



# VOCATIONAL INSTRUCTOR, COSMETOLOGY, CORRECTIONAL FACILITY (CF)

## Qualifications Assessment

Department of Corrections and Rehabilitation

Departmental Open, Non Promotional Examination  
Final Filing Date: Continuous

### EXAMINATION INFORMATION

This examination will provide you with an opportunity to demonstrate significant aspects of your qualifications for the **Vocational Instructor, Cosmetology, CF** classification with the California Department of Corrections and Rehabilitation (CDCR). The information you provide will be rated based on objective criteria created by Subject Matter Experts. The rating will be used to determine your final score in this examination. If successful, your name will be placed on an eligible list for the classification listed above. The list will be used to fill positions statewide with CDCR. A "Conditions of Employment" section is included in this examination which will allow you to select the time bases and location(s) you are interested in working. Please print out, **personally complete**, and sign this examination form.

Read the instructions below carefully before completing the assessment. Failure to do so may result in an inability to process your assessment and disqualification from this examination.

### AFFIRMATION STATEMENT

I hereby certify that the information provided on this Qualifications Assessment is true and correct to the best of my knowledge and contains no willful misrepresentations or falsifications. I also understand that if it is later discovered that I have made any false representations, I may be removed from the examination and/or the eligible list resulting from this examination, have adverse action taken against me which could result in loss of state employment, and/or suffer loss of right to compete in any future state examinations.

Name (Printed): \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Home Telephone Number: \_\_\_\_\_

Work Telephone Number: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## FILING INSTRUCTIONS

All applicants must complete and submit the following examination materials:

- [Examination Application \(STD. 678\)](#)
- Qualifications Assessment

By mail to:

**Department of Corrections and Rehabilitation  
Office of Workforce Planning  
P.O. Box 942883  
Sacramento, CA 94283-0001**

Or in person at:

**Department of Corrections and Rehabilitation  
1515 S Street  
Sacramento, CA 95811-7243  
Attn: Office of Workforce Planning, 211S**

If you are personally delivering your application and Qualifications Assessment, you must do so between the hours of **8:00 a.m.** and **5:00 p.m.**, Monday through Friday, excluding holidays, on or before the cut-off date to the street address listed above.

### NOTE:

- All examination materials must have original signatures.
- Be sure your envelope has adequate postage if submitting via mail.
- Faxed or emailed copies will **NOT** be accepted under any circumstances.
- Make and keep a photocopy of the completed Qualifications Assessment for your records.

## GENERAL INSTRUCTIONS

This Qualifications Assessment is the sole component of the examination. To obtain a position on the eligible list, a minimum score of 70% must be achieved. Therefore, please be sure to review and follow all instructions carefully as missing or incomplete information may result in disqualification or a lower score.

This examination is comprised of the following areas:

- Affirmation Statement (page 1)
- Filing Instructions / General Instructions (page 2)
- Prior State Employment / Conditions of Employment (pages 3 - 4)
- Address or Employment Changes / Required Credential Information (page 4)
- Knowledge, Skill, or Ability Assessment (pages 5 - 9)
- Work Experience Assessment (pages 10 - 16)
- Recruitment Questionnaire (pages 17 - 18)

### YOUR RESPONSES ARE SUBJECT TO VERIFICATION

Please keep in mind that all information provided on this Qualifications Assessment will be subject to verification at any time during the examination process, hiring process, and even after gaining employment. Anyone who misrepresents his/her experience will be subject to adverse consequences, which could include the following action(s):

- Removal from the examination process
- Removal from the eligible list / certification list
- Loss of State employment
- Loss of rights to compete in any future state examinations

## PRIOR STATE EMPLOYMENT INFORMATION

Complete this next section ONLY if you have been previously dismissed from California State Civil Service employment by punitive action or as a result of disciplinary proceedings. IF THIS DOES NOT APPLY TO YOU, please skip this question.

