



Building a Pathway to the Future

Today's Presentation

- **Overview of Kern's Education Sector**
- **Kern Pledge & Related Work Groups**
- **Business & Industry Partnerships – Preparing Tomorrow's Workforce**



Education Sector Overview

- 47 school districts (K-12)
- 6 employment and training centers
- 5 four-year universities
- 4 community colleges
- 15 charter schools
- 5 trade schools
- County Office of Education

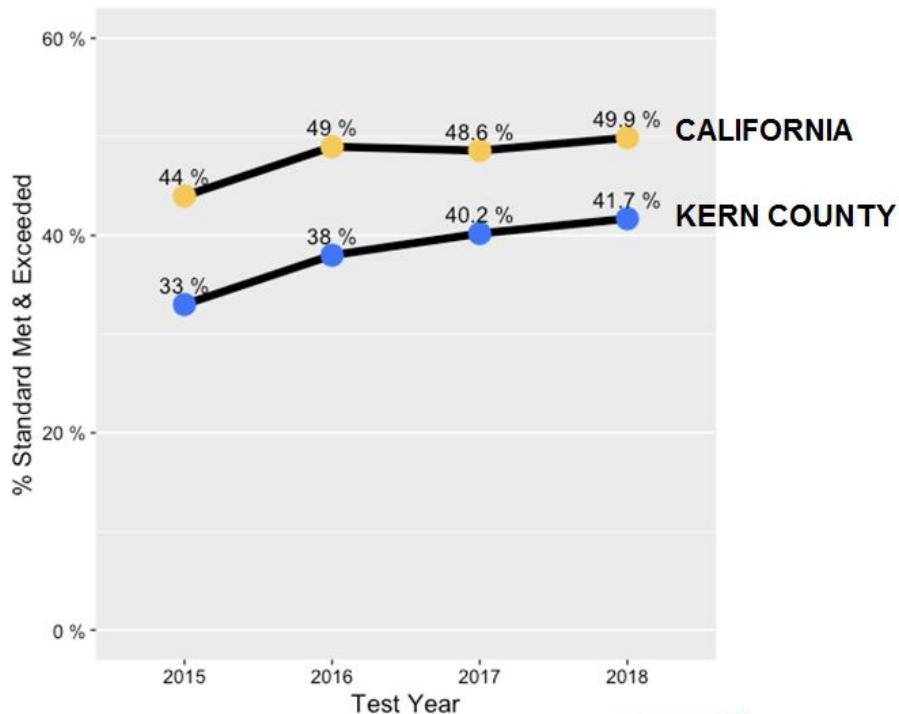


Education Sector Overview

- 240,000 students K-16
 - 130,000 unduplicated English Learners, Low-Income & Foster Youth (K-12)
 - 18,100 students in special education (K-12)
- 34 High Schools
- 53,500 high school students
- 10,500 high school graduates each year



