

Kern County
Superintendent of Schools

Office of Mary C. Barlow ...advocates for children

2018-21 STRATEGIC PLAN OVERVIEW



Mary C. Barlow

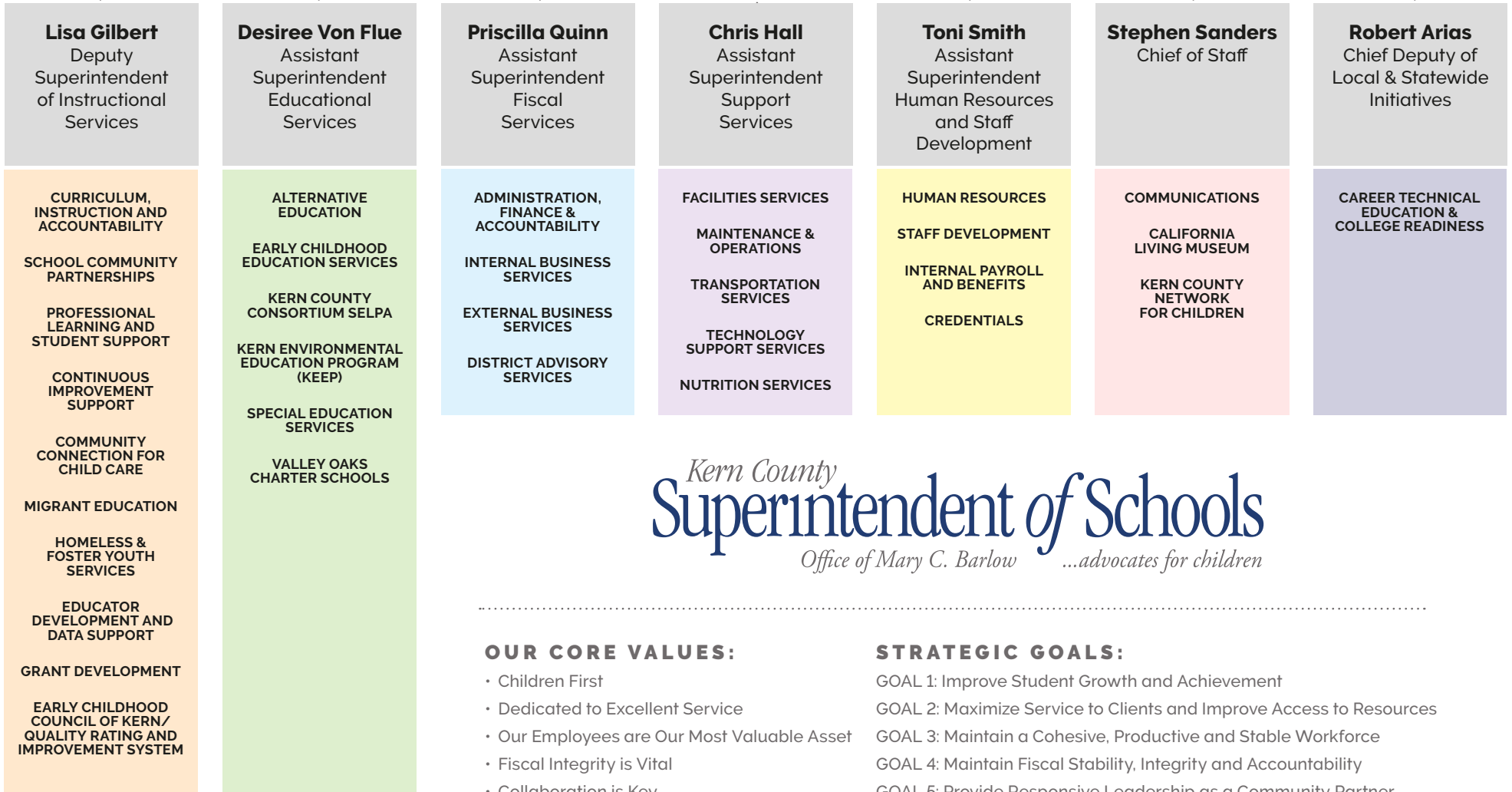
Kern County Superintendent of Schools

FISCAL CRISIS AND MANAGEMENT ASSISTANCE TEAM (FCMAT)

GOVERNMENTAL AFFAIRS

SELF-INSURED SCHOOLS OF CALIFORNIA (SISC)

