REACHING GREATER RELEVANCE THROUGH REVISED PARTNERSHIPS

MICK VERDI, PH.D.
JAY FIENE, PH.D.
MARITA L. MAHONEY, PH.D.
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
CAEP CONFERENCE MARCH 2016
CONTINUOUS IMPROVEMENT NEEDS/GOALS

THE CONTINUOUS IMPROVEMENT JOURNEY OF INITIAL TEACHER PREPARATION PROGRAMS TO ADDRESS THE FOLLOWING NEEDS/GOALS:

1. HOW TO NAVIGATE A LARGE, DIVERSE SERVICE REGION?

2. HOW TO MINIMIZE THE LEARNING CURVE FOR FIRST-YEAR TEACHERS?

3. HOW TO INCREASE MARKET ADVANTAGE FOR TEACHER CANDIDATES?
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO

- COMPREHENSIVE MID-SIZE STATE SCHOOL
  - CAMPUS 70 MILES EAST OF LOS ANGELES
    - PALM DESERT SATELLITE CAMPUS, 75 MILES EAST OF MAIN CAMPUS

- DESIGNATED HISPANIC SERVING INSTITUTION (HIS)

- SERVICE REGION ENCOMPASSES 27,000 SQUARE MILES

- FALL 2015 ENROLLMENT = 20,024
CSUSB COLLEGE OF EDUCATION

• FALL 2015 ENROLLMENT = 1,059 STUDENTS

• INITIAL TEACHING, ADVANCED, & SPECIALIST CREDENTIALS
  • 35.6% OF STUDENTS

• BACHELOR’S (BA, BS), MASTER’S (MA, MS), & EDUCATIONAL DOCTORATE (ED.D.)

• 86.6% OF STUDENTS ON MAIN CAMPUS

• 69.9% FEMALE

• 50% PART-TIME STUDENTS

• 33.9% HISPANIC, 29.4% WHITE, 6.8% AFRICAN-AMERICAN, 3.7% ASIAN, 2.1% TWO OR MORE RACES, 0.3% NATIVE AMERICAN OR ALASKAN NATIVE, 0.1% NATIVE HAWAIIAN OR PACIFIC ISLANDER
SERVICE REGION WITH PARTNERSHIP DISTRICTS IDENTIFIED
### SAN BERNARDINO & RIVERSIDE COUNTY FACTS

<table>
<thead>
<tr>
<th>Quick Facts – 2014 Estimates</th>
<th>San Bernardino County</th>
<th>Riverside County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land area in square miles</td>
<td>20,056.96</td>
<td>7,206.48</td>
</tr>
<tr>
<td>Population</td>
<td>2,112,619</td>
<td>2,329,271</td>
</tr>
<tr>
<td>Population, percentage change, 2010 to 2014</td>
<td>3.8%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Median Household income, 2009-2013</td>
<td>$54,090</td>
<td>$56,529</td>
</tr>
<tr>
<td>Percent of persons below poverty level, 2009-2013</td>
<td>18.7%</td>
<td>16.2%</td>
</tr>
<tr>
<td>Percent of persons under 5 years</td>
<td>7.3%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Percent of persons under 18 years</td>
<td>27.2%</td>
<td>26.3%</td>
</tr>
<tr>
<td>Percent of persons 65 years and over</td>
<td>10.3%</td>
<td>13.2%</td>
</tr>
<tr>
<td>Percent of female persons</td>
<td>50.2%</td>
<td>50.3%</td>
</tr>
</tbody>
</table>
SAN BERNARDINO & RIVERSIDE COUNTY
RACE/ETHNICITY

- White: 37.4%
- Black: 7.0%
- American Indian or Alaska Native: 1.9%
- Asian: 6.8%
- Native Hawaiian and Other Pacific Islander: 0.4%
- Two or More Races: 3.4%
- Hispanic or Latino: 47.4%

San Bernardino County
- White: 51.7%
- Black: 19.9%
- American Indian or Alaska Native: 3.4%
- Asian: 6.8%
- Native Hawaiian and Other Pacific Islander: 1.9%
- Two or More Races: 2.0%
- Hispanic or Latino: 7.3%
- Other: 0.5%

Riverside County
- White: 30.6%
- Black: 3.4%
- American Indian or Alaska Native: 1.9%
- Asian: 7.0%
- Native Hawaiian and Other Pacific Islander: 0.5%
- Two or More Races: 9.5%
- Hispanic or Latino: 37.4%
- Other: 0.4%
PARTNERS TO MEET SCHOOL DISTRICT NEEDS
ADVANCEMENT VIA INDIVIDUAL DETERMINATION (AVID)

AVID APPLIED CSUSB COLLEGE OF EDUCATION

- MANY DISTRICTS USING AVID TECHNIQUES

- INTERESTED IN:
  - ADDING AVID TO OUR CURRICULUM?
  - MAKING OUR CANDIDATES MORE DESIRABLE FOR HIRE?

