**Vision for Success Goal #1**: Increase by at least 20 percent the number of CCC students annually who acquire associates degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.

<table>
<thead>
<tr>
<th>Bakersfield College Goal</th>
<th>Area Work Plan</th>
<th>Responsible Program/Staff</th>
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<tbody>
<tr>
<td><strong>Goal #1 Completion</strong></td>
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<tr>
<td>Bakersfield College will increase the total number of annually completed associate degrees from 1,165 in 2016-2017 to 1,552 in 2021-22, an increase of 33 percent.</td>
<td><strong>ENROLLMENT MANAGEMENT</strong></td>
<td>Outreach and Early College Program Managers</td>
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<td></td>
<td>✓ <strong>Pre-collegiate Outreach (onboarding)</strong></td>
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<td></td>
<td>o Enhance online enrollment services for first-time students by</td>
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<td></td>
<td>- Providing matriculation workshops via Zoom and/or other virtual formats</td>
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<td>- Collaborate with Rural Initiatives to create one uniform on-boarding team</td>
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<td>- Streamlining processes for Early College student through new software (dualenroll.com)</td>
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<td>- Improving &amp; simplifying website - Outreach &amp; Early College, steps to enroll</td>
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<td>o Enroll at least 15 students in each concurrent/dual section offered per semester</td>
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<td>o Increase the number of CSEPs for Early College students</td>
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<td>o Collaborating with MPR to create a “How To” library including videos of key components of matriculation (application, registration, fin aid)</td>
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<td>o Cross train Cal SOAP/HS partners to assist with on-boarding process</td>
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<td>o Create virtual campus tours</td>
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<td>o Increase HS partner’s awareness of SID</td>
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<td></td>
<td>o Continue to partner with A&amp;R to remove on-boarding barriers</td>
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<tr>
<td></td>
<td>o Represent BC at career fairs, high and middle school programs</td>
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<tr>
<td></td>
<td><strong>BC MATRICULATION STEPS, REGISTRATION &amp; FINANCIAL AID APPLICATION COMPLETION:</strong></td>
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<tr>
<td></td>
<td>✓ <strong>BC Matriculation Steps Completion, Financial Aid Applications (FAFSA &amp; CADAA), and Registration Support</strong></td>
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<td>o Develop &amp; manage virtual matriculation workshops for HS seniors</td>
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</tbody>
</table>

Outreach Program Manager, Dean of Counseling, Financial Aid Director, & EOPS/Cal SOAP
- Application workshops
- Orientation & Counseling workshops
- Registration workshops
  - Create electronic materials for workshops
    - “how to” guides
    - Counseling/new student packet
  - Collaborate with Counseling to ensure CSEPs for all incoming HS seniors
    - Ensure all CSEPs include momentum points & Bridge to BC, Finish in 4 if applicable
  - Track HS seniors through first semester (retention)
  - Collaborate with Financial Aid & CalSOAP to increase Financial Aid Applications
  - Track financial Aid status of first time high school seniors

**ADT EARLY AWARENESS**

✓ Increased awareness for students to complete ADT prior to high school graduation
  - Embed advisors/counselors at the top feeder Early High Schools to develop CSEPs and introduce Program Mapper.
  - Education planning in Student Development courses offered in 9th grade
  - Increase number of CSEPs for Early College students

**STUDENT PROGRESS & RETENTION**

✓ Intrusive Counseling/Advising (include financial aid) and Tutoring Support
  - Imbedded advisors/counselors at the high schools will monitor and promote FAFSA completion during student’s senior year
  - Track HS seniors through matriculation and first semester

**MOMENTUM POINTS**

✓ First Year Completion: 15 units per term, complete 30 units/Math & English within year one

Outreach and Early College Program Managers
CSEP’s will be developed for all first-time students which will require students to select a pathway, register for 15 units per term, complete 30 units/Math & English within the first year & sign up for Bridge to BC

**COHORT MANAGEMENT**
- Concentration on Meta-Majors & Special Populations (affinity groups)
  - INDA Baccalaureate pathway– build awareness and increase number of dual/concurrent/12th grade students with CSEPs
  - Track first time HS seniors through the first semester
  - Target dual and concurrent enrollment populations for recruitment into BC pathways
  - Continue to work as a data coach for Personal & Career Pathway
  - Increase the number of HS seniors participating in Finish in 4

**TECHNOLOGY**
- Technology will be used to enhance and strengthen student support processes
  - Work closely with KHSD to retrieve MM data for HS seniors
  - Dualenrollment.com
    - Replace existing paper process with online program
    - Integrate system with Banner and have the ability to mass-enroll students in Early College sections
  - Community College Guidance Initiative (CCGI) – WUHS & McFarland
    - Automate placement for incoming students using transcript data shared systematically
    - Facilitate educational planning and dual enrollment student tracking through intersegmental catalog integration

| Strategic Directions, Student Centered Funding Formula, Equity | 1 – Student Learning  
| | 2 – Progression and Completion, Equity, SCFF  
| | 3 – Facilities and Technology  

**Vision for Success Goal #2:** Increase by 35 percent the number of CCC students transferring annually to a UC or CSU
### Goal #2: Transfer

Bakersfield College will increase the number of completed ADT degrees from 552 in 2016-2017 to 745 in 2021-22, an increase of 35% percent.