Do you have written permission from the California Department of Human Resources (CalHR) to take this examination?

YES

NO

State Personnel Board, Rule 211 provides that a dismissed state employee may only participate in State Civil Service examinations if he/she has obtained prior consent from the State Personnel Board.

## CONDITIONS OF EMPLOYMENT

PLEASE MARK THE APPROPRIATE BOX(ES) OF YOUR CHOICE.

If you are successful in this examination, your name will be placed on an active employment list and referred to fill vacancies Statewide according to the conditions you specify on this form.

### TYPE OF APPOINTMENT YOU WILL ACCEPT

Please mark the appropriate box(es) - you may check "(A) Any" if you are willing to accept any type of employment.

(D) Permanent Full-Time     (R) Permanent Part-Time     (K) Limited-Term Full-Time     (A) Any

If all are marked and you receive an appointment other than permanent full-time, your name will continue to be considered for permanent full-time positions.

### LOCATION(S) YOU ARE WILLING TO WORK

Note: Positions are not available at all locations. Please refer to the official examination bulletin for information regarding the location of current positions.

5 ANYWHERE IN THE STATE – If this box is marked, no further selection is necessary

### NORTHERN REGION

0100 – Alameda County

0200 – Alpine County

0300 – Amador County

- Mule Creek State Prison
- Pine Grove Youth Conservation Camp

0400 – Butte County

0500 – Calaveras County

0600 – Colusa County

0700 – Contra Costa County

0800 – Del Norte County

- Pelican Bay State Prison

0900 – El Dorado County

1100 – Glenn County

1200 – Humboldt County

1700 – Lake County

1800 – Lassen County

- California Correctional Center

- High Desert State Prison

2100 – Marin County

- CSP, San Quentin

2300 – Mendocino County

2500 – Modoc County

2800 – Napa County

2900 – Nevada County

3100 – Placer County

3200 – Plumas County

3400 – Sacramento County

- CSP, Sacramento
- Folsom State Prison
- Richard A. McGee Correctional Training Center

3800 – San Francisco County

3900 – San Joaquin County

- Deuel Vocational Institute
- California Health Care Facility
- O.H. Close YCF

- N.A. Chaderjian YCF
- Northern California YCC

4100 – San Mateo County

4500 – Shasta County

4600 – Sierra County

4700 – Siskiyou County

4800 – Solano County

- California Medical Facility
- CSP, Solano

4900 – Sonoma County

5100 – Sutter County

5200 – Tehama County

5300 – Trinity County

5500 – Tuolumne County

- Sierra Conservation Center

5700 – Yolo County

5800 – Yuba County

### CENTRAL REGION

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> 1000 – <b>Fresno County</b> <ul style="list-style-type: none"> <li>• Pleasant Valley State Prison</li> </ul>  | <input type="checkbox"/> 1600 – <b>Kings County</b> <ul style="list-style-type: none"> <li>• Avenal State Prison</li> <li>• CSP, Corcoran</li> <li>• CA Substance Abuse Treatment Facility</li> </ul> | <input type="checkbox"/> 2700 – <b>Monterey County</b> <ul style="list-style-type: none"> <li>• Correctional Training Facility</li> <li>• Salinas Valley State Prison</li> </ul> |
| <input type="checkbox"/> 1400 – <b>Inyo County</b>   | <input type="checkbox"/> 2000 – <b>Madera County</b> <ul style="list-style-type: none"> <li>• Central California Women’s Facility</li> <li>• Valley State Prison</li> </ul>                           | <input type="checkbox"/> 3500 – <b>San Benito County</b>   |
| <input type="checkbox"/> 1500 – <b>Kern County</b> <ul style="list-style-type: none"> <li>• California City Correctional Facility</li> <li>• California Correctional Institution</li> <li>• Kern Valley State Prison</li> <li>• North Kern State Prison</li> <li>• Wasco State Prison</li> </ul> | <input type="checkbox"/> 2200 – <b>Mariposa County</b>  | <input type="checkbox"/> 4000 – <b>San Luis Obispo County</b> <ul style="list-style-type: none"> <li>• California Men’s Colony</li> </ul>  |
|  | <input type="checkbox"/> 2400 – <b>Merced County</b>  | <input type="checkbox"/> 4300 – <b>Santa Clara County</b>  |
|  | <input type="checkbox"/> 2600 – <b>Mono County</b>  | <input type="checkbox"/> 4400 – <b>Santa Cruz County</b>   |
|  |   | <input type="checkbox"/> 5000 – <b>Stanislaus County</b>   |
|  |   | <input type="checkbox"/> 5400 – <b>Tulare County</b>   |

