



KERN COUNTY INNOVATIVE & IMPACTFUL SCHOOLS
Academics | Engagement | College & Career Readiness

Kern County Innovative & Impactful Schools (I²S) is a county wide program implemented by Kern County Superintendent of Schools to acknowledge schools who are high-performing and improving student outcomes based on these three pillars of success.

Liberty High School

Lowest Suspension Rate - 1.7%
Based upon 3-year average from 2017-2020
CA School Dashboard

Kern High School District
Kern County
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School Profile

Liberty High School, located in northwest Bakersfield, opened in 1999 to serve 2,147 students in grades 9th-12th. The culture of the school is dedicated to a partnership with the staff, students, parents, and community. The classes include engineering, biomedical sciences, advanced placement, and honors courses. They are a part of the California Positive Behavioral Interventions and Supports (PBIS) coalition and in 2019 earned a platinum award for the implementation of their PBIS program.

School Demographics

The ethnicity of the student population is as follows: 36% Hispanic/Latino, 3% Black, and 53% White. The additional student groups from this population include: 14.3% Students with Disabilities, 2% English Learners, and 9% Socioeconomically Disadvantaged students.

Self-Identified Contributing Factors

- Communication:
 - Communication begins early with incoming parents at Freshman Fling, which is an event that occurs before school begins. The orientation reviews expectations, how parents can help students be successful, how to clear absences, types of support available, etc.
 - Liberty High School has also continued to send the PRIDE (Power of One, Responsibility, Integrity, Dedication, Everyone) Newsletter home to inform families of the activities occurring at the school site. The PRIDE Newsletter introduces staff members, available supports, events of importance, and many accolades for their students.
 - Parent Nights have been helpful with communication as well. Staff have the ability to have important conversations including topics like vaping and support on campus.

- Culture:
 - Liberty's culture has been built on the school's core values.
 - The first three days of school are focused on building connections and reminding students of PRIDE expectations in a positive way by discussing all of the possibilities instead of all of the things you cannot do.
 - Liberty is laser focused on core values with a continual focus throughout the year on the E=Everyone value. This instills that students are a part of Everyone and Everyone is a Patriot. Everyone needs help and everyone can provide help.
 - Liberty works to let the students and the families know they are part of the Patriot Family and as such, they must look out for each other.

- On Campus Intervention (OCI) is a useful tool and option for smaller offenses and also in lieu of a day of suspension.
 - OCI staff and students explore why the behavior happened and collaboratively think of actions to offer appropriate support and interventions.
 - MTSS Tier 1 - The staff is an integral part of modeling the positive behaviors we desire from the adults and students on campus. This work is the cornerstone of reducing suspensions. Teachers focus on the yearly themes which result in having meaningful conversations with their students about relevant topics and the teacher is able to see their students and their behaviors from a students' perspective.

- MTSS Tier 2 - With the addition of a full time Social Worker and part time Substance Abuse Interventionist, Liberty offers individual one-on-one counseling and group counseling to support students with substance abuse, anxiety, decision making skills as well as grief and anger assistance. The ability to provide and guide through these supports helps students change destructive or negative behaviors and keep them in school. Tier 2 support with the Interventionists coupled with lead counselors is a tremendous asset. Along with the support from above, receive the necessary mental health support from special education, parent assistance from our Parent Liaison and a slew of staff that help with check in check out (CICO). The most powerful asset of the staff at Liberty is the unique relationship with each other. There is no one individual that is responsible for a student resulting in constant collaboration amongst the team. Every adult steps in to help all students.
- MTSS Tier 3 - With the addition of a full time Social Worker, the school staff can assist the neediest, most vulnerable students in school and in their personal lives. The staff has seen how social work occurs at a meaningful level. The social worker is a product of being on the receiving end of social work and understands the importance of having a genuine person care for them. This support is crucial to break negative cycles.
- Yearly Theme:
 - Liberty focuses its Tier I interventions through yearly theme, activities, and branding of the theme.
 - Liberty staff have discovered that a theme each year has helped solidify a collective effort working towards a common goal and to feel like part of a solution.
 - Themes are always built on something meaningful and timely that is unique to the campus. Previous themes that have helped along the way are: Patriots have **G.R.I.T. (Guts, Resilience, Initiative, and Tenacity)** and **B-UR-BEST-U (be your best you)**.
 - Patriots have G.R.I.T. was a theme that came on the heels of a year that had been filled with many students struggling with anxiety. The theme provided the opportunity to have meaningful discussions around anxiety vs. stress and how to build on working through tough times.
 - The theme from the most recent year was OHANA (Ohana means family and family means to leave no one behind). This year is