- ENTHUSIASTIC RESPONSE FROM SUPERINTENDENTS

- AVID MEMBER INSTITUTION FOR TEACHER PREPARATION INITIATIVE (TPI) IN 2013
  1. EMBED AVID IN CURRICULUM (AVID READY)
  2. PROFESSIONAL DEVELOPMENT FOR PARTNERSHIP DISTRICTS (AVID PREPARED)
AVID READY

MULTIPLE SUBJECTS (MS) & SINGLE SUBJECT (SS) CREDENTIAL PROGRAMS

- MS & SS FALL 2014 ENROLLMENT = 178
- MS & SS FALL 2015 ENROLLMENT = 195

AVID TPI ESSENTIALS:

1. ADMINISTRATIVE LEADERSHIP & SUPPORT
2. AVID TEACHER PREPARATION CAMPUS TEAM
3. FACULTY & STAFF PROFESSIONAL LEARNING
4. AVID EXPERIENCE: IMPACTING TEACHER PREPARATION
5. ASSESSMENT & RESEARCH

FALL 2014:

- FIRST-YEAR SEMINAR COURSE TO EMPHASIZE RESEARCH-BASED AVID WICOR (WRITING, INQUIRY, COLLABORATION, ORGANIZATION, & READING)
AVID PREPARED PROFESSIONAL DEVELOPMENT

PROVIDE AVID PROFESSIONAL DEVELOPMENT AT NO COST TO PARTNERSHIP DISTRICTS

- EACH PARTNERSHIP DISTRICT MAY SEND 3 TEACHERS FOR PROFESSIONAL DEVELOPMENT WORKSHOPS
- THREE PROFESSIONAL DEVELOPMENT WORKSHOPS PER YEAR

QUARTERLY ON-GOING FACULTY DEVELOPMENT EMPHASIZES AVID HIGH-ENGAGEMENT STRATEGIES IN CURRICULAR & CO-CURRICULAR CAMPUS ACTIVITIES

WE MAKE THEM AVID READY,

DISTRICTS MAKE THEM AVID PREPARED
LINKED LEARNING

• EARLY MEMBERS IN LINKED LEARNING CONSORTIUM
  • ALREADY INCORPORATED IN CURRICULUM

• GOVERNOR’S INNOVATION AWARD (GIA) GRANT
  • DEAN HEADS GIA COORDINATING NETWORK & OPERATIONS BOARD
  • OVERSEES $5,000,000 GRANT ACTIVITIES
  • IMPLEMENTING PHASE 2 OF FOURTH-YEAR MATH INITIATIVES
    • MEET EVERY 2 WEEKS TO DEVELOP PROGRAM MODEL & CURRICULAR MODULES

• WORKING TO DEVELOP COHORTS TO HAVE ONSITE CLASSES FOR TEACHERS
CREATING DISTRICT PARTNERSHIPS

LETTERS TO ALL 64 DISTRICTS WE WORK WITH OUTLINING PARTNERSHIP REQUIREMENTS FOR AVID & LINKED LEARNING

- PARTNERSHIPS WITH 24 DISTRICTS CURRENTLY
- SINCE 2013 ALL MEMORANDUMS OF UNDERSTANDING WITH PARTNERSHIP DISTRICTS REVISED TO REFLECT NEW ROLES & RESPONSIBILITIES

PARTNERSHIP DISTRICT LIAISON

- EACH PARTNERSHIP DISTRICT ASSIGNS A LIAISON
- SPEAK WITH ASSOCIATE DEAN WEEKLY

PROFESSIONAL DEVELOPMENT

- AVID PROFESSIONAL DEVELOPMENT WORKSHOPS
- QUARTERLY FACULTY AVID PROFESSIONAL DEVELOPMENT WORKSHOPS
- TWO TO THREE MEETINGS YEARLY WITH AVID CENTRAL
- LINKED LEARNING MEETS TWICE MONTHLY

PARTNERSHIP DISTRICT INPUT HAS BEEN INVALUABLE

- WHICH AVID TECHNIQUES DO YOU WANT?, ETC.
- FIRST-YEAR TEACHERS AVID READY
- AVID-READY TEACHER CANDIDATES AT A MARKET ADVANTAGE
DISTRICT PARTNERS 2012-13
DISTRICT PARTNERS ADDED 2013-14
DISTRICT PARTNERS ADDED 2014-15
DISTRICT PARTNERS ADDED 2015-16
# FACTS OF PARTNERSHIP DISTRICTS (N=24)