SCHOOLS LEGAL SERVICE



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OUR CORE VALUES:

- Children First
- Dedicated to Excellent Service
- Our Employees are Our Most Valuable Asset
- Fiscal Integrity is Vital
- Collaboration is Key

STRATEGIC GOALS:

- GOAL 1: Improve Student Growth and Achievement
- GOAL 2: Maximize Service to Clients and Improve Access to Resources
- GOAL 3: Maintain a Cohesive, Productive and Stable Workforce
- GOAL 4: Maintain Fiscal Stability, Integrity and Accountability
- GOAL 5: Provide Responsive Leadership as a Community Partner

Fiscal Crisis and Management Assistance Team (FCMAT)

Joel Montero, Chief Executive Officer

PRIORITIES

Develop, implement and maintain new and updated software products and services

- Release Projection-Pro (multiyear and cash flow projection software) and its related professional learning and user reference materials
- Replace Job Management System to meet current technological and functional needs
- Continue to support and update K-12's Local Control Funding Formula (LCFF) and the Community College's Student Centered Funding Formula (SCFF) Calculators
- Develop and release the Standardized Account Code Structure (SACS) software replacement platform for the California Department of Education
- Develop and implement a new tool to assist LEAs in monitoring special education metrics

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 whenever possible to offer professional development in modes that expand FCMAT's audiences
- Conduct a needs assessment and evaluate the possibility of expanding the CBO Mentor Program to include a mentor component for first-year CBOs
- Develop and implement a fiscal oversight professional learning program for county offices, expanding to other audiences
- Assess local data management capacity, and design professional learning opportunities tailored to meet clients' needs

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

- Expand the consistency and variety of services and products offered to California's community colleges
- Attract and retain the highest-qualified staff to support client's expectations
- Support LEAs in their reconciliation of accountability data and use of assessment or accountability data in CALPADS
- Improve the opportunities for clients and public users to interact with the organization by implementing new branding initiatives and expanding the organization's webpages

Deliver recognized expertise to education partners by exploring and implementing an expanded cradle-to-career longitudinal student data system

- Actively engage with educational partners to establish collaborative partnerships and provide responsive leadership in collecting, using and reporting data

Self Insured Schools of California (SISC)

Nick G. Kouklis, Chief Executive Officer

PRIORITIES

Enhance technology

- Automate filing and assignment of claims in LaserFishe
- Development of more efficient internal workflows
- Create enhancements to sisc Health Eligibility/Finance Program for faster processing

Increase participation in various sisc programs

- Expand sisc i pool by 5%
- Increase participation in Flex Program by 5%
- Increase participation in gasb 45 Program by 10%
- Increase participation in Defined Benefit Program by 5%

Increase accessibility to membership

- Reorganize website for more user friendly access
- Create and distribute Property and Liability quarterly newsletter
- Prioritize list of needs for health portal
- Focus on "online" enrollment features for member districts

Instructional Services

Lisa Gilbert, Deputy Superintendent of Instructional Services

PRIORITIES

Promote equitable access to high quality education and support for all children in Kern County by:

- Providing continuous improvement support to all Kern County school districts, focused on improving student outcomes through data inquiry, root cause analysis, implementation of research-based strategies and evaluation of effectiveness
- Collaborating with internal and external stakeholders to ensure children have the opportunity to learn in a quality and inclusive environment that meets their cultural and linguistic needs

Increase awareness of resources and services available through KCSOS by:

- Continuing to refine and improve our website presence
- Developing and utilizing a division-wide digital professional learning calendar

Improve internal communication, support and development by:

- Employing a research-based professional learning evaluation survey given by all programs within the division, with results analyzed regularly and utilized for improvement
- Supervisors meeting individually with each of their staff (at least annually) to build relationships and discuss employee skills and aspirations
- Each department and program including Speed of Trust activities and learning targeted towards identified needs in each staff meeting, including reference to Speed of Trust principles in communication, and acknowledging and celebrating those modeling the behaviors that increase trust

Increase fiscal fluency within our staff by:

- Continuing to identify possible funding opportunities to support the work of the division

Create and maintain relationships in the community by:

