

Newly Appointed Personnel Training For California Department of Corrections and Rehabilitation Educators

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Kern Valley State Prison and Bakersfield College conjointly offer vital information to help teachers above all, be safe. This is directed by a “pact” between the two organizations; Prison Staff and Bakersfield College Educators. Within this structure, awareness is provided to newly appointed prison educators in order to build up teaching skills that correspond to the needs of offenders while respecting the rules of the penitentiary to maintain safety and security at all times.

1. Know your population.
Role of Department of Corrections Staff
Criminal Personality Traits: Antisocial Personality Disorder, Dependent Personality Disorder, Impulse Control Disorder, Substance Abuse, Histrionic Personality Disorder, Narcissistic Personality Disorder, Avoidant Personality Disorder
2. Criminology in education
It is not your house. Ask permission and obey the rules.
Familiarize yourself with what is and what is not allowed to be brought into the classroom (i.e., push pins, golf pencils, snacks, etc.)
The prison schedule will always come first.
Expect the unexpected when teaching from the inside.
3. The prison staff’s view of you and the “new and wonderful program”
You are an uninvited guest coming into THEIR institution?
You are considered a RISK
4. What do the students/inmates expect from staff?
Instructors will report rule violations
Prisoners will be punished for their rule violations
5. What does it mean to be a “Mark?”
6. Prisoners see staff as a Mark when they:
Fail to report rule violations
Naiveté
Overfamiliarity: Never discuss your personal life.
Inconsistent with rules and follow through
7. The name of the game:
Set up
The Support System
Poor Me
Empathy/Sympathy
We/They Syndrome
Protection Game

8. Behaviors that inmates perceive as “weak”
 - Take things personally
 - Hold a grudge
 - Complain too much
 - Boast
 - Gossip.
 - Pretend to know something you don’t know much about.
 - Insist on being right when you are wrong. Refuse to apologize.
 - Disorganized
 - Play favorites

9. How to avoid being the MARK:
 - Know the exits
 - Know how to maintain effective communication in case of an emergency. i.e., radio, whistle, etc.
 - Never be alone with a prisoner.
 - Professionalism in dress and mannerism
 - Confidence
 - Reliability
 - Firm and Fair
 - Accept responsibilities with poise

10. Humanize the inmate!
 - Show compassion and understanding
 - Be mindful of what they say and do because you care
 - Be respectful and treat the prisoners as college students with HOPE for a better future
 - Humble yourself. Remember the Golden Rule.

11. Create an alliance with the correctional staff as well as educators.
 - Be a strong team player
 - Always do what is RIGHT
 - Tell a trusted staff member when you have found yourself saying or doing things outside the boundary of the rules. (i.e., unauthorized literature, cigarettes, etc.).

12. Conclusion: Maintain a balance
 - Never forget where you teach
 - Never forget who you are and what Bakersfield College represents.

Our Mission

Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students’ abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.

Our Vision

Building upon more than 100 years of excellence, Bakersfield College continues to contribute to the intellectual, cultural, and economic vitality of the communities it serves.

Our Core Values

- ***Learning:*** *We foster curiosity, inquiry, critical thinking, and creativity within a safe and rigorous academic environment so that we might be empowered to radically transform our community into one that gives voice and power to all people.*
- ***Integrity:*** *We continue to develop and follow an ethical and moral consciousness which places the collective wellbeing and health above the self; this principled environment allows for open, constructive conversations and teaches us to trust each other's vision so that we will be useful and effective in providing support, resources, and encouragement*
- ***Wellness:*** *We believe health and wellness to be integral and foundational elements, and we understand that a holistic education improves all aspects of the individual and the society including the mind, body, and spirit; through education, we will positively impact the health of the natural environment and the global community.*
- ***Diversity:*** *We insist that diversity be valued and promoted, recognizing that multiple perspectives lead to a better education and knowledge of the world; listening and witnessing different experiences helps us to understand and contextualize power and privilege related to gender, race, class, religion, disability, and sexuality in terms of access and barriers to resources and opportunities.*
- ***Community:*** *We commit to the wellbeing of all members of our community; we maintain strong ties with the surrounding community, and we respond to their needs by serving as an open institution which engages all students, faculty, and staff; in our college, we have built and continue to build an environment in which all members participate as a community through democratic engagement.*
- ***Sustainability:*** *We recognize our responsibility for continuing and maintaining this institution which has been shaped by over 100 years of resolute and tenacious labor and judicious foresight, so we unceasingly place our energies into imagining how we might sustain and renew our fiscal, human, and environmental resources into the future.*