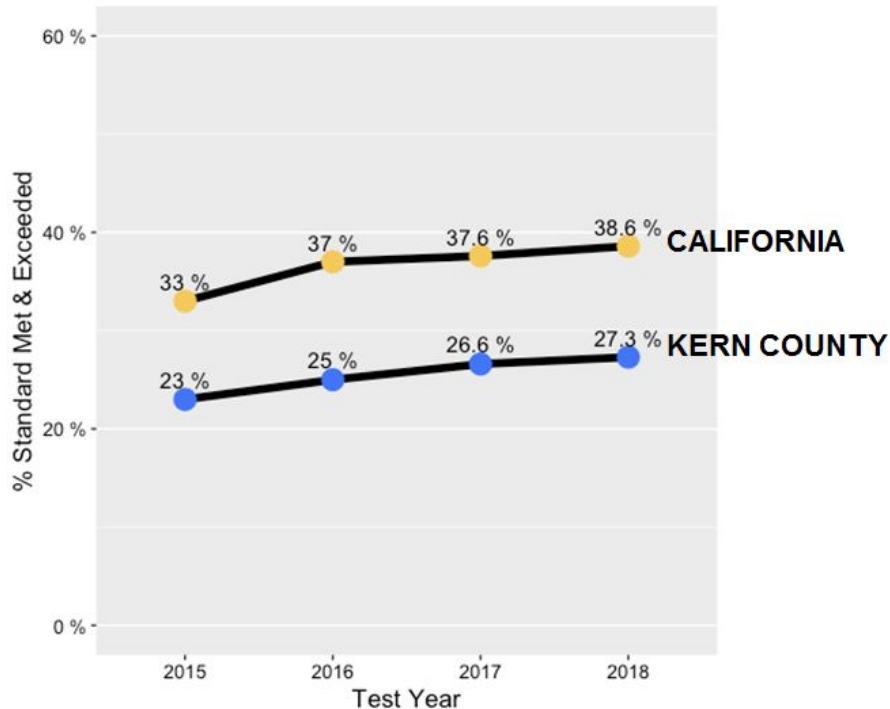
English Language Arts



Since 2015

- California's % of students that met and exceeded standard increased by **+5.9%**
- Kern County's % of students that met and exceeded standard increased by **+8.7%**

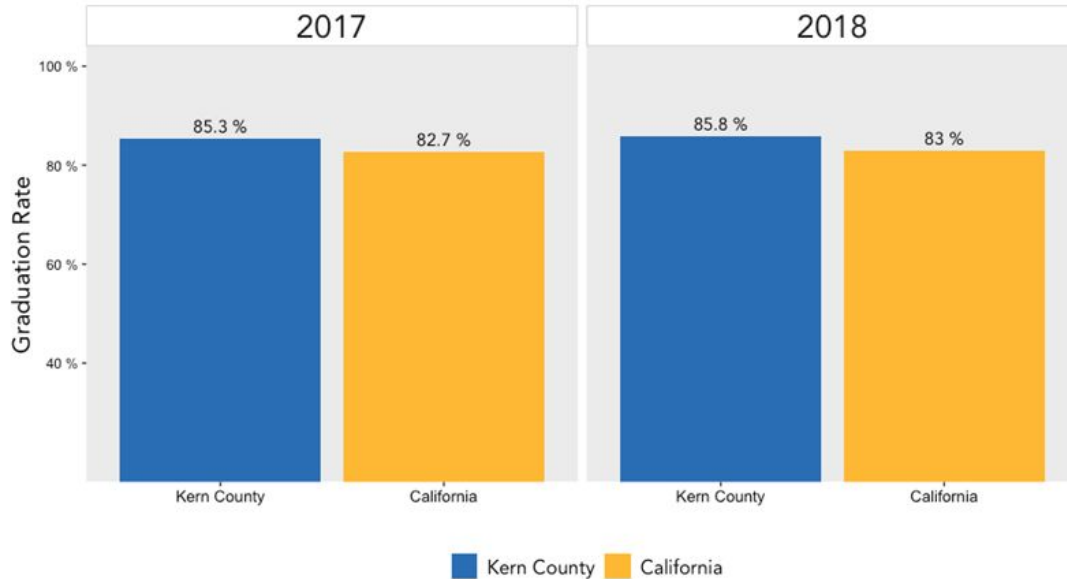
Mathematics



Since 2015

- California's % of students that met and exceeded standard increased by **+5.6%**
- Kern County's % of students that met and exceeded standard increased by **+4.3%**

Four Year-Cohort Graduation Rate



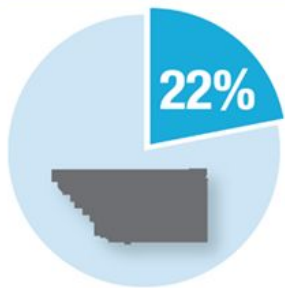
| Entity | Cohort Students | Graduation Rate 16-17 | Graduation Rate 16-17 |
|-------------|-----------------|-----------------------|-----------------------|
| Kern County | 14,016 | 85.3% | 85.8% |
| California | 504,073 | 82.7% | 83% |