- Utilizing social media to share information and celebrate successes

Alternative Education

Carlos Rojas, Administrator

PRIORITIES

Improve student achievement

- Provide targeted professional development for teachers related to ELD standards and strategies
- Further develop and revise standards aligned Scope and Sequences across core content areas
- Continue to provide protected time for teachers to participate in Professional Learning Communities
- Establish a letter grade policy for all students across all content areas in order to monitor student performance

Increase student access to CTE Courses

- Continue to implement three current CTE pathways (Construction, Medical, and Auto/Ag Mechanics)
- Implement two new CTE pathways (Early Education and Visual Arts)
- Seek additional funding sources to sustain and increase exploratory career pathway offerings
- Providing additional CTE course offerings through the expanded use of Odysseyware (online curriculum)

Expand the use of technology as an instructional tool

- Purchase 1000 Chromebooks to enhance instructional strategies
- Provide professional development related to Google Classroom
- Continue to utilize the BrightBytes survey to identify technology strengths and needs

Foster safe, nurturing, and effective teaching and learning environments

- Establish a focus group comprised of certificated and classified staff to identify supports needed to experience professional success
- Identify administrative lead for PBIS implementation
- Maintain TOSA (PBIS Coordinator) to monitor and support PBIS implementation
- Reestablish PBIS leadership teams at participating school sites
- Identify and secure grant funds to enhance PBIS services and resources

Early Childhood Education Services

Cindy Ruiz, Director II

PRIORITIES

Improve student growth, by enhancing the classroom environment, which will better meet the needs of children

- Provide staff training and resources in ECERS & CLASS
- Utilize the support of Kern Early Stars coach
- Purchase items to improve overall environment

Maximize service to clients; to support the needs of parents ECE will continue to work on improving our enrollment process

- Continue to work with KCSOS web site staff to update ECE information as needed
- Utilize the support of KCSOS technology department for assistance as needed
- Provide courteous and professional customer service to parents

To establish a cohesive & stable workforce program will hire qualified personnel and promote current staff

- Continue to work with KCSOS HR Department to post and recruit staff positions
- Utilize the support of KCSOS HR department for assistance as needed
- Provide clear and consistent guidelines for staff to be aware of program positions and their requirements

Maintain fiscal stability by an enrollment of at least 98% of CDE State contract

- Continue to work with KCSOS Business department to review budget
- Utilize the support of KCSOS business department for guidance as needed
- Continue monthly SSII meetings, review enrollment

Community Partnership through continued participation in Quality Rating Improvement System

- Continue to work with Kern Early Stars program to improve quality at each site
- Provide training, resources and coaching to staff

To improve the leadership skills of supervisors through professional development

- Provide SSII information about DISC and give them the opportunity to participate
- Distribute to supervisors the Get to Know You information, so they can do with their staff
- Provide quarterly one-on one meetings

Kern County Consortium SELPA

Julianna Gaines, Executive Director

PRIORITIES

Enhance services provided to member districts and community partners

- Build district 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 district
- Update the Search & Serve database system to be more user-friendly
- Develop a secure electronic mental health record system
- Develop and publish web-based trainings for LEAs use on an on-going basis

Increase awareness of the Educationally Related Mental Health Services (ERMHS) program, its parameters and its referral tool

- Develop and train LEA users to assist them in submitting more qualitative ERMHS referrals to receive services for their students
- Develop and train community partners/users to assist them in submitting more qualitative ERMHS referrals to receives services for their students/clients
- Disseminate information regarding trainings to LEAs and other potential users

Provide leadership through the changing landscape of the KC Consortium SELPA's membership

- Provide continuing information to member LEAs to ensure their awareness of the changes occurring, both fiscally and procedurally, as one district becomes its own SELPA
- Obtain feedback from the SEC, Fiscal Advisory Committee, SEAC, CAC and Superintendents on the structure and implementation of the SELPA Local Plan and the Procedure Manual and update accordingly

Develop and maintain a stable, efficient, and knowledgeable SELPA Team

- Develop an "on-boarding" and continuing training process for Regionalized Services personnel to receive consistent and comprehensive information
- Develop an "on-boarding" and continuing training process for the ERMHS personnel to receive consistent and comprehensive information

Kern Environmental Education Program (KEEP)

Desiree Von Flue, Assistant Superintendent – Educational Services

PRIORITIES

Improve student achievement

- Track and analyze data from pre and post camp assessments to influence weekly instruction and measure student growth
- Provide video segments on the website to better prepare school sites and students for their camp experience
- Evaluate curriculum and modify lessons to address the needs and accommodate special needs students

