

Agriculture Department's Remarks on Dual Enrollment

BC's Agriculture Department is very involved in dual enrollment. We are a unique group because we have built relationships with our high school agriculture teachers through the following:

- **California Agriculture Teachers Association conferences and regional meetings**
- **Many of our faculty are on local high school agriculture advisory committees because these are CTE programs**
- **We have held a lot of recruitment events targeted to high school agriculture students**
- **Our department participate in various FFA activities with high schools**

All of the above, have helped build and strengthen the Agriculture Department's relationship with our high school agriculture teachers. These are essentially the individuals that apply to be dual enrollment instructors.

There are various ways "dual enrollment" can be implemented. The following comments are based solely on our "dual enrollment" interaction with high school teachers from KHSD teaching college level courses. Following is our experience related to the questions/concerns posed at Senate.

Dual enrollment courses taught at high schools are not under the supervision/oversight of the discipline departments at BC.

- For our department, this is accurate statement.
- Suggestion: In the past, special comps were given to faculty members to be liaisons between BC's departments and dual enrollment instructors. Is this still available?

BC Department Chairs are not responsible for scheduling any of the dual enrollment courses, even those after the regular high school day hours.

- For our department, this is an accurate statement.
- It would be nice to know what is being scheduled so we can check in with the instructor and make sure they have the appropriate resources to accurately carry out the SLOs of the course.
- Early college does match the hours of each class to make sure they meet BC's standards; however, days and times may look different than our standard time blocks.
- We have no experience with "after the regular high school day hours".
- Suggestion: Provide Department Chairs with dual enrollment schedules BEFORE they are posted.

In many (all?) cases now, BC department chairs are not involved in hiring or evaluating any of the adjuncts who teach the dual enrollment courses.

- **Hiring:** For our department, this is a false statement.
- We are directly involved in the hiring of dual enrollment instructors. The Department Chair and Dean work closely together to verify the applicant is qualified to teach a specific course, reaching out to the discipline leads as needed.
 - The department chair, along with the discipline lead, checks the minimum qualifications and approves or denies the applicant based on the resume submitted.
 - The Department Chair and the Dean signs on the adjunct hiring paperwork that is processed for each applicant – signatures requested are below.

Title of the form submitted:

KERN COMMUNITY COLLEGE DISTRICT

STATEMENT OF ADJUNCT FACULTY QUALIFICATIONS AND AUTHORIZATION TO BEGIN HIRING PROCEDURE

Signature Line for both Department Chair and Dean:

Dept. Designee Signature: *	Click here to sign	Dept: Agriculture	Date: 15-Oct-2021
Administrator Approval:			Date:

- **Evaluating:** For our department, this is an accurate statement.
- Concern: Our department is not involved in evaluating dual enrollment instructors. This has posed a problem in making sure they are teaching the requirements of the course. We do not have access to syllabi which becomes an accountability issue in determining if the instructor is teaching the requirements of the course and accurate SLOs.
- Suggestion:
 - Can the Early College team share the dual enrollment syllabi with the Department Chairs' so they can be double checked for accuracy?
 - Our department has tried to set the expectations and standards for our classes by sharing our Canvas shells with dual enrollment instructors.

In some cases, less qualified or underqualified instructors are hired to teach the dual enrollment courses instead of giving BC faculty (full-time or adjunct) a chance to teach the courses.

- For our department, this is a false statement.
- If the dual enrollment instructor does not meet minimum qualifications, they should not be hired. Again, in our department the Department Chair and the Dean signs off on the adjunct hiring paperwork.
- In addition, our department has tied dual enrollment instructors to specific classes. The Department Chair evaluates the minimum qualifications and ties them to the class being requested to teach. We have restricted some classes from being taught because the applicant's industry experience does not extend to the experience needed to teach the class. We are a CTE program so our classes can get very specific - this could pertain to advance level classes or could be based on the course topic. For example, we would not have someone with experience solely in beef teaching a swine class.

In some cases, the dual enrollment classes have been set up in such a manner that there is no possible way for the classes to meet the Course Student Learning Outcomes (e.g., labs not having the necessary equipment). In those cases, BC faculty are called upon to voluntarily fix the problems with those classes (a workload issue) or the rigor of the course is significantly lowered which reflects badly on the reputation of the College. Students getting college credit in dual enrollment classes with less academic rigor than BC's college classes are not adequately prepared to take the following sequences of courses at BC.

- For our department, this is a false statement.
- Reach out to Kylie Campbell - Ryan Coleman at KHSD is the point of contact to make sure dual enrollment instructors at the high school level are teaching lab classes that match Bakersfield College's standard for rigor. This person will determine whether they have the funds to purchase the material needed to meet the SLOs. If it is not feasible, then the class cannot be taught.
 - Example: A school requested to teach a particulate Ornamental Horticulture class. We asked if they had a greenhouse, they said no, it was not feasible to build one; therefore, they were not allowed to teach the class.
- Suggestion: Lecture/Lab **needs** should be established during the hiring process when a dual enrollment instructor is brought on board.
 - Are these connections being made?
 - Continuous monitoring of this would be strengthened if Department Chairs had access to dual enrollment schedules BEFORE they are posted.

Our Department's Specific Concerns:

- We are not allowed to evaluate dual enrollment instructors. This means there is a lack of accountability in the material that is being taught.
 - Our department has tried to mitigate this by sharing our Canvas shells with instructors so there is an expectation and standard referenced.
- It seems like there is a lot of misinformation and lack of communication between Department Chairs at Bakersfield College and dual enrollment instructors. Suggestions to strengthen these connections:
 - Department Chairs and Deans should be updated on the classes that are going to be scheduled for dual enrollment BEFORE the schedule is posted.
 - Introduction emails from BC's Early College team with the new dual enrollment instructor and the Department Chair to formally introduce both would help establish a connection between the two so a relationship can be formed.
 - A Zoom "meet and greet" with the Department Chair and the new dual enrollment instructor to walk through expectations and BC protocols would be helpful.
 - Remind all Department Chairs and KHSD dual enrollment instructors that they have someone at KHSD that handles resources if they need any for their classes or labs.
 - Reiterated in the intro email and Zoom meeting.
- Is dual enrollment the responsibility of the Department Chair? OR could specialty comps be offered so that a faculty member within a department can be assigned to **focus** solely on all dual enrollment tasks?
- Dual enrollment courses often have a mix of dual enrolled students and non-dual enrolled students. How does the instructor keep college rigor when some did not sign up to receive college credit for the course?
- We have seen a push in KHSD administration to have high school instructors teach dual enrollment courses.
 - Do some of these instructors even want to teach college level courses?
- Is there a dual enrollment committee? There are no faculty on the report that was derived so how are faculty incorporated into the dual enrollment discussion?

Positives

- Most of the agriculture courses being taught through dual enrollment are introductory courses. We are now starting to see students that have 3-6 units of college credits within our disciplines that have come to BC to take more advanced level courses to finish their degrees.
- The high school instructors teaching these courses are supporters of our programs and have become advocates for our department. It would be interesting to see how this has affected enrollment in our area.