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INSTRUCTIONAL SERVICES
Lisa Gilbert, Deputy Superintendent

PRIORITIES

Improve access to inclusive, equitable and high-quality education and social-emotional supports
- Expand and enrich professional learning opportunities focused on improving equitable outcomes for the children of Kern County.
- Ensure professional learning participants have access to the tools and support necessary for successful implementation.

Maximize services and ensure equitable access to resources
- Ensure implementation of the KCSOS Facilitator’s Guide to Professional Learning
- Increase internal communication around supports and services provided to our clients.

Develop an inclusive and diverse workforce that is reflective of our community and is cohesive and productive
- Prioritize building internal capacity by offering job-specific and division-wide training and support
- Improve communication and intentionally cultivate relationships throughout our division.

Provide districts and internal divisions with guidance and tools to maintain fiscal integrity, stability, and accountability
- Continue to identify and procure funding to support the work of the division.

Deliver proactive data-driven leadership that actively seeks out and encourages diverse perspectives
- Integrate student voice into the data collection process, as we strengthen the data culture (search & discovery, literacy, and governance) throughout Kern County.

ABOUT

Instructional Services is dedicated to providing differentiated assistance and other support to all school districts throughout the county. Additionally, the division provides support services and professional learning focused on ensuring high quality education for all students in Kern County.
FISCAL CRISIS AND MANAGEMENT ASSISTANCE TEAM

Michael Fine, Chief Executive Officer

2021-24 Strategic Plan Overview

PRIORITIES

Develop, implement, maintain and update software products and services

- Maintain Projection-Pro (multiyear and cash flow projection software) and its related professional learning and user reference materials.
- Support and update K-12’s Local Control Funding Formula (LCFF) calculator.
- Create online learning modules related to the basic functionality of the Projection-Pro software and LCFF calculator.
- Develop and implement the Standardized Account Code Structure (SACS) software replacement for the California Department of Education (CDE).
- Provide maintenance and operations services for the SACS software to the CDE.
- Develop and implement a new application to more efficiently track local educational agency (LEA) fiscal status related to budget adoptions and interim reporting.
- Develop a new tool related to financial metrics to assist county offices and the CDE in their oversight of LEAs.
- Develop training for new chief business officials (CBOs) at California’s community colleges.
- Provide maintenance and operations services for CALPADS.
- Create and update CALPADS related professional learning, online resources and tools.
- Develop and implement software to more efficiently assess and monitor LEA data management capacity.

Provide professional learning opportunities that equip FCMAT’s clients with the skills, knowledge, and strategies needed to assist in maintaining fiscal solvency and accountability, as well as maximize knowledge of emerging topics

- Collaborate with other entities to offer professional learning in modes that expand FCMAT’s audiences.
- Develop a coaching program to support new CBOs in their first or second year on the job.

ABOUT

Fiscal Crisis and Management Assistance Team (FCMAT) was established by the state to help California’s educational agencies fulfill their financial and management responsibilities. FCMAT’s primary mission is to help California’s local educational agencies identify, prevent and resolve financial challenges. FCMAT’s services are used not just to help avert fiscal crises, but to promote sound financial practices and effective and efficient operations.
2021-24 Strategic Plan Overview

FCMAT PRIORITIES (CONT.)

- Support LEAs by continuing to offer a fiscal oversight professional learning program for county offices and districts.
- Develop a professional learning program for fiscal experts and fiscal advisors.
- Develop an online Associated Student Body professional learning module.
- Assess local data management capacity and design professional learning tailored to meet clients’ needs.

Increase and improve service and/or access to services and resources

- Provide additional tools, services and products to California’s charter schools and chartering authorities.
- Expand user support in the use of FCMAT tools.
- Increase the frequency of updating resources on the FCMAT and CSIS websites.
- Attract and retain the most highly qualified staff to support FCMAT objectives and clients’ expectations.
- Provide professional learning to build the competency and expertise of FCMAT staff on the principles of LEA resource allocation with a concerted focus on equity.
- In cooperation with the state and private partners, assist in the development and implementation of a licensure program for CBOs.
- Support LEAs in reconciling local and state assessment and accountability data, improving data quality, and certifying the six CALPADS data collections.
- Improve learning pathways to make it easier and more efficient for LEAs to address their own data management skill set needs.