**SOUTHERN REGION**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> 1300 – <b>Imperial County</b> <ul style="list-style-type: none"> <li>• Calipatria State Prison</li> <li>• CSP, Centinela</li> </ul> | <input type="checkbox"/> 3300 – <b>Riverside County</b> <ul style="list-style-type: none"> <li>• California Rehabilitation Center</li> <li>• Chuckawalla Valley State Prison</li> <li>• Ironwood State Prison</li> </ul> | <input type="checkbox"/> 3700 – <b>San Diego County</b> <ul style="list-style-type: none"> <li>• RJ Donovan Correctional Facility</li> </ul> |
| <input type="checkbox"/> 1900 – <b>Los Angeles County</b> <ul style="list-style-type: none"> <li>• CSP, Los Angeles County</li> </ul>                        | <input type="checkbox"/> 3600 – <b>San Bernardino County</b> <ul style="list-style-type: none"> <li>• California Institution for Men</li> <li>• California Institution for Women</li> </ul>                              | <input type="checkbox"/> 4200 – <b>Santa Barbara County</b>  |
| <input type="checkbox"/> 3000 – <b>Orange County</b>   |  | <input type="checkbox"/> 5600 – <b>Ventura County</b> <ul style="list-style-type: none"> <li>• Ventura YCF</li> </ul>                        |

**ADDRESS OR EMPLOYMENT CHANGES**

After list release, successful candidates may update any address and/or availability for employment preference information by accessing their [CalCareer Account](http://www.jobs.ca.gov) (www.jobs.ca.gov) on the California Department of Human Resources (CalHR) website or by notifying CDCR at the following address:

California Department of Corrections and Rehabilitation  
Office of Workforce Planning  
P.O. Box 942883  
Sacramento, CA 94283-0001  
Attn: Certification Unit

**REQUIRED CREDENTIAL INFORMATION**

Please indicate if you possess or have applied for the required credential for this Vocational Instructor classification. You must also indicate the credential number and expiration date or the application number and date you applied for the credential.

**Requirements:**

- I possess the required Preliminary/Clear Credential from the California Commission on Teacher Credentialing.

Credential Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

- I have applied for the required Preliminary/Clear Credential with the California Commission on Teacher Credentialing.

Credential Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

- I am currently not a Vocational Instructor. I have not yet applied for the required Preliminary/Clear Credential with the California Commission on Teacher Credentialing. If given a contingency job offer, I will provide application verification within 30 days of that job offer.

## KNOWLEDGE, SKILL, OR ABILITY (KSA) ASSESSMENT

Rate your knowledge, skill, or ability performing specific job-related actions, using the rating scale below.

Respond to each of the following statements by indicating how the statement applies to you. You are required to respond to every statement by marking one option for the scale provided. Responses may not be changed or added once submitted to the Office of Workforce Planning. Missing responses will result in a lower score.

In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or not paid.

### SCALE - KNOWLEDGE, SKILL, OR ABILITY RELATED TO THIS STATEMENT

#### Extensive Knowledge, Skill, or Ability

I have effectively and efficiently applied this KSA to an actual job without supervision.

#### Moderate Knowledge, Skill, or Ability

I have applied this KSA to an actual job, but may require general supervision.