Enrich staff qualifications and morale

- Maintain COSA certification
- Increase the number of staff members completing BEETLES training (Better Environmental Education Teaching and Learning Expertise and Sharing)
- Increase the number of qualified substitutes
- Implement a staff recognition program specific to Camp KEEP
- Develop an intern program with the local university

Increase school/student participation counts

- Explore the potential of local day trips for schools
- Maximize capacity on a weekly basis
- Provide program information to non-participating districts

Enhance resources

- Develop a foundation to assist with funding for site and program improvements
- Develop and implement a vehicle replacement plan
- Develop a maintenance/replacement schedule for student cabins
- Convert the registration process to make it on-line compatible

Improve outreach efforts

- Continue to promote "green" lifestyles
- Develop a presentation appropriate for service clubs
- Develop program participation options for high school environmental clubs

Special Education Services

Brian R. Cortez, Division Administrator

PRIORITIES

Implement curriculum related to Common Core that can be accommodated to our students' needs

- Determine materials that meet the needs of our programs
- Enhance formative and summative assessments to measure progress, develop goals, drive scope & sequence
- Utilize Technological Resources for collaboration and for student instruction & assessment

Continue to analyze and find solutions to internet needs on individual school sites

- Have all certificated staff use Google Docs for collaboration
- Continue Technology Subcommittee to determine appropriate equipment and software in the classroom

Staff training and leadership development

- Continue training opportunities for staff; internal and external opportunities
- Increase substitutes depth of knowledge during Substitute Orientation
- Offer more leadership opportunities to certificated staff
- Management will attend more professional development opportunities
- Increase efficiency of AESOP substitute call-in system
- Celebrate our staff

Certificated staff will engage in positive, collaborative relationships on their school campus

- Engagement with school site administrators about school culture
- Participation in meetings with outside agencies
- Collaboration with internal and external partners regarding SPED related topics

Contain costs while maintaining high level of service for our LEA members

- Stay in tune with needs/concerns regarding all district fiscal issues by participating on the SELPA's Fiscal Advisory Committee and monthly district CBO meetings
- Participate in all Special Education Administrators of County Offices (SEACO) meetings to maintain knowledge regarding state-level fiscal issues
- Analyze staffing and facility needs based on services provided to students on behalf of LEA members

Valley Oaks Charter School

Deanna Downs, Director II

PRIORITIES

VOCS students will graduate high school prepared to enter a higher education and/or pursue a career path

- Establish baseline data to evaluate growth and to assist in early detection of areas in need of support with the student, teacher, and/or parent educator
- Coordinate and/or nurture community partnerships and provide opportunities for students to connect with community partners
- Provide opportunities for students to become aware of their own aptitudes and interests concerning college/career readiness and pathways

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

- Investigate, purchase, and implement a check-in/check-out system to be used at VOCS
- Maintain an updated safety plan for all sites, which includes ongoing safety training for VOCS staff, students, and parent educators
- Foster an atmosphere of community by providing opportunities for collaboration among students, staff, and parent educators

To create a community of educators, VOCS will continue to provide professional development opportunities to both credentialed teachers and parent educators

- Based on current theme and survey data, create an annual professional development plan for VOCS staff and parent educators
- Develop and implement opportunities for parent educators to collaborate with each other
- Continue to develop multimedia to assist parent educators with their teaching

Examine and align priorities, while maintaining a fiscally sound budget

- Communicate to all stakeholders the identified priorities of VOCS budget through Governing Board meeting minutes, Town Hall meetings, and the LCAP report
- Increase stakeholder participation in providing feedback and attending workshops by offering a variety of opportunities for students, staff, and parent educators

Administration, Finance & Accountability

Priscilla Quinn, Assistant Superintendent – Fiscal Services

PRIORITIES

Improve relationships & communications with our clients

- Revise business office website to be more user friendly and to serve as a reliable reference for information and forms.
- Enhance library of procedures, webinars and FAQs
- Create e-mail and QSS pop-ups with reminders of processes and due dates

Improve customer services focus

- Develop a customer service awareness campaign
- Establish employee customer service recognition
- Empower staff to take action to improve customer service
- Establish outreach for CBO Meetings