Collaborate with cradle-to-career data system partners on the implementation of the proposed data system

- Build sustaining partnerships that improve data quality in support of practitioners and policymakers while elevating equity-focused data points.
- Promote user adoption through ease of use and access to data system tools.
GOVERNMENTAL AFFAIRS
Carlos Rojas, Assistant Superintendent

PRIORITIES

Regularly engage and collaborate with key stakeholders in Kern County to ensure the timely and accurate sharing of information

- Keep abreast of the most current information and updates from the legislature and key decision makers in Sacramento.
- Subscribe to email lists as well as publications released by governmental agencies (Legislative Analyst’s Office, Department of Finance, State Board of Education) that impact K-12 schools.
- Actively participate and facilitate discussions in collaborative meetings including, but not limited to: Legislative Policy, Administrative Advisory, Superintendent Meetings, Chief Business Officers meetings, and Instructional Leaders Network.

Develop and foster meaningful relationships with district leaders to cultivate collaborative and impactful advocacy for the students and schools of Kern County

- Schedule regular meetings with district leaders, and when possible, conduct meetings at their districts.
- Communicate regularly with district leaders to keep them informed on the latest information from Sacramento that will impact their work.

Initiate and develop positive and professional relationships with key personnel in Sacramento

- Visit Kern legislative representatives and their staff at least monthly to keep them informed of educational successes, challenges, and needs in Kern County.
- Actively participate in coalitions focused on addressing priorities to benefit students and schools of Kern County.
- Prioritize attendance and participation in the Educational Management Group (EMG) meetings.

Prioritize advocacy for the top three Kern priorities and increase LCFF base grant, funding equalization for home-to-school transportation, and delaying the mandatory school start times

- Maintain consistent communication with school district leaders to ensure the sharing of the most current data specific to Kern County.
- Share and discuss data with key personnel at the districts and within the county office of education.
- Highlight and share Kern County specific data with key decision makers in Sacramento.

ABOUT

The Governmental Affairs department provides technical assistance and guidance to Kern County school district leaders by communicating current, relevant, and timely information regarding the state budget and policies.
SELF-INSURED SCHOOLS OF CALIFORNIA
Nick G. Kouklis, Chief Executive Officer

PRIORITIES

Enhance member accessibility
- Assist in the development of return to work programs.
- Create a focal point on mental health access.
- Continue to develop end user interfacing for ease of use.

Create professional development opportunities for staff
- Create an adjuster procedures manual.
- Emphasis on cross training.
- Provide each staff member with job specific development opportunities at least once a year.
- Ongoing professional development in the areas of Database, Architecture and Application Development.

Expand the use of technology across each division
- Create upload features of claims documents on website.
- Continue to enhance website for each division.
- Establish an online vehicle to allow Cobra participants and retirees to make electronic payments of their monthly premiums.
- Establish and implement an automated records retention policy.

ABOUT
Operating with a goal to provide the best coverage and service to members while keeping costs affordable and stable, Self-Insured Schools of California (SISC) offers low cost premiums to its collaboration of statewide school districts for insurance covering workers’ compensation, property, liability, health and welfare benefits.
2021-24 Strategic Plan Overview

ALTERNATIVE EDUCATION
Debra Plank, Director
Molly Mier, Director

PRIORITIES

Increase MTSS supports provided to students
- Maintain MTSS Coordinator.
- Expand MTSS leadership teams to all school sites.
- Implement RULER social emotional curriculum.

Provide all staff with trauma informed care training
- Contract to provide Trauma Informed Skills for Educations (TISE) training for all staff.
- Designate two staff members to become TISE trainer of trainers to build internal capacity.
- Provide coaching sessions to support the implementation of MTSS practices.