#### Limited Knowledge, Skill, or Ability

I have education or training relevant to this KSA, but have not applied it to an actual job.

#### No Knowledge, Skill, or Ability

I have no experience, education, or training relevant to this KSA.

1. Knowledge of methods, materials, tools, machines, equipment, and safety principles in order to teach Cosmetology.

#### Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

2. Knowledge of principles, methods, practices, current developments, and trends in vocational education.

#### Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

3. Knowledge of principles and practices of classroom management as it relates to the instructional and behavioral issues of teaching students to provide a safe and effective learning environment.

#### Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

4. Knowledge of all equipment and tools used in Cosmetology.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

5. Knowledge of principles and processes for providing customer service which includes customer needs assessment, meeting quality standards for services and evaluation of customer satisfaction.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

6. Knowledge of education programs in the rehabilitative efforts of incarcerated adult/youthful offenders to successfully transition the adult/youthful offenders back in society.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

7. Knowledge of record keeping in order to maintain compliance with State and Federal laws, rules and regulations, court mandates, and accountability of education programs.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

8. Knowledge of educational tests to determine students placement and/or achievement.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

9. Ability to perform the duties of a journey person to ensure quality instructional services are provided.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

10. Ability to provide leadership and motivation to students in education programs to ensure quality instructional services are provided.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

11. Ability to effectively communicate with others both verbally and in written correspondence.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

12. Ability to effectively read and use drawings and sketches in order to complete a Cosmetology job.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

13. Ability to estimate and order supplies to maintain inventory.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

14. Ability to maintain fair and firm discipline in a clinical or educational setting to foster the independence and safety of students.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

15. Ability to maintain and prepare records to communicate students' progress.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

16. Ability to effectively set individualized goals and objectives for students to achieve.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

17. Ability to effectively demonstrate the repetition of tasks for students in order to achieve learning competence.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

18. Ability to effectively operate all related tools and equipment to maintain shop standards, cleanliness, and safety.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

19. Ability to utilize current technology to enhance communication and maximize job effectiveness.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

20. Skill to plan, coordinate, and implement education programs to ensure program quality and student success.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

21. Skill to successfully gain the interest, respect, and cooperation of students utilizing specific teaching methods to create an atmosphere that is fair, firm, and consistent in a classroom setting.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability



22. Skill to effectively develop socially acceptable attitudes in students by modeling acceptance for cultural, racial, and individual differences.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

23. Skill to demonstrate time management effectively to prioritize and accomplish job duties.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

24. Skill to research a wide variety of resources/data to provide information, options, recommendations, and/or produce accurate reports.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

25. Skill to apply time management skills to effectively prioritize to accomplish job duties.

**Knowledge, Skill, or Ability related to performing this action**

- Extensive Knowledge, Skill, or Ability
- Moderate Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

**CONTINUE TO THE WORK EXPERIENCE ASSESSMENT**

## WORK EXPERIENCE ASSESSMENT

Rate your experience performing specific job-related actions, using the rating scale below.

Respond to each of the following statements by indicating how the statement applies to you. You are required to respond to every statement by marking one option for the scale provided. Responses may not be changed or added once submitted to the Office of Workforce Planning. Missing responses will result in a lower score.

In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or not paid.

### SCALE - EXPERIENCE RELATED TO PERFORMING THIS ACTION

#### Extensive Experience

I have more than 4 years of experience in regularly performing this action **and** I have instructed others on this specific action.

#### Moderate Experience

I have more than 3 years, but less than 4 years of experience performing this action **and** I can perform it independently.

#### Basic Experience

I have more than 2 years, but less than 3 years of experience performing this action **and** I have performed it regularly with minimal or no assistance.

#### Limited Experience

I have less than 2 years of experience in performing this action **and** I may require assistance for successful performance.

#### No Experience

I have never performed this action.