Enhance internal controls

- Establish Laserfiche RIO for workflows
- Create and improve processes between departments to ensure strong checks and balances.
- Ensure adequate cross-training to ensure sufficient backup for each position

Maintain a cohesive productive and stable workforce

- Create trust within the department
- Encourage and support ongoing training and development
- Encourage the use of "LinkedIn" to gain skills for self-improvement
- Engage employees in establishing professional goals "Get to Know You" concept

Facilities Services

Sherrie Gruber, Director

PRIORITIES

Establish annual meetings/survey with KCSOS divisions to review and prioritize facility needs

- Evaluate staff/student changes affecting space and facilities
- Plan and implement integrated classroom for least restrictive environment for special education programs
- Identify modernization and new construction projects

Develop updated electronic documentation of all KCSOS sites

- Develop in-depth electronic facilities inventory file on each KCSOS site to assist in documenting conditions, finishes, replacement, structural integrity, furniture and equipment, leases
- Develop/ensure collaborative process with M&O for fact gathering and site information
- Scan blueprints for shared access

Ensure KCSOS facilities staff has opportunities for training and professional development

- Survey facilities staff to establish baseline experience/knowledge to establish training needs
- Identify trainings that are both at no cost and local versus opportunities that would require a fee and travel costs
- Ensure staff feel appreciated/valued in their role

Maintenance and Operations

Rob McCombs, Director

PRIORITIES

Staff development

- Develop personnel and professional goals/identify our future leaders
- Annual staff training/customer service
- One on one meetings/motivating, team building, onboarding

Utilizing technology

- Develop and implement mobile technology with maintenance staff
- Research asset management software for warehouse services/office
- Utilize building management software where possible/Richardson/North Kern Community
- Install Zonar on M&O white fleet

Focus on safety

- EOC/ICC... maintain partnerships/Kern OES Emergency Management/Dept. of Public Health
- Support the safer school coalition
- Maintain a consistent safety program focusing on vehicles and shop equipment
- EOC/ICC... conduct kcsos site analysis focusing on staff training and hazard/vulnerability
- Continue expanding and fine tuning the various M&O PM programs

Leadership/community relations

- Hosting M&O network
- Adopt A Highway, full office involvement
- CNG/alternative fuels/zero emissions

Transportation Services

James McClelland, Director

PRIORITIES

Foster a climate of trust and respect by bridging relationships and open communication for all employees

- Supervisors to spend more time in the field to enhance relationships with Special Education and Transportation
- Ensure field staff have accurate student information to assist in their job
- Implement Customer Service and Speed of Trust training opportunities for supervisory and office support staff

Ensure continued route efficiency. Consistently monitoring routes to verify ride times, overtime, benchmark sign-on and sign-off times, in addition to, school arrival times

- Improve communication with supervisors and dispatch regarding route updates and changes
- Improve communication with districts regarding student transportation, Bus Service Requests and Healthcare plans
- Supervisor School-site visits, ride-along, and one-on-one driver meetings

Maximize training opportunities in transportation and in the community by enhancing training programs currently in place

- Enhance classroom training and provide more intense high-density training for field-trip drivers
- Conduct daily pre-trip inspections and driver / aide behind-the-wheel evaluations to ensure consistency and proficiency
- Reach out to suburban districts and farm labor companies to offer and promote training opportunities

Improve customer satisfaction through streamlining Vehicle Maintenance services

- Extend daily schedules in to meet the needs of KCSOS and outside district transportation services
- Expand the Mobile Services to reach out to districts in Kern and Southern Tulare counties.
- Utilize current software to provide automated service notifications to enhance parts inventory reporting and streamlining services.

Technology Support Services

Anthony Davis, Executive Director Information Technology

PRIORITIES

Work to Improve Delivery of IT Services for Internal and External Clients

- Develop internal processes to standardize user experience
- Complete an IT staffing assessment and submit recommendations to the IT Steering Committee
- Support the Development and Implementation of the Kern Kids Data Warehouse

Develop and Implement an IT Training Program that Supports Staff IT Knowledge Team with Human Resource department to develop new hire training program.