Ensure all students are prepared for future college and/or career paths
- Continue to provide industry recognized certifications in a variety of areas.
- Continue to implement four current CTE pathways.
- Implement a Hospitality Pathway.
- Implement a STEM Lab.

Provide students with engaging, challenging, and interesting instruction
- Ensure full implementation of Edmentum curriculum.
- Provide professional development related to Edmentum.
- Contract to provide Universal Design for Learning (UDL) training for all instructional staff.

ABOUT
The mission of the Kern County Superintendent of Schools Alternative Education program is to meet the unique educational, social, and emotional needs of our diverse student population in a safe and nurturing environment to encourage students to develop an enthusiasm for lifelong learning and pursue post-high school opportunities. Alternative Education is a student-centered option that supports and embraces the diverse needs of students by providing an alternative method of delivering instruction and monitoring academic success.
EARLY CHILDHOOD EDUCATION SERVICES
Gladys Garcia, Director II

PRIORITY

Implement a new high quality curriculum that comprehensively addresses all aspects of a child's development

- Create a Curriculum Focus Group – by July 2021, which will analyze a variety of preschool curriculum and decide which new curriculum to implement by December 2021.
- Train 100% of the program staff on the implementation of the new curriculum by June of 2022.
- Purchase 100% of the necessary equipment, materials, and supplies to support staff with the implementation of the new curriculum by June of 2022.

Create and implement a developmentally appropriate outdoor learning environment

- Equip the physical outdoor environment of all preschool sites to accommodate the outdoor learning classroom by June 2022. (focus on the difference between full-day and part-day programs)
- Purchase 100% of the outdoor learning classroom furniture, materials, and supplies by June 2023.
- Children and staff will utilize 100% of the outdoor learning environment by June 2023.
- Provide a well-organized outdoor learning environment where the culture, language, heritage, and experiences of children and families are valued and where social-emotional support, instructional interactions, and materials are used to stimulate children's thinking and skills.

Provide ample professional development opportunities for all staff that are equitable while increasing staff participation

- Survey 100% of the program staff on professional development desires by the end of each fiscal year.
- Provide professional development.

ABOUT

The Early Childhood Education Program provides high quality half-day and full-day preschool services at 12 child care centers for more than 1,000 children daily from income eligible families.
Implement a staff recognition system, which acknowledges employees' commitment and dedication to the program

- Implement a public recognition wall/bulletin board in common spaces.
- Implement monthly birthday recognitions.
- Ensure quarterly meetings with Gladys and classroom staff.
- Have special celebrations and acknowledgments throughout the year. Example: Teacher appreciation week, start of the year, end of the year, etc.

EARLY CHILDHOOD EDUCATION PRIORITIES (CONT.)

**FY 21 - 22**
- Trauma Informed Care
- Dealing with Difficult Behaviors
- Dual Language Learners
- Promoting Early Literacy in ECE
- DRDP Portfolio App
- STEAM and Pre-K on My Way
- Additional Professional Development – From the staff survey results

**FY 22 - 23**
- CA Foundations and Curriculum Frameworks
- STEAM and Pre-K on My Way
- Lesson Planning with the new curriculum
- DRDP Portfolio App
- Additional Professional Development – From the staff survey results

**FY 23 - 24**
- Additional Professional Development - From the staff survey results

- Increase staff participation by 80% by June 2023.
KERN COUNTY CONSORTIUM SELPA
Julianna Gaines, Executive Director

P R I O R I T I E S

Maintain a workforce in the Regionalized Services & the Educationally Related Mental Health Services (ERMHS) with sufficient knowledge to promote LEA program development

- Develop a schedule of trainings needed by both the Regionalized Services and the ERMHS group based on a knowledge survey.
- Develop and/or bring in trainings for the group(s) to provide the necessary background/information to support our member LEAs.