- |   |
|---|
| 1. Training students in career technical education skills in order to assist them in becoming productive and contributing members of society. |
|---|

#### Experience related to performing this action

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

- |  |
|--|
| 2. Participating as a member of an interdisciplinary treatment team (e.g., custody, academic, vocational etc.) to fulfill court mandates and specialized treatment requirements. |
|--|

#### Experience related to performing this action

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

3. Reporting the outcome of classroom activities to evaluate and improve methods and techniques of providing services to students.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

4. Supervising the conduct of students while in the classroom or shop.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

5. Implementing the competency-based instruction/training and direct supervision of students to meet or exceed occupational trade standards.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

6. Providing instruction, training, and supervision to students to educate in the classroom and/or shop of an educational program.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

7. Developing appropriate lesson plans for students with curriculum to fulfill educational mandates.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

8. Communicating in a professional and effective manner with others (e.g., faculty, staff, etc.) to establish and maintain effective working relationships.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

9. Implementing identifiable reasonable accommodations for students according to their referrals and assessments.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

10. Counseling students to provide feedback regarding their participation in an instructional program.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

11. Evaluating new training materials and equipment via community contacts or training seminars to keep up with current standards/trends in the industry.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

12. Differentiating instruction to meet the needs of student's various skill levels by assessing the individual student knowledge and experience (e.g. skills test, hands-on test, written test, etc.).

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

13. Participating in the administration and security of standardized testing to ensure assessment results are valid.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

14. Participating in the delivery of educational support services to students to meet student's educational needs to comply with all Federal, State, and departmental mandates.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

15. Participating in the delivery and use of course content and training materials to aid in the education and rehabilitation process.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

16. Gathering information and documentation needed in order to purchase equipment, instructional materials, and supplies.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

17. Monitoring all classroom and/or shop supplies, materials, and equipment to ensure against loss or misuse.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

18. Attending on and offsite professional development and staff meetings to remain current in required and mandatory training.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

19. Providing supervision of students in order to maintain security of work areas and materials, and prevent escape and injury to students, others, or property.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

20. Participating in professional development on assessments/identification instructional methods and strategies/techniques to support students with special needs.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

21. Participating in student centered meetings to ensure regular and special needs of students are met utilizing professional knowledge, interpersonal communication skills, and knowledge of regulations and procedures, etc.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

22. Maintaining accurate and complete student's records in order to meet the individual student's educational needs and ensure compliance with all Federal, State, and departmental mandates.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

23. Expanding daily lesson plans to include the approved curriculum for employability and life skills in order to prepare students for reintegration utilizing subject matter, knowledge of community/institutional resources, communication skills, etc.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

24. Planning and conducting activities for a balanced program of instruction, demonstration, and work time that provides students with opportunities to observe, question, and investigate utilizing professional knowledge, interpersonal communication skills, knowledge of regulations, and procedures.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

25. Advising students as to their progress in their assigned instructional program in order to meet their educational goals and objectives utilizing communication skills, subject matter knowledge, motivational skills, etc.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

26. Training students in analyzing patrons' hair and physical features in order to recommend beauty treatments or suggest hairstyles utilizing the Board of Barbering and Cosmetology curriculum as directed.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

27. Instructing students on how to cut, trim and shape hair based on hair type and facial features to develop new styles and techniques utilizing hair tools (e.g., clippers, scissors, trimmers, etc.) utilizing the department education curriculum [Local Education Agency (LEA) and Office of Correctional Education (OCE)] as directed.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

28. Lecturing students on shop conduct and procedures in order to adhere to safety rules and regulations utilizing the department education curriculum LEA and OCE as directed by the State Board of Cosmetology and Occupational Safety and Health Administration (OSHA) on an ongoing basis.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

29. Instructing and demonstrating to students the proper usage of specific tools, equipment, and materials in order to adhere to safety rules and regulations by the State Board of Cosmetology utilizing the department education curriculum LEA and OCE as directed by OSHA and Materials Safety Data Sheets (MSDS) on an ongoing basis.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

30. Teaching students mathematics to demonstrate how to receive payment from patrons, or weight/measurements of ingredients, or medication used for various beauty treatments (e.g. skin regimens, hair coloring, etc.) utilizing the department education curriculum LEA and OCE as directed.

