Organizers

• Participate in Additional Marketing Targeting Millennial and Minority Candidates
Quotes From Our Partners

• Educators Rising cultivates highly skilled educators by guiding young people on a path to becoming accomplished teachers, beginning in high school and extending through college and into the profession.

• Recruit teachers from underrepresented populations and teacher shortage areas so that eligible partnerships can hire highly-qualified teachers; Create deliberate and sustaining partnerships with high-need partner districts in order to transform the curriculum and clinical experiences of our teacher preparation programs through key reforms.
What Will Remain the Same

• Focus on Local Products

• Increased Presence in Southwest

• Return to Areas of Teacher Surplus and Lower Wages

• Aggressively Pursue the Best Teachers in the Country
Questions?