1 in 4

Kern Residents Live
In Poverty



Kern County residents
age 25 and older with an
Associate's degree or higher ²

California residents
age 25 and older with an
Associate's degree or higher ²



**And yet...by 2020, 67% of California
jobs will require education beyond
high school.**



KERN

EDUCATION PLEDGE

Building a Pathway to the Future

**Alliance for
College & Career
Pathways**

**Alliance for
College & Career
Pathways**
(9 PARTNERS)

**Workforce
Development**

**Workforce
Development**

**College
Futures
Foundation Grant**
(BC, KHSD, KCF, Cerro Coso)

**College
Futures
Foundation Grant**
(BC, KHSD, KCF,
Cerro Coso)

**Transfer
Promise/
KernPromise**
(CSUB, BC, KHSD,
Cerro Coso)

**Transfer
Promise/
KernPromise**
(CSUB, BC, KHSD,
Cerro Coso)

KERN PLEDGE

**1+1+2=
GameChanger**
(KHSD, BC)

**California Academic
Partnership Program**
(CSUB, BC, Cerro Coso, KHSD, TC)

**Career
Tech. Ed.
Incentive
Grant**
(13 LEAs)

**STEM
Initiatives
College**

**University
Promise**
(CSUB, KHSD)

**California Academic
Partnership Program**
(CSUB, BC, Cerro Coso, KHSD, TC)

**STEM
Initiatives
College**

**University
Promise**
(CSUB, KHSD)

Our Vision

KERN EDUCATION PLEDGE

Successful, equitable and healthy communities foster education and career success and align their institutions and resources to advance that vision. Every student needs and deserves an opportunity to earn a postsecondary certificate, credential or college degree. The creation of the Kern Education Pledge stems from a shared belief that no single program or institution can single-handedly solve the complex, large-scale, education and workforce readiness challenges facing our community. Improving student outcomes at scale requires innovative and sustained collaboration across institutions to achieve significant and lasting change. As a result, the educational leaders in Kern County have created an alliance to begin the work of transforming our educational system from cradle to career. Recognizing that achieving our goals requires innovative and sustained collaboration across institutions, we envision additional community partners joining this pledge going forward.

OUR GOALS

The Kern Pledge signatories will regularly measure their progress in pursuit of the following goals:

- Increase the percentage of children entering school, ready to learn.
- Increase the percentage of students reading at grade level by the end of 3rd grade.
- Increase the percentage of students demonstrating core math proficiencies by the end of 5th grade.
- Increase the percentage of students demonstrating reading and math proficiency by the end of 8th grade.
- Increase the percentage of high school students graduating, ready to succeed.
- Increase the percentage of students enrolling in and completing post-secondary programs and entering the skilled workforce.

OUR PLEDGE

1. We pledge to meet regularly, recognizing that our work is generational and requires long-term stakeholder commitment.
2. We pledge to work together within an environment of co-learning and collaboration.
3. We believe that we are better together as a collaborative partnership than as individual institutions and pledge to share best practices, services and resources.
4. We are committed to innovation and possibility thinking to achieve greater outcomes for all students.
5. We pledge to share student data to set baseline measures and monitor progress toward achieving our goals.

We, the undersigned chief executive officers of our respective institutions, will work together on all the activities that comprise the Kern Pledge.

Established April 28, 2017. Re-pledged on the 11th day of December, 2018.

The Kern Education Pledge Is Enthusiastically Supported By Kern County Public Education Leaders

The framed document contains the following signatures and affiliations (from top to bottom, left to right):

- Row 1:** Steve Deitz (Kern County Office of Education), Brian Harkin (Kern County Office of Education), Tom Wray (Kern County Office of Education)
- Row 2:** [Signature], [Signature], [Signature]
- Row 3:** [Signature], [Signature], [Signature]
- Row 4:** [Signature], [Signature], [Signature]
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No single program or institution can singlehandedly solve the complex, large-scale, education and workforce readiness challenges facing our community.