<table>
<thead>
<tr>
<th>Partnership Districts Quick Facts</th>
<th>San Bernardino County</th>
<th>Riverside County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of students</td>
<td>255,304</td>
<td>228,178</td>
</tr>
<tr>
<td>Minimum – Maximum number of students</td>
<td>742 – 34,468</td>
<td>3,905 – 53,785</td>
</tr>
<tr>
<td>Average student-teacher ratio</td>
<td>25:1</td>
<td>25:1</td>
</tr>
<tr>
<td>Average free or reduced lunch</td>
<td>69%</td>
<td>68%</td>
</tr>
<tr>
<td>Minimum – Maximum free or reduced lunch</td>
<td>47% – 91%</td>
<td>41% – 81%</td>
</tr>
<tr>
<td>Average Proficient in Math</td>
<td>52%</td>
<td>56%</td>
</tr>
<tr>
<td>Minimum – Maximum Proficient in Math</td>
<td>40% – 62%</td>
<td>43% – 64%</td>
</tr>
<tr>
<td>Average Proficient in Reading</td>
<td>51%</td>
<td>55%</td>
</tr>
<tr>
<td>Minimum – Maximum Proficient in Reading</td>
<td>41% – 62%</td>
<td>32% – 86%</td>
</tr>
</tbody>
</table>
STUDENT POPULATION IN PARTNERSHIP DISTRICTS (N=24)

- Hispanic: 73.05%
- White: 15.97%
- Asian: 5.32%
- African American: 3.43%
- Multiracial: 1.58%
- Pacific Islander: 0.46%
- Native American: 0.18%

Riverside County Partnership Districts
- Hispanic: 64.52%
- White: 21.80%
- Asian: 7.83%
- African American: 2.89%
- Multiracial: 3.43%
- Pacific Islander: 1.58%
- Native American: 0.46%

San Bernardino County Partnership Districts
ANNUAL PARTNERSHIP DISTRICT JOB FAIR

2016 WILL BE 3RD YEAR (MARCH & MAY 2016)

• MULTIPLE SUBJECTS, SINGLE SUBJECTS, & EDUCATION SPECIALIST CANDIDATES

• FIRST TIME FOR 2 JOB FAIRS DUE TO INCREASE IN NEED FOR TEACHERS IN PARTNERSHIP DISTRICTS

• 17 PARTNERSHIPS DISTRICTS WILL PARTICIPATE/INTERVIEW IN MARCH

• 24 PARTNERSHIP DISTRICTS WILL PARTICIPATE/INTERVIEW IN MAY

PREVIOUS JOB FAIRS HAVE RESULTED IN JOB OFFERS

• IN MANY INSTANCES CANDIDATES OFFERED JOBS ON THE SPOT
  • 10 IMMEDIATE JOB OFFERS IN 2014
  • 20 IMMEDIATE JOB OFFERS IN 2015

• IN SOME CASES, CANDIDATES WERE TOLD TO GO STRAIGHT TO THE DISTRICT HUMAN RESOURCES OFFICE TO SIGN A CONTRACT
LESSONS LEARNED & NEXT STEPS

PROGRAM IMPROVEMENT

• SPECIFICALLY TARGETING SKILLS PARTNERSHIP DISTRICTS NEED TEACHER CANDIDATES TO HAVE

• FIRST-YEAR AVID-READY TEACHERS HAVE A MINIMIZED LEARNING CURVE

INCREASED MARKET ADVANTAGE

• CREATED A PIPELINE FOR HIRING AS ALL PARTNERSHIP DISTRICTS USE AVID TECHNIQUES

• SUCCESSFUL JOB FAIRS
  • PARTNERSHIP DISTRICTS PREFER OUR AVID-READY TEACHER CANDIDATES

CONTINUE TO INCORPORATE LINKED LEARNING

• REVISING CURRICULUM TO INCORPORATE

• CURRENTLY FEW SCHOOLS IN PARTNERSHIP DISTRICTS USE LINKED LEARNING
  • CONSORTIUM WORKING TO INCREASE NUMBER OF PARTNERSHIP DISTRICTS & SCHOOLS WHO USE LINKED LEARNING
THANK YOU & QUESTIONS/COMMENTS

CONTACT INFORMATION
MICK VERDI
INTERIM ASSOCIATE DEAN
CSUSB COLLEGE OF EDUCATION
MVERDI@CSUSB.EDU

JAY FIENE
DEAN
CSUSB COLLEGE OF EDUCATION
JFIENE@CSUSB.EDU

MARITA L. MAHONEY
CSUSB COLLEGE OF EDUCATION
OFFICE OF ASSESSMENT & RESEARCH
MMAHONEY@CSUSB.EDU