Provide leadership to develop equitable capacity, specifically in the area of Autism, across member LEAs

- SELPA’s Executive Director and its Regional Implementation Lead will work with the State Content Lead and the other Regional Lead for support, training, and direction from the CDE.
- Develop a Demonstration Site within the SELPA and a manual for developing a site to be able to train future districts in developing their own program for students with Autism.
- Evaluate, train, coach and monitor data for the Demonstration Site & its personnel to ensure the trained & coached evidence-based practices (EBPs) are implemented with fidelity.

Provide leadership to develop equitable capacity across SELPA LEAs

- Build LEA capacity by maintaining a database for LEAs to be aware of those trained by SELPA, and their areas of expertise, to better provide support for their own LEA.
- LEAs will be given semi-annual reports to assist them in tracking the professional development in which their staff has participated.

ABOUT

The Kern County Consortium Special Education Local Plan Area (SELPA) is a Multi-District/County Office SELPA. Currently, 42 school districts, 5 charter schools and the Kern County Superintendent of Schools Office are members of this SELPA which provides special education programs and services to over 10,000 students from birth through age 21 years. All SELPA’s have the same basic goal to deliver high quality special education programs and services to students with disabilities in the most effective, efficient, and cost effective manner practicable.
SELPA PRIORITIES (CONT.)

Improve access to inclusive, equitable, and high-quality education and social/emotional supports

- Develop and work with the LEAs on individual Data Inquiry & Improvement Plans & how to monitor & access ongoing outcome data for Students with Disabilities.
- SELPA personnel will create a system or reviewing essential data related to special education programming to help support the LEAs.

Maintain a cohesive, productive and stable workforce to promote LEA program development

- Develop a series of short videos with the information for the staff on-boarding process, both in the Regionalized Services and the ERMHS departments, update them as information changes.
- Develop the accompanying materials for the information modules, both in the Regionalized Services and the ERMHS departments, update them as information changes.
- House the videos and the materials on the SELPA website.

Maximize service to clients and improve equitable access to resources

- Develop and train staff on an improved, more stable database systems for both the Search & Serve and the ERMHS programs.
- Develop the necessary supports for both programs to allow for the running of reports and the appropriate information shared with families.
SPECIAL EDUCATION
Brian R. Cortez, Division Administrator

PRIORITIES

Increase the percentage of students returning to their district of residence, in a lesser restrictive environment
- Implement Parent Square for parent and staff communication.
- Introduce workshops for parents.
- Continue Continuous Improvement Team.
- Increase leadership team visibility in classrooms and on sites.

Staff and students will have positive and collaborative relationships on their school site campus
- Collaborate with school site principals for inclusion.
- Participate with outside agency stakeholders for program improvement and support.
- Support and collaborate with internal and external partners relating to special education topics.
- Develop a model autism demonstration classroom in collaboration with KC SELPA and CAPTAIN.

Technological resources for student assessment & instruction, along with staff collaboration
- Implement wireless connectivity at each school site where KCSOS operates.
- Division technology committee will continue to research applications & programs for students.
- Utilize Google Classroom for enhanced instruction and collaboration.

Staff will attend professional development opportunities that enhance their skills for student outcomes
- Implement program-specific trainings.
- Enhance professional growth opportunities.
- Continue to develop substitutes to support staff and students.

ABOUT

The programs and services provided by the Kern County Superintendent of Schools Office, Division of Special Education Services, is a collaborative effort on the part of the parents, local school district representatives and staff members to provide a learning environment and the specialists that are required to enhance the child’s learning. Programs and services are provided to children from birth through age 21.
Students who graduate from Valley oaks charter school (VOCS) will be prepared to enter a higher education and/or pursue a career path

- Use data driven decisions and student tracking methods to evaluate student growth and increase student academic achievement.
- Create an annual professional development plan for VOCS staff and parent educators based on current survey data.
- Participate in both KiDS and the Kern Education Pledge.