Working in collaboration to:

Create educational pathways that prepare all students to succeed in sustainable career trajectories

Serves as a vocal champion for the Kern Education Pledge

Governance Council

- Develops goals
- Tracks progress of goals
- Ensures coordination & efficiency
- Identifies supports & resources
- Removes barriers

Work Groups

- Researches strategies to address indicators
- Tracks progress of indicators
- Coordinates mutually reinforcing activities
- Gathers & analyzes data on indicators
- Identifies resources to implement strategies

General Membership

- Provides feedback on strategies
- Analyzes data on indicators
- Participates in mutually reinforcing activities

The Five Conditions of Collective Impact

Common Agenda

All participants have a shared vision for change including a common understanding of the problem and a joint approach to solving it through agreed upon actions.

Shared Measurement

Collecting data and measuring results consistently across all participants ensures efforts remain aligned and participants hold each other accountable.

Mutually Reinforcing Activities

Participant activities must be differentiated while still being coordinated through a mutually reinforcing plan of action.

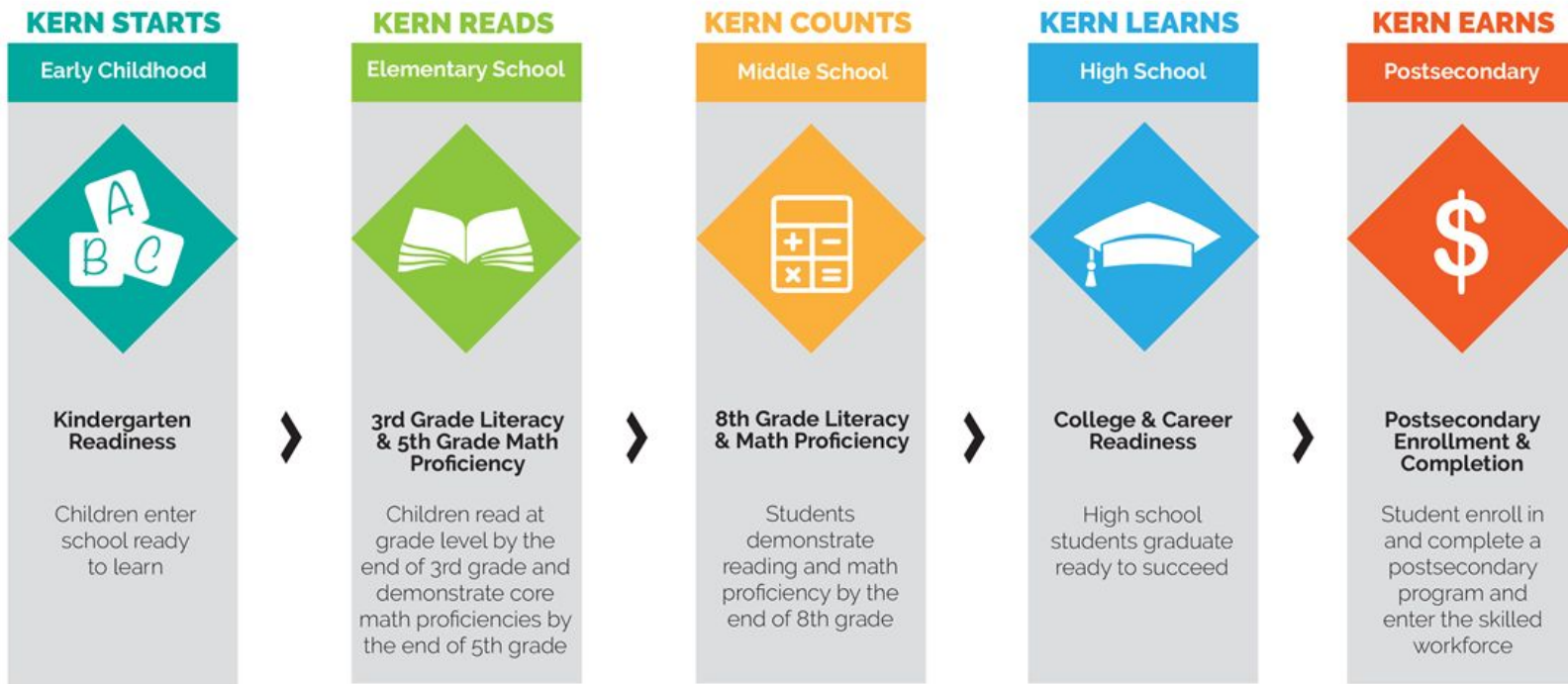
Continuous Communication

Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and create common motivation.