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

**THIS CONCLUDES THE EXAMINATION**

**REVISION DATE:** 5/6/2021 - AL



## RECRUITMENT QUESTIONNAIRE

Applicants are asked to voluntarily provide the information below. The following data will be used for statistical data gathering and reporting purposes. This questionnaire will be separated from the examination and this information will not be used in any employment decisions.

### GENDER

- Male
- Female
- Non-binary

### RACE AND ETHNICITY

Check one box that best describes your race or ethnicity.

- |   | <b>ASIAN</b>                              | <b>PACIFIC ISLANDER</b>                               |
|---|---|---|
| <input type="checkbox"/> Black or African American  | <input type="checkbox"/> Multiple Asian** | <input type="checkbox"/> Multiple Pacific Islander*** |
| <input type="checkbox"/> American Indian or Alaska Native                                 | <input type="checkbox"/> Indian           | <input type="checkbox"/> Guamanian                    |
| <input type="checkbox"/> Hispanic or Latino (alone or in combination with any other race) | <input type="checkbox"/> Cambodian        | <input type="checkbox"/> Hawaiian                     |
| <input type="checkbox"/> White  | <input type="checkbox"/> Chinese          | <input type="checkbox"/> Samoan                       |
| <input type="checkbox"/> Multiple Races*  | <input type="checkbox"/> Filipino         | <input type="checkbox"/> Other Pacific Islander       |
|   | <input type="checkbox"/> Japanese         |   |
|   | <input type="checkbox"/> Korean           |   |
|   | <input type="checkbox"/> Laotian          |   |
|   | <input type="checkbox"/> Vietnamese       |   |
|   | <input type="checkbox"/> Other Asian      |   |

\*If you identify with more than one race that is Non-Hispanic or Latino, select Multiple Races.

\*\*If you identify with more than one Asian ethnicity, select Multiple Asian.

\*\*\*If you identify with more than one Pacific Islander ethnicity, select Multiple Pacific Islander.

### AUTHORITIES

Government Code sections 8310.5, 19705, 19790, 19792(h) and California Code of Regulations, Title 2, sections 599.980, 11013(b) authorize the State of California to collect demographic information on job applicants and exam participants for analysis and statistical purposes. **CONTINUE TO NEXT PAGE TO COMPLETE RECRUITMENT QUESTIONNAIRE**

## RECRUITMENT QUESTIONNAIRE

On behalf of the California Department of Corrections and Rehabilitation, we thank you for participating in this examination. To assist us in our recruitment efforts, please tell us how you heard about this examination.

**Please check the appropriate box and, where relevant, specify your answer:**

- Internet (www.cdcr.ca.gov, www.jobs.ca.gov)
- Job Fair
- Friend/Family Member
- Staffing Agency (Spearhead, Manpower)
- Career Assistance Centers (e.g., Employment Development Department Career Network, Workforce Center)
- State Agency (please specify): \_\_\_\_\_
- Military Base (please specify): \_\_\_\_\_
- Local Union (please specify): \_\_\_\_\_
- Other (please specify): \_\_\_\_\_

### California Department of Corrections and Rehabilitation

- Flyer
- Banner
- Employee
- Exam Bulletin E-Blast
- Institution Bulletin Board

### Social Media

- Facebook
- Indeed
- Monster

### Educational Facility

- College
- Trade School
- School Association
- Specialized Training/Certification Program (e.g., Job Corps, Skill Centers, Regional Occupational Programs)
- Local Apprenticeship Program

### Public Advertisements

- Bus
- Truck
- Billboard
- Mobile Ad

### Out of State Resource

- Arizona
- Oregon
- Nevada