Dee Dee Harrison - Coordinator, Family and Community Engagement - harrisonj@bcasd.com
Kotanya Kimbrough Hubbard - FACE Instructional Specialist - kimbroughk@bcasd.com
Session Outcomes

- Learn how Bakersfield City School District prioritizes family and community engagement in their LCAP

- Identify best practices for structures, strategies, and processes used to address assigned Root Cause
  - Root Cause 1: Lack of belief that the system’s success is critically dependent on its relationships with students and families

- Learn about the systems we implement to create authentic parent and family engagement
Welcome to Bakersfield City School District
Bakersfield City School District

- 44 schools with nearly 30,000 students
- 90% Socioeconomically disadvantaged
- 28% English Learners
- 79% Latino
- 8% African American
- 9% Caucasian
- 1.7% identifying with a different ethnicity or multiple ethnicities.

**Values:**
Equity, Integrity, Caring, Collaboration, Personal & Collective Accountability

**Vision:**
Our vision in Bakersfield City School District is to be the model of educational excellence, equity and innovation.

**Mission:**
Bakersfield City School District’s mission is to educate all students at the highest levels of academic excellence to become collaborative, creative, and critical thinkers.

FACE Google Site at [https://sites.google.com/bcsd.com/bcsd-face/](https://sites.google.com/bcsd.com/bcsd-face/home)
District Goals

#1 ACADEMIC ACHIEVEMENT
Establish a culture of high quality teaching and learning through individual and collective accountability with high expectations for all students.

#2 SOCIAL EMOTIONAL LEARNING
Ensure a safe, healthy and secure environment for all students, parents, guardians and employees.

#3 FAMILY AND COMMUNITY ENGAGEMENT
Ensure all parents and community members are welcomed and engaged in the learning process.
Priority 1:
A Culture of Collective Efficacy
We believe in the collective capacity of our staff and the ability of staff at each school to positively affect student achievement.

Priority 2:
A Culture of Teaching and Learning
We believe grade level mastery of content standards (Language, Literacy, Mathematics and the Sciences) are critical for college and career readiness.

Priority 3:
A Culture of Student Centered Schools
We believe in the power of relationships, the importance of teaching self awareness and self management techniques leading to responsible decision making to support the development of the whole child to compete in our global economy.

Priority 4:
A Culture of Access and Inclusion to Ensure a Multi-Tiered System of Supports for All Learners
We believe implementing a coherent system is vital to meet the academic, behavioral and social emotional needs of all students.
Creating the Conditions for Students to Thrive

The Blueprint for Academic Success is structured around 5 key levers that fit together to create a framework for expectations for our schools and staff; creating the conditions for students to benefit from the necessary supports and resources resulting in students being prepared for college and career readiness.

Effective School Leaders ensure a safe and nurturing educational environment in which all students receive high quality instruction resulting in academic excellence.

Effective Teachers provide access to a guaranteed and viable curriculum for all students resulting in academic excellence.

Targeted Student Support Systems provide a systematic multi-tiered system of support with comprehensive services that address the needs of the whole student.

School Culture, Climate and Safety is centered on all students and adults receiving a welcoming, safe and nurturing learning environment.

Family and Community Engagement is dedicated to empowering our families, community members and schools.
Family and Community Engagement Team

State Recognition: California School Boards Association Exemplary District for Parent Engagement, 2018
National Recognition: National School Boards Association Magna Award for FACE Program, 2019
Making a Difference...One family at a time

Dee Dee Harrison, Coordinator - LCAP Funded
Kotanya Kimbrough Hubbard - Instructional Specialist - LCAP Funded
44 FACE Liaisons - 1 for each school site - LCAP Funded/Full Time
5 District FACE Representatives - (4) Title I Funded (1) LCAP Funded
BCSD addressed a lack of district prioritization of time/resources by investing into Goal 3 - Family Engagement