Backbone Structure

Creating and managing impact requires a separate organization(s) with staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies.

The Kern Education Pledge Goals



KERN STARTS

Early Childhood



Kindergarten
Readiness

KERN READS

Elementary School



3rd Grade Literacy
& 5th Grade Math
Proficiency

KERN COUNTS

Middle School



8th Grade Literacy
& Math Proficiency

KERN LEARNS

High School



College & Career
Readiness

KERN EARNS

Postsecondary



Postsecondary
Enrollment &
Completion

INDICATORS

% of kinder students
completing a common
readiness assessment

Participation in
Preschool

Reduce the number of
children born in Kern
County with a low birth
weight

STAR Reading

STAR Math

3rd Grade CAASPP in
ELA & Math

5th Grade CAASPP in
ELA & Math

STAR Reading

STAR Math

8th Grade CAASPP in
ELA & Math

A-G Course
Completion

High School
Cumulative GPA

4th Year college prep
English & math

of college
credits earned upon
high school comple-
tion

of students successfully completing 30 units
within their first year of postsecondary enrollment

of students declaring a major within 45 units of
postsecondary enrollment (university)

of students declaring a major within 45 units of
postsecondary enrollment

of students successfully completing college level
math and English courses within their first year

of students employed within their field of study or
pursuing a graduate degree

of student obtaining a license, credential or
certification within their field of study

Kern Pledge Work Groups



Kinder Readiness Work Group

Children enter school ready to learn



Literacy Work Group

Children read at grade level by the end of 3rd grade and demonstrate core math proficiencies by the end of 8th grade



College & Career Work Group

High school students graduate ready to succeed



Postsecondary Enrollment & Program Completion Work Group

Student enroll in and complete a postsecondary program and enter the skilled workforce

Data Sharing Work Group

Chronic Absenteeism Work Group

Work Group Example: Kinder Readiness

Goal: Children enter school ready to learn

of students completing a common assessment

of students participating in preschool programs

of children born in Kern County with low birth weight

Common Assessment:

- Researched and adopted a common kindergarten readiness assessment that is being piloted in Bakersfield City School District and Panama-Buena Vista Union School District transitional kindergarten programs
- 2019/20 will expand to all transitional kindergarten classes in both districts and 19 additional Kern County school districts
- Ultimately would like to see a common kindergarten assessment utilized in all 47 Kern County school districts



Work Group Example: Data Sharing

Goal: Successfully deploy the Kern Integrated Data System (KIDS) data warehouse / analytics solution to 9 pilot districts

- Researched & adopted the Hoonuit data warehouse platform, currently being utilized throughout California and nationally in places such as Hawaii, Oregon, Louisiana, Wisconsin and many other educational systems.
- Developed the Kern Integrated Data System with 9 pilot districts:
 - Bakersfield City School District
 - Buttonwillow Union School District
 - Greenfield Union School District
 - Kern High School District
 - Mojave Union School District
 - Panama-Buena Vista Union School District
 - Rosedale Union School District
 - Sierra Sands Unified School District
 - Wasco Union High School District



Work Group Example: Data Sharing

- California State University, Bakersfield and Kern Community College District are also partners in the Kern Integrated Data System
- This historic partnership will collect and share student data across educational systems with the aim of improving student outcomes
- Together, the pilot districts represent 63% of all K-12 public education students in Kern County





How Can You Become Involved?

- Join one of the Work Groups to share your expertise
- Provide job shadowing / internships for middle and high school students
- Visit www.kerneducationpledge.org to sign the pledge and learn more



