Teacher Recruitment Update
2017-2018
## Certificated Teaching Positions

<table>
<thead>
<tr>
<th>Year</th>
<th>Retirements/Resignations</th>
<th>New Positions</th>
<th>Total Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-2015</td>
<td>49/49</td>
<td>9</td>
<td>1705</td>
</tr>
<tr>
<td>2015-2016</td>
<td>24/38</td>
<td>30</td>
<td>1735</td>
</tr>
<tr>
<td>2016-2017</td>
<td>31/46</td>
<td>77</td>
<td>1812</td>
</tr>
<tr>
<td>2017-2018</td>
<td></td>
<td>72</td>
<td>1884</td>
</tr>
</tbody>
</table>

• KHSD Hired a Total of 190 New Teachers for 2017-2018
Efforts to Recruit

• 31 Education Related Job Fairs

• Easy Access to Applications: www.teachinbakersfield.com

• On-line Advertisements www.edjoin.com

• Promotional Materials from Bakersfield Chamber of Commerce

• Early Signing Bonus and Relocation Allowances
Where Our New Hires Come From

• Other Kern County School Districts: 72

• Other California School Districts: 7

• Previously Teaching in KHSD (Interns): 28

• Previous KHSD Substitutes: 33

• Out of State Candidates: 4
Local Credentialing Institutions

- CSU Bakersfield: 68
- Point Loma University: 3
- National University: 3
- University of La Verne: 3
- CSU Fresno/Fresno Pacific University: 8/1
What does our staff look like? (2017-2018)

• Male: 842 Teachers 44.6%

• Female: 1042 Teachers 55.4%

• Total: 1884 Teachers
Gender of New Hires (2017-2018)

• Male: 82 Teachers 43.1%

• Female: 108 Teachers 56.9%

• Total: 190 Teachers
Gender of Certificated Administrators (2017-2018)

- Male: 87 Certificated Administrators 55.4%
- Female: 70 Certificated Administrators 44.6%
- Total: 157 Certificated Administrators
## Teacher Ethnicity Comparison:

<table>
<thead>
<tr>
<th></th>
<th>White/Caucasian</th>
<th>Hispanic/Latino</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong></td>
<td>63.3%</td>
<td>20.2%</td>
<td>4%</td>
</tr>
<tr>
<td><strong>County</strong></td>
<td>67.2%</td>
<td>23.2%</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>District</strong></td>
<td>68.4%</td>
<td>17.1%</td>
<td>3.2%</td>
</tr>
</tbody>
</table>

- Dataquest (2016-2017)
<table>
<thead>
<tr>
<th>Year</th>
<th>Caucasian/White</th>
<th>Hispanic/Latino</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-2016</td>
<td>67.4%</td>
<td>28.6%</td>
<td>2.3%</td>
</tr>
<tr>
<td>2016-2017</td>
<td>61.5%</td>
<td>33.5%</td>
<td>3.5%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>62.6%</td>
<td>26.3%</td>
<td>2.6%</td>
</tr>
</tbody>
</table>
## Ethnicity of Certificated Management

<table>
<thead>
<tr>
<th>Year</th>
<th>Caucasian/White</th>
<th>Hispanic/Latino</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017-2018</td>
<td>76.5%</td>
<td>16.9%</td>
<td>6.6%</td>
</tr>
</tbody>
</table>
Changes for the Upcoming Year

• Extended Recruitment in Local Institutes of Higher Education Classrooms to Include Undergraduates

• Fall Semester Recruitment at California Colleges/Universities

• Increase Communication with New Job Fair Organizers

• Participate in Additional Marketing Targeting Millennial and Minority Candidates
What Will Remain the Same

• Focus on Local Products
• Increase Presence in Southwest
• Return to Areas of Teacher Surplus and Lower Wages
• Aggressively Pursue the Best Teachers in the Country
Questions?