- Expand and deploy the Knowbe4 cyber security training system
- Continue IT Staff Development – Building off of the leadership surveys

Develop and Implement a Secure Continuity of Services Plan to Safeguard Key Systems

- Migrate disaster recovery hardware to SLO DR Site
- Use the results of the 2018-2019 penetration test along with the internal evaluations to verify the security and reliability of networks and systems
- Develop a disaster recovery procedure and system to insure continuity of service on the top three systems identified by the IT Steering Committee

Reduce Energy Consumption and Electronic Waste

- Develop and implement a computer “sleep mode” policy that will be deployed via Active Directory Group policy
- Evaluate all server and network power consumption and reduce power needs and consumption where possible

Nutrition Services

Rafael Juarez

PRIORITIES

Increase lunch meals produced in-house

- Through the use of USDA commodities, taking advantage of the low cost and allocating saved funds to personnel expense
- Reducing food cost, meanwhile increasing meal variety and quality
- Designing menus according to availability of foods
- Partnering with other cooperative members to acquire more commodities they may not be using to maximize menu coverage.
- Train staff on execution and maintaining good practices
- Always surveying students to determine best menu acceptability

Develop all staff across all levels to embrace their roles as Food & Nutrition Service professionals and leaders within the food services community

- Determine staff's skill level to develop individualized training programs for each staff
- Invest in all staff seeking to grow and constant follow-up to ensure training is on track
- Maximize on existing resources available to develop staff beyond kitchen operations
- Training conferences and other exposure to further enhance training and knowledge
- Always, on the job, hands-on learning & training

Reaffirming our fiscal solvency through cost conscious practices, meanwhile improving product quality and student consumption

- Implementing Offer vs Serve in all possible locations for both School Breakfast and National School Lunch Programs
- Reducing waste by decreasing the amount of pre-packaged foods
- Purchasing fruits and vegetables in bulk form and processing them in house for better quality and presentation
- Always performing thorough procurement methods for best sourcing of products
- Meal variety to ensure more appropriate and age-based menu options
- Constant evaluations of all systems and practices to determine any necessary changes

Growing as a leader in Food & Nutrition Services county-wide and developing relationships with other School Nutrition professionals

- KCSOS as a Training Facility for all operations within Food Services
- Collaboration groups for food & nutrition leaders and staff
- Uniting all districts in our common goal of overall student wellness & achievement county-wide

Human Resources & Staff Development

Toni Smith, Assistant Superintendent – Human Resources and Staff Development

PRIORITIES

Develop and implement electronic onboarding and off-boarding

- Create and implement electronic onboarding forms through EdJoin
- Create a "Welcome" video to be included as part of the onboarding process.
- Create and implement online fingerprinting appointment system
- Create and implement electronic contracts for certificated employees
- Automate off-boarding process to ensure critical parties are notified

Develop and implement an electronic timekeeping system

- Create and implement an automated electronic timekeeping system
- Implement training for leave requests and approvals

Create and implement a comprehensive professional development program

- Formalize a Professional Development program for KCSOS leaders and staff
- Create onboarding orientation for new leaders
- Develop process to ensure timely performance feedback and coaching for all KCSOS staff
- Create a KCSOS Professional Development Master Calendar

Improve awareness of employee retirement benefits and retirement supplement options

- Conduct annual workshops
- Launch a retirement education fair

Create and revise risk management policies and trainings to standardize processes across the organization

- Develop and revise safety policies and procedures
- Revise & formalize required safety trainings to include online trainings and KETN produced videos
- Include safety trainings in KCSOS Professional Development Master Calendar

Update and publish the KCSOS employee handbooks

- Complete and publish employee handbooks on internal website

Communications

Stephen L. Sanders, Chief of Staff

PRIORITIES

Meet the communication needs of KCSOS divisions through web, print, video and branding

- Implement the second re-design of Kern.org website and related partner sites
- Assist with the implementation of new Professional Development & Professional Learning websites, calendars and registration
- Refine branding efforts to include new online tools to assist with developing a coordinated KCSOS brand.
- Implement a new work order system with Technology to allow for online ordering and workflow
- Support KCSOS on-demand and streaming efforts

Meet the communication needs of Kern County school districts

- Continue to be responsive 24-7 to the needs of Kern County school districts and KCSOS divisions
- Continue to produce high-quality videos that help tell the stories that school districts have to share

Help tell the story of KCSOS programs and services and their benefit to students and the community

- Successfully implement initiatives such as: the Kern Pledge, Safer Schools Coalition, GeoLead, Equity work, etc.)
- Upgrade KETN completely to High Definition (HD) video and broadcasting
- Connect KETN to every community in Kern County through every medium (cable, streaming and on-demand)
- Increase the number and diversity of industry partners for Do The Math