All VOCS sites will strive to create and promote a safe, secure, and inclusive school environment that is accessible and conducive to student learning

- Ensure VOCS is a safe, secure, and inclusive school environment by making data driven decisions and having stakeholders know VOCS's “Why.”
- Identify student learning needs by VOCS staff and parent educators using early warning sign systems and tier intervention plans.
- Create an annual professional development plan for VOCS staff and parent educators, including trainings on equity.
- Maintain an updated safety plan for all sites, which includes ongoing safety training for VOCS staff, students, and parent educators.
2021-24 Strategic Plan Overview

ADMINISTRATION, FINANCE & ACCOUNTABILITY
Priscilla Quinn, Assistant Superintendent

PRIORITIES

Maximize service and improve access to resources
- Improve relationships, supports and communications
- Develop a relevant training schedule to improve access to resources
- Revise the fiscal website to provide relevant supports for end users
- Provide trainings and a library of resources

Maintain fiscal stability, integrity and accountability
- Create an internal audit review process to identify weaknesses
- Continue to implement Laserfiche RIO and other online workflows
- Analyze and update district fiscal review checklists to ensure early identification of fiscal weaknesses
- Continue to encourage districts to use ESS to improve efficiency and supports for district staff

Maintain a cohesive, productive, and stable workforce
- Create trust within the department
- Ensure cross training and standard operating procedures (SOP’s) are available to allow for continuity of services
- Create opportunities for each position to understand portions of all positions in fiscal to enable more of a big picture mentality
- Encourage and support ongoing training and development
- Engage employees in establishing professional goals “get to know you” concept

ABOUT
The Administration, Finance & Accountability Division is the accounting link to Kern County’s 46 school districts, ensuring that each is in compliance with state budgetary and reporting requirements, and that there are sufficient funds deposited for payroll and to meet commercial obligations. It also provides computerized access to centralized financial and student records for districts and is the bill paying arm for KCSOS.
PRIORITIES

Standardize workflow
- Use collaborative tools (G-Suite).
- Formalize documentation of building standards.
- Digitize plans and organize project files.

Communicate effectively as a group
- Establish monthly meetings.
- Define expectations.

Clarify expectations and responsibilities
- Develop / formalize project update / status form.

ABOUT

The KCSOS Facilities and Property Management staff play a key role in planning and project development processes for new school or modernization construction. The department maintains a strong relationships with staff at the Department of the State Architect (DSA), California Department of Education (CDE), and the Office of Public School Construction (OPSC), that may be of benefit to the district in navigating the process. The department can aide a small school district through the Architect and Construction Manager Selection process and provide guidance through design and or construction.
MAINTENANCE & OPERATIONS
Ryan Knapp, Director

PRIORITIES

Create Structures for Accountability & Communication
- Establish intentional connections with staff through one-on-one meetings and evaluations.
- Review work order completion and quality to track progress.
- Collect and analyze customer feedback.

Clearly define expectations and purpose
- Develop a decision-making model hierarchy for complex tasks ensuring that the "needs of children come first" is our main focus.
- Cross-train staff with similar job duties from different departments.

Increase staff morale
- Provide ongoing industry specific training.
- Encourage and support staff training proposals.
- Conduct job classification assessments.

ABOUT
KCSOS Maintenance and Operations is a multifaceted operation that assists departments with timely, safe, and efficient maintenance of buildings, grounds, and infrastructure. Through continued collaborative planning, efficient processes, and clear communication, the Maintenance and Operations department diligently pursues excellence in all operating areas.
TRANSPORTATION SERVICES
James McClelland, Director

PRIORITIES

Refine systems and processes
- Increase internal communication.
- Regularly scheduled staff training.
- Add efficiency.

Create staffing structures based on data
- Investigate staffing trends.
- Identify areas to expand services.
- Active employee recruitment and certification.

ABOUT

Transportation Services maintains a fleet of school buses which transport students from home to school in all corners of Kern County. In addition to providing pupil transportation, the department offers a school bus driver training program, vehicle maintenance and repair services, and field trip and activity program.
TECHNOLOGY SERVICES
Anthony Davis, Chief Technology Officer

PRIORITIES

Communicate effectively
- Complete ITIL Training.
- Standardize Information Sharing Methods.