Patriots Reset! (Reset, Refocus, Readjust, Restart -as many times as you need).

- Freshman Link:
 - The program not only allows freshmen to learn ‘The Patriot Way,’ it also reinforces the belief in ‘The Patriot Way’ and culture with the over 200 students who are mentoring as leaders.
 - The culture has been integral in keeping kids on campus and empowering them to change behaviors, make good decisions and become positive role models to others.
 - The monthly interactions with older students have been meaningful and intentional in addressing behaviors.
 - One tool that has been instrumental in the monthly Freshman Link is the ‘Exit Slip’ which the freshman can use and have an opportunity to ask for help if they are struggling. These ‘Exit Slips’ have allowed us to intervene early and confidentially.

- Mentorship:
 - Administrators pair students with an adult on campus that will have a true connection and relationship. Mentors include both certificated and classified staff that believe it just takes one special adult connection to make a difference in a student's life.

- Positive Behavior Intervention & Support (PBIS):
 - The PBIS Rewards App is unique to Liberty and has been a very valuable tool in reinforcing positive behavior. Not only has it offered rewarding students instantaneously, but it has provided valuable information.
 - The reports have guided decision making when it comes to brainstorming ways of acknowledging students in meaningful ways.
 - The data provided by the app gives insight about the amount of points given by staff, students who are or are not receiving points, and any disproportionalities.
 - The points are referred to as ‘Patriot Points’ and students can redeem them to earn things that are relevant and desired such as sweatshirts, hydroflasks, and more.

- Patriot Award:
 - In the spring, staff members are asked to recognize students who have demonstrated ‘The Patriot Way’ which goes above and beyond earning Patriot Points. ‘The Patriot Award’ is not just to recognize the leadership

kid or the straight A kid. It is to recognize those students who might not otherwise be recognized.

- This award gives the opportunity for staff to reward the effort as much as the outcome. It may be that a student improved poor attendance or grades, or a student that never smiled started smiling.
 - Staff members submit the name of the student with a description of why they are being nominated.
 - ‘The Patriot Award’ celebration is in the evening and the nominating staff member, the student, and their parents are invited to attend. Each nominating staff member awards their student and describes their accomplishments in front of friends and family. The best part of the evening is seeing students from various academic levels/abilities being recognized at the same level.
- Attention 2 Attendance (A2A):
 - Liberty celebrates attendance by distributing Patriot points to students who have excellent attendance. This list is generated through A2A. Liberty also gives first period classes an opportunity to earn doughnuts once their class achieves 100% attendance for 10 days. The administration team goes to the class to personally deliver the doughnuts.
 - A2A is instrumental in identifying trends and patterns with students who are missing classes for valid and invalid reasons.
 - Necessary conversations about the importance of attending class regardless if absences are valid or not, occur between school staff and family.
 - Communication and/or visits are to be non-threatening and as comfortable as possible. Time is taken to ensure the team has discussed who and when the communication or visits should be made.
 - Liberty staff work to find the right combination for the students and the parents to build genuine relationships which will continue to benefit the students.
 - This combination of people are committed to continuing the communication and are willing to participate in CICO with these students to continue building the relationship.