Prior to 2014

- Parent Involvement
  - Parent Advisory Groups
  - Title I Compliance
  - Site support staff assigned to meet PI requirements

2014

- Parent Engagement
  - Coordinator
  - 10 Regional Parent Centers
  - Community Relations Liaisons

FACE / Virtual FACE

- District wide access to all sites
- Online/live Parent University
- Increased collaboration
- Virtual Parent Centers
- Virtual Calendars

2016 - 2018

- Family and Community Engagement (FACE)
  - Instructional Specialist
  - FACE Representatives
  - 36 Parent Centers
  - FACE Liaisons on every campus

2021

Sub-Cause: Lack of district prioritization of time/resources
**Bakersfield City School District**

**FACE Logic Model**

**...which will lead to these “Family Outcomes”**

<table>
<thead>
<tr>
<th>Families feel:</th>
</tr>
</thead>
<tbody>
<tr>
<td>❑ Welcome in school</td>
</tr>
<tr>
<td>❑ Respected and supported at school</td>
</tr>
<tr>
<td>❑ They can communicate regularly with the school</td>
</tr>
<tr>
<td>❑ A connection to resources</td>
</tr>
<tr>
<td>❑ A shared responsibility for learning &amp; positive youth development</td>
</tr>
<tr>
<td>❑ A feeling of “ownership” of the school</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Families will develop:</th>
</tr>
</thead>
<tbody>
<tr>
<td>❑ High expectations</td>
</tr>
<tr>
<td>❑ Healthy communities</td>
</tr>
</tbody>
</table>

**...together we will see these “Outputs”**

| ❑ Staff views families as partners, parents as leaders |
| ❑ School communicates respectfully and in families’ home language |
| ❑ Schools & families can access community resources |
| ❑ Families understand how to support learning and advocate for their children’s needs |
| ❑ Families are engaged participants in school governance and reform |
| ❑ Families are volunteering at school               |

**...and ultimately to these “Student Outcomes”**

| ❑ Increased academic achievement                   |
| ❑ Higher attendance rates                          |
| ❑ Higher graduation rates                          |
| ❑ Stronger parent-child relationships              |
| ❑ Engaged, joyful learning                         |
| ❑ College/University success                       |
| ❑ Higher expectations & self-efficacy              |

**...and these “School Outcomes”**

| ❑ Shared responsibility for youth development     |
| ❑ Decrease in behavior issues                     |
| ❑ Family engagement linked to instructional strategies |
| ❑ Barriers to family engagement addressed         |
| ❑ School improvement                              |
| ❑ Partnerships aligned and systemic               |
| ❑ A true community with quality family partnerships |
Sub-Cause: Don’t see connection to student outcomes & achievement

● Bakersfield City School District focuses on parent education sessions to engage and inform parents on how to access, support and monitor student success.
**2019 ~ 2020**

<table>
<thead>
<tr>
<th>Year 1 Registered</th>
<th>Year 2-4+ Registered</th>
<th>Total Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>567</td>
<td>430</td>
<td>997</td>
</tr>
</tbody>
</table>

**2020 ~ 2021 VIRTUAL**

<table>
<thead>
<tr>
<th>Year 1 Registered</th>
<th>Year 2-4+ Registered</th>
<th>Total Participants</th>
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</thead>
<tbody>
<tr>
<td>466</td>
<td>402</td>
<td>868</td>
</tr>
</tbody>
</table>

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**Pathways**

- Math and Language
- Literacy and Language
- Support for English Learners
- Financial Literacy
- Mindfulness, Toolbox
- Health and Wellness
- Parent University 101
- Parent Leadership
- Social and Emotional Learning
- Technology 101
- Special Education
- LCAP 101

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**Structures of Parent University**

- September - Kick Off
- October
- November
- January - LCAP Forum
- February
- March
- April - Graduation

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**Features of Parent University**

- Breakfast and Lunch
- Free Childcare
- Transportation
- ASL Services
- Child care for special needs
- Interpretation
- Sharing of District Services
- Introduction to BCSD Staff
**Sub-Cause:** Don’t see importance of accountability to community

- Bakersfield City School District draws support from community partnerships to increase services and resources to families. FACE Team acts as a conduit between the parents and community.