Increase job satisfaction (culture)
- Imbed Speed of Trust Activities into Department Operations.
- Implement Change Management Practices.

Standardize workflow
- Develop Standard Operating Procedures.
- Review and Update Job Descriptions.

ABOUT

The mission of the Information Technology department is to provide both strategic IT vision and enterprising solutions that will aid KCSOS divisions, districts and partners in meeting their goals, deliver results, and improving student growth, achievement and accountability. The KCSOS Technology department can also assist in the technical analysis, design, procurement, implementation, operation and Support of computing infrastructure and services.
Food & Nutrition Services
Rafael Juarez, Director

Priorities

Prioritize sharing "the plan" with all staff
- Conduct meaningful and informative staff meetings.
- Develop standard operating procedures.

Onboard staff appropriately
- Review job expectations
- Provide ongoing training for staff.

Communicate effectively
- Collect and analyze stakeholder feedback.

About

KCSOS’s Food & Nutrition Services department is made up of a team of food and nutrition professionals that are dedicated to students’ health, well being and their ability to learn. We support learning by promoting healthy habits for lifelong nutrition and fitness practices.
HUMAN RESOURCES & STAFF DEVELOPMENT
Toni Smith, Assistant Superintendent

PRIORITIES

Automate and improve key processes
- Create and implement electronic contracts for certificated employees
- Utilize new Frontline system to automate the renewal of annual trainings and mandated requirements
- Achieve full implementation of electronic absence tracking
- Create and implement electronic timesheets for Transportation
- Develop and implement process that allows districts access to data on the countywide substitute teacher database in real time

Communicate effectively as a group
- Partner with KETN to create KCSOS recruitment video
- Expanded advertising and outreach
- Participate in virtual recruitment fairs, prospective teacher sessions, and the Grow your Own Educator program
- Collect and desegregate data on teacher recruitment, hiring, and retention to target recruitment goals and implement strategies based on those underrepresented in the workforce
- Develop and apply a research-based continuum of support for teacher recruits throughout all stages of preparation requirements with retention strategies in mind

Clarify expectations and responsibilities
- Develop and implement “new manager training” annually
- Create KCSOS Management Handbook, and disseminate to all managers
- Create a Certificated Handbook
- Expand and update information available on internal website
- Contact professional experts to provide education to staff on supplemental retirement plans
- Continued focus on professional development of all staff through multiple training resources including LinkedIn Learning

Standardize risk management trainings across kcsos
- Broaden and expand current risk management trainings, such as Heat Illness and Bloodborne Pathogens, while focusing on standardization

ABOUT
KCSOS’s Human Resources department strives to ensure a productive and stable workforce and provides guidance and best practices to districts. Additionally, KCSOS has invested in providing all employees with the opportunity to build professional and personal skills through many Staff Development opportunities.
COMMUNICATIONS
Steve Sanders, Chief of Staff

P R I O R I T I E S

Meet the communication needs of KCSOS Divisions and Programs

- Revitalize Staff News and increase content for KCSOS Connect, Kern.org, and social media.
- Complete transition to Canva templated flyer system to ensure consistency of training/event promotional materials.
- Move all existing web sites from four servers to new servers in partnership with Network Operations to ensure ADA compliance and increased security.
- Plan and implement a re-design of kern.org to improve usage and communication and continue to support web sites as needed.
- Develop new sites for CALM and Camp KEEP that incorporate ticketing and merchandise (virtual gift shop)
- Streamline process for KCSOS branded apparel.
- Continue to support the branding needs of KCSOS and JPAs
- Continue conversion to an all-digital print shop.
- Streamline paper options to reduce needed warehouse space and use up existing paper supplies.
- Expand the use of the print shop for internal and external programs to help reduce costs of copying / outside printing.