Increase strategic partnerships that benefit KCSOS's mission as "advocates for children"

- Increase the number and amount of KCSOS partnerships and increase private funding to support KCSOS initiatives

California Living Museum (CALM)

Stephen L. Sanders, Chief of Staff

PRIORITIES

Improve animal welfare efforts

- Work with the CALM Foundation to secure vet / RVT services to enhance animal care
- Partner with consultants / state agencies to access assistance with nutrition, exhibit space, documentation, animal care, etc.)
- Provide increased training opportunities for animal keeper staff

Improve CALM's outreach to the community and branding efforts

- Implement a new member database and point of sale system to enhance the customer experience
- Develop a formalized marketing plan with targeted communications including social media, phone app, Instagram, etc.)

Enhance the educational aspects of CALM

- Develop a downloadable curriculum for teachers and parents to use to enhance the educational component of a CALM field trip
- Continue to outreach to school districts to bring schools out on days that can accommodate more business
- By 2021 develop summer programming including summer camps

Address needed facility and infrastructure needs to position CALM for future growth

- Develop a priority list of current exhibit and infrastructure needs with cost estimates
- Build a new rehabilitation building in partnership with the Oiled Wildlife Care Network and open an inland oiled wildlife rehabilitation facility
- Develop a new exhibit with appropriate staffing by 2021

Enhance the CALM Foundation and increase the amount of funding generated by the Foundation to support CALM

- Successfully implement HolidayLights and Wine in the Wild fundraisers
- Secure a team of influential board members who are willing to help raise significant funding outside of our fundraising events

Kern County Network for Children

Stephen L. Sanders, Chief of Staff

PRIORITIES

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

- Provide facility space for Foster Youth Services, department of rehabilitation, and Bakersfield college staff members so they may assist youth with enrolling, obtaining financial aid, and successfully completing their education
- Provide youth with hygiene items, clothing, cleaning supplies, food, bus passes, and other basic needs
- Assist youth with job search activities and work in partnership with employer's Training Resource Center and the Department of Rehabilitation to link youth with Job training programs
- Provide facility space for Kern's Behavioral health and Recovery Services, Department of Human Services MediCal, and the Kern County Department of Public Health Department so they can provide or link youth to physical and/or mental healthcare services
- Provide facility space for Kern County Department of Human Services and Probation so they can assist youth with enrolling in and/or maintain transitional housing

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
- 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

Career Technical Education (CTE) & College Readiness

Rob Arias, Chief Deputy, Local & Statewide Initiatives

PRIORITIES

Ensure that CTE efforts in Kern County are coherent, targeted, and aligned across school districts, community colleges and local universities to increase the number and quality of career pathways and CTE course offerings

- Career Ready Practice Standards: Create and pilot lessons and accompanying videos for student use in order to build student competency on soft skills
- CTE Pathway Completion: Expand CTE pathway student participation through the creation of a pathway matrix in grades 9-14 which clearly articulates available pathway offerings throughout Kern County
- Work Based Learning (WBL): Expand WBL offerings to secondary high school students in the form of internships, service learning, paid work experience, on-the-job training, incumbent worker training, transitional jobs, apprenticeships, guest speakers, college and career fairs, work-site tours, job shadowing, mentoring, and mock interviews

Ensure that local school districts and stakeholders receive technical assistance and support in CTE through high quality professional learning, teacher certification assistance, grant acquisition, monitor and support, and professional networking opportunities

- Professional Learning: Ensure that local school districts and stakeholders receive technical assistance and support in CTE through high quality professional learning and networking
- Teacher Credentialing: Ensure that local school districts and stakeholders receive technical assistance and support to obtain a designated subjects teacher credential through an approved program sponsor of the commission on teacher credentialing

Serve as a leader, locally and statewide, in developing effective career pathways, CTE course offerings, and other college readiness strategies

- Provide leadership on statewide and local committees on career pathways, CTE course offerings and other college and career readiness strategies
- Secure funding to enhance efforts to provide high quality career pathways, CTE course offerings and other college and career readiness strategies
- Assist districts with the development of effective LCAP actions that prepare students for high school graduation and career entry utilizing integrated academic and career skills and applied learning across multiple disciplines