Teacher Recruitment Update
2019-2020
Current Market for Teachers

- CDE Estimate New Teachers Needed: 22,000
- New Teaching Credentials Issued: 11,500
- Enrollment in Credential Programs Only 25% of what it was in 2001-2002, despite recent increases

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

• Restoration of Funding to Education
• High Retirement Rates Throughout the State
• Increased Enrollment, Especially in KC Districts
• Larger Numbers of Students Identified as Special Education
• Few College Students Pursuing Education as a Career Goal
Specific Areas of Need

• Full Math and Science Credentials Dropped over 1,000/year From 2012-2016 (Gap of Nearly 50%)

• Statewide 64% of New Special Education Teachers Under Credentialed

• Universal Desire for Diverse Workforce

Learning Policy Institute (Feb. 8, 2017)
Challenges of Diversity

• Nationally there is a growing desire for teaching staffs to reflect the diversity seen in our student bodies

• Research shows improved educational outcomes are achieved with more diverse teachers, especially for students for color

• Projections show the demand for teachers of color will increase in the future as student populations continue becoming more diverse

• Brown Center on Education Policy at Brookings (August 2016)
The demand for a diverse workforce is a national issue

To close the gap immediately districts need to hire:

- Nationally: 1,000,000
- State: 117,800
- County: 4,000 (more than 2x the current total)
- District: 900

Other Challenges Impacting Diversity

• Enrollment in Education Programs Nationally:
  
  • White 73%
  • Black 12%
  • Hispanic 11%
  • Other 4%

• The State of Racial Diversity in the Educator Workforce Department of Education 2016
California’s Response

- State Task Force on Teacher Diversity
- Concentration Grants in Rural Areas (Tulare County)
- $200 million investment to recruit, prepare, and support new teachers
- Grants targeting SPED, science and math teachers
Continued Commitment to Recruit Diverse Teachers

• 39 Education Related Job Fairs
• 2 Diversity Fairs and CABE Vendor fair
• 3 Historically Black Colleges and University Job Fairs (HBCU)
• Easy Access to Applications: www.teachbakersfield.com
• Quarterly Journal Targeting Minority Educators - National Minority Report
Continued Commitment to Recruit Diverse Teachers

• Promotional Materials from Bakersfield Chamber of Commerce and City of Bakersfield

• Early Job Postings, Signing Bonuses, and Relocation Allowances

• Use of Twitter / KHSD web page / Facebook / Developing www.teachbakersfield.com as a Brand

• KCSOS Information Night Participation
Where Do We Look?

- HBCU Career Conference (Md.)
- Alabama
- Arizona
- Colorado
- Illinois
- Louisiana
- Oregon
- Texas
- Bakersfield
- Fresno
- Fullerton
- Long Beach
- Northridge
- Sacramento
- San Luis Obispo
- San Marcos
## 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>
<tr>
<td>2019-2020</td>
<td></td>
<td>92</td>
<td>2090</td>
</tr>
</tbody>
</table>

- KHSD Hired 185 Certificated Staff Positions for 2019-2020
Where Our New Hires Come From

• Other Kern County School Districts: 53
• Other California School Districts: 7
• Previously Teaching in KHSD (Interns): 28
• Previous KHSD Substitutes: 56
• Out of State Candidates: 5
Local Credentialing Institutions

- CSU Bakersfield: 91
- Point Loma University: 4
- National University: 2
- University of La Verne: 6
- CSU Fresno/Fresno Pacific University: 9/4
What does our staff look like? (2019-2020)

• Male: 928 Teachers 44.4%

• Female: 1162 Teachers 55.6%

• Total: 2090 Teachers
Gender of New Hires (2019-2020)

- Male: 77 Teachers, 45%
- Female: 96 Teachers, 55%
- Total: 173 Teachers
## 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>61.22%</td>
<td>21.1%</td>
<td>3.9%</td>
</tr>
<tr>
<td>County*</td>
<td>64.1%</td>
<td>24.5%</td>
<td>2.7%</td>
</tr>
<tr>
<td>District**</td>
<td>63.2%</td>
<td>22.6%</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

* Dataquest (2018-2019)  
**As Reported by KHSD Employees 2019-2020
# 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>69.7%</td>
<td>25.4%</td>
<td>4.4%</td>
</tr>
<tr>
<td>2019-2020</td>
<td>68.2%</td>
<td>29.4%</td>
<td>2.3%</td>
</tr>
</tbody>
</table>
Gender of Certificated Administrators (2019-2020)

• Male: 85 Certificated Administrators 57.8%

• Female: 62 Certificated Administrators 42.2%

• Total: 147 Certificated Administrators
# 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>
<tr>
<td>2019-2020</td>
<td>72.1%</td>
<td>19.2%</td>
<td>8.2%</td>
</tr>
</tbody>
</table>
How to Address the Teacher Shortage Moving Forward?

• Expand the Pool of Candidates/Extend the Search for Teachers

• Learn from Experts

• Retain the Teachers We Have

• Grow More of Our Own Teachers
Widening the Net - What’s New

• Attending Job Fairs Targeting Diversity - Diversity Recruiter Network Events

• Target Historically Black Colleges and Universities - Three day Employment Conference in November and HBCU Job Fairs

• Expand Searches to Include New Markets with Low Salaries

• Presenting to Lower Division University Students to Generate More Interest in Education as a Career

• Student Teacher Placements from Outside the Area
What We Learned and How We Changed

• Conference Experts in Minority Recruitment - AALRR, ACSA, CSBA
• Diversity Employment Days in Los Angeles and Riverside
• Attend and Recruit at California Association of Bi-Lingual Educators
• Attend Employment Conferences and Job Fairs at HBCU’s
• Changing Job Posting to Reflect our Ongoing Commitment to Diversity
Retention is Critical

• Nationally, Teacher Turnover Ranges From 16-20%

• KHSD Annual Turnover 6%, Including Retirement and Resignation

• 52 Resignations Last Year
  • 82% White
  • 14% Hispanic
  • 4% Black
Why Our Retention Rate Is High

• Salary and Benefit Package

• KHIP Induction Program Free to Participants - Clears Credential

• Mentoring/Coaching for Under-Credentialed Teachers

• District PD Program Provides Non-Transferable Units
KHTR Partnership with CSU Bakersfield

• Residency Program with CSUB - Providing 1-Year Preparation

• Supported by LCAP, State Grant, and Citizen Scientist Project

• CSUB Awarded Christa McAuliffe Excellence in Teacher Education Award by the American Association of State Colleges and University
Residency in Detail

• Second Cohort Going Through Program Currently
• Costs Approximately $25k per Resident/Coach Pairing
• 63% of First Two Cohorts Teachers of Color
• Last Year Hired 17/18 Participants
Educators Rising California – Inspiring Our Students to be Teachers

New CTEC Program Next Year - Careers in Education

Dual Enrollment - Nearly 4,200 of Our District’s Students Participated Last Year

Making Students 2-3x’s more likely to enroll in college - Increasing Possible Future Teachers Locally

The Upcoming Year

• Extended Recruitment in Local Institutes of Higher Education Classrooms to Include Lower Division Students

• Fall Semester Recruitment at California Colleges/Universities

• Participate in Additional Marketing Using Social Media

• Revise Interview Process to Include Direct Questioning and Evaluation of Teacher’s Experience Working With Diverse Students
Additional Priorities Moving Forward

• Focus on Local Products - They Are Our Best Source of Teachers

• Continue to Support Residency Program

• Seek Out Partnerships with Colleges to Divert Candidates to Our District

• Aggressively Pursue the Best Teachers in the Country
Questions?