Meet the communication needs of the Kern Education Pledge, Kern Integrated Data System, and school district partners

- Complete and execute communications plan for the Kern Education Pledge
- Continue DTM and Math in the Real world CTE programming, especially as it relates to the Kern Education Pledge
- Complete a feasibility study and pilot a statewide educational television broadcast network with another COE (KETN will be the programming hub feeding digital content to other areas of the state through the High-Speed Network)
- Upgrade 12 districts (32 sites) to new School / District Web Template Version 2.0
- Continue to support the video needs of KCSOS and districts

ABOUT

KCSOS’s Communications Department provides internal divisions and Kern County school districts with services designed to increase their visibility and awareness and enhance each entity’s reputation within the public. Our Communications Department can assist KCSOS divisions and school districts support with media relations, copy writing, crisis communications, branding, graphic design, website development, photography and video production.
P R I O R I T I E S

Continue to implement an entrepreneurial and integrated approach for foster youth, emancipated and homeless youth in-line with KCSOS LCAP and continue to operate the Dream Center as a foster youth and homeless youth resource center.

- Provide foster youth with supportive comprehensive services through a multi-agency approach at the Dream Center.
- Provide facility space for Kern’s Behavioral Health and Recovery Services, Department of Human Services MediCal program, and the Kern County Department of Public Health Department so they can provide or link youth to medical, mental health and/or substance abuse treatment services and assisting youth with enrolling in and/or maintaining transitional housing up to age 21.
- Provide comprehensive outreach, housing navigation and case management services to homeless youth at least 18 years and not more than 24 years of age who left foster care, or will leave foster care within 90 days, and are homeless or at risk of becoming homeless at age 16 or older.
- Assist youth with job search activities and work in partnership with Employer's Training Resource Center, the Department of Rehabilitation, and local employers to link youth with employment opportunities and/or vocational training programs.

Continue to implement Differential Response and other child abuse prevention activities

- Oversee the administration of DR funding (First 5, State and County) and ensure sub-contractor performance.
- Provide home visiting services, bus passes and other means of reaching families to ensure the provision of services.
- Staff the Child Abuse Prevention Council, a multi-agency approach to child abuse prevention.
- Provide a minimum of nine free trainings to local service providers on a variety of child abuse prevention topics.

ABOUT

The Kern County Network for Children (KCNC) harnesses the power of community action in identifying and addressing the most critical children’s issues in Kern County, including the prevention of child abuse and neglect. Additionally, KCNC strives to protect and enrich the lives of children in Kern County through the commitment of all community partners by helping to build and sustain healthy families.
KCNC PRIORITIES (CONT)

- Provide monthly General Collaborative meetings as a forum for multiple service providers to network and share information related to the provision of services to children and families.
- Utilize the KCNC Governing Board to create positive change for children and families.
- Issue an annual Report Card detailing the status of children and families in Kern County.

Train service providers on issues related to children and collaborative services

- Host monthly Collaborative meetings and various trainings to enhance the knowledge of service providers and partners.
- Host annual symposiums focused on key issues.
- Train community members through the annual Leadership Development Training program.
P R I O R I T I E S

Position CALM for future growth & development
- Complete a Master Plan that outlines potential growth strategies and new exhibits for the next 15-20 years.
- Reorganize CALM staffing to meet the current and future needs of CALM.
- Reorganize and enhance the CALM Foundation.
- Create new fundraising events and opportunities.

Enhance CALM’s educational programming
- Increase education outreach, including hosting summer and overnight student camps and STEM-related activities for students.
- Finalize field trip curriculum for teachers, parents and students to enhance field trips to CALM.

Improve animal welfare efforts
- Complete the construction of a new Veterinary Clinic / Oiled Wildlife Care Network Facility to care for native and oiled wildlife.
- Create a competitive intern/ extern program for Veterinary, Wildlife Rehabilitation and Animal Keeper programs.
- Complete a redesign and rebranding of CALM’s Wildlife Rehabilitation Center, with a focus on native California animals.

ABOUT

California Living Museum (CALM) was founded in 1980 and exists to display and interpret native California animals and plants for education, conservation and research. CALM provides education to more than 20,000 Kern County students annually through on-site programs and operates the most extensive wildlife rehabilitation center in the Southern San Joaquin Valley.