Outside agencies and organizations partner with BCSD to provide learning opportunities for families:

- Kern Literacy
- Boys & Girls Club
- Bakersfield Police Department
- Dignity Health
- Kern Family Health Care
- Alta One Credit Union
- UC Cooperative for Health Education
- Black Infant Health
- Kern High School District
- FIELD - ESL and High School Diploma
- NAMI +

Community organizations partner with BCSD to provide information about services and resources:

- Assistance League
- Community Action Partnership of Kern
- Bakersfield Police Department
- Dignity Health
- Kern Family Health Care
- UC Cooperative for Health Education
- Black Infant Health
- American Cancer Society
- NAMI
- Gleaners
- Houchin +

*+ = This is a brief representation of partners*
Maslow's Hierarchy of Needs

- **Physiological**
  - i.e. Gleaners referrals (food bank)

- **Safety**
  - i.e. Parent Centers, FACE Culture, Climate & Safety Walks

- **Social**
  - i.e.: Parent as Leaders (PALs), Parent Cafes, Family Nights

- **Esteem**
  - i.e parent committees

- **Self Actualization**
  - i.e parent university sessions
    - Parent Ambassadors
Sub-Cause: Success is measured by effort, not results (“we tried”)

- Bakersfield City School District guides decisions on parent feedback through surveys, evaluations, attendance, focus groups, and overall program performance data

<table>
<thead>
<tr>
<th>Registration/Sign-In Forms</th>
<th>LCAP Community Forum/Parent University</th>
<th>FACE Culture, Climate @ Safety Walks</th>
<th>Accountability Sheets per campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Using registration as a baseline to assess growth of parent’s involvement and retention in the program</td>
<td>To engage more families - Parent University dedicates a Saturday each season to provide information from district admin, with time for discussion, feedback and input</td>
<td>Parents, principals, FACE Liaison, and FACE Representatives examine culture and climate of their school with the use of a rubric and thoughtful dialogue</td>
<td>Attendance records with outreach and engagement efforts recorded allow for ongoing monitoring of school site engagement</td>
</tr>
</tbody>
</table>

2019/20 50% of 993 participants were 1st year attendees 2020/21 46% of 797 participants were 1st Year attendees

Accessibility to Parent University during COVID developed another avenue for parents to stay engaged.

Since 2014, chronic absenteeism has dropped from 15.85% to 12.5% in 2018-19

Parent education class evaluations allow authentic feedback to guide
One of Bakersfield City School District’s top 3 goals is Family and Community Engagement. Consistent communication and transparency reflect our commitment to nurturing positive relationships with our parents and caregivers.

**Father Engagement Expo**

- Board Presentations
- Parent Leadership and advocacy lessons
- Emphasis on Goal 3 Actions Districtwide
- Focus on building the capacity of parents and caregivers

*Sub-Cause: Lack of understanding theory and research behind engagement*
Bakersfield City School District’s Core Priorities reflect the importance of communication to all stakeholders

- Monthly FACE Professional Development Trainings
- FACE Culture, Climate and Safety Walks
- Parent Advisory Committees
- Multiple Town Hall Meetings
- Return to School Task Force
- District Newsletters
- BCSD News
2021 ~ 2024 FACE Priorities

**Educational Program Focus Area**
- Build upon Parent University and Parent Education Classes
- Build upon SEL and instructional content for Parent University and Parent sessions
- Build upon Parent Cafes and Family Engagement opportunities
- Build upon connecting parents of chronically absent students with resources
- Build upon engaging with parents who are disconnected or have yet to engage with school

**Outreach Focus Area**
- Build upon strengthening relationships with parents and families

Focus on high priority families through a culturally responsive FACE program
Parallel Look at Two Districts