#### Area Work Plan

**ADT COMPLETION**
- Increase the number of completed ADT degrees by monitoring CSEPs (Finished in 4 and IGETC), cohort progress tracking, and providing university exposure
  - Increase awareness of and participating in Early College Pathways
  - Provide Finish in 4 and IGETC online counseling workshops to admitted high school seniors

**PROFESSIONAL DEVELOPMENT**
- Ensure ongoing updates on transfer requirements for UCs and CSUs
  - Ongoing professional development on Transfer Requirements for UCs, CSUs, and Private Colleges
  - Ongoing training regarding Dual Enrollment Requirements
  - Continuous cross training & development to ensure staff is up to date

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<tr>
<th>Strategic Directions, Student</th>
<th>2 - Progression and Completion, Equity, SCFF</th>
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<td>4 – Leadership and Engagement</td>
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### Vision for Success Goal #3: Decrease the average number of units accumulated by CCC students earning associate's degrees, from approximately 87 total units (the most recent systemwide average) to 79 total units—the average among the quintile of colleges showing the strongest performance on this measure.

#### Area Work Plan

**REDUCED UNITS TO COMPLETION**
- Utilize the AB 705 transfer-level Math and English placement, GP Momentum Points, and CSEP course completion
  - Continue to increase CSEPs for HS seniors
    - Ensure the following are included where applicable: finish in 4, bridge, momentum points
  - Embed counselor at Early College schools to provide clear path and intervention as needed

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<td><strong>Goal #3: Unit Accumulation</strong></td>
<td><strong>REDUCED UNITS TO COMPLETION</strong></td>
<td>Outreach and Early College Program Managers, Dean of Counseling</td>
</tr>
</tbody>
</table>
| Bakersfield College will decrease the average units earned per completed associate degree from 92 in 2016-2017 to 84 in 2021-22, a decrease of 9 percent. | **Utilize the AB 705 transfer-level Math and English placement, GP Momentum Points, and CSEP course completion**
  - Continue to increase CSEPs for HS seniors
    - Ensure the following are included where applicable: finish in 4, bridge, momentum points
  - Embed counselor at Early College schools to provide clear path and intervention as needed | Outreach and Early College Program Managers |
| Strategic Directions, Student | 2 - Progression and Completion, Equity, SCFF |

**Vision for Success Goal #4:** Increase the percent of exiting CTE students who report being employed in their field of study, from the most recent statewide average of 60 percent to an improved rate of 69 percent—the average among the quintile of colleges showing the strongest performance on this measure.

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<td><strong>Goal #4: Workforce</strong></td>
<td><strong>CAREER &amp; EMPLOYMENT READINESS</strong></td>
<td>Outreach and Early College</td>
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<tr>
<td>Bakersfield College will increase the percent of exiting CTE students who report being employed in their field of study from 66% percent in 2014-2015 to 69% in 2021-22, an increase of 3 percent.</td>
<td>o Increase involvement in student development courses offered to 9th graders in KHSD – offer more career exploration &amp; planning workshops&lt;br&gt;o Collaborate with CTE for in-reach to bring awareness to current students&lt;br&gt;o Represent BC at Career Fairs in the community</td>
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</table>

| Strategic Directions, Student | 1 – Student Learning<br>2 – Progression and Completion, Equity, SCFF |

**Vision for Success Goal #5:** Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within 5 years and fully closing those achievement gaps for good within 10 years.

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<td><strong>RACIAL &amp; DIGITAL EQUITY</strong></td>
<td>Outreach and Early College</td>
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<tr>
<td>Bakersfield College will reduce the equity gaps among underrepresented student groups by 40% by 2024-2025, within 5 years and fully closing the achievement gaps by 2029-2030, within 10 years.</td>
<td>o Continue to provide matriculation services to all high schools in service area, including rural communities&lt;br&gt;o Provide high tech virtual support through workshops and SID&lt;br&gt;o Increase HS student participation in Kern Promise&lt;br&gt;o Expand support services to Early College HS partners&lt;br&gt;o Train staff and student workers to include digital and equity awareness</td>
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</table>
| Cabinet Goals, Equity Minded | 1 – Student Learning  
|                            | 2 – Progression and Completion  
|                            | 3 – Facilities and Technology  
|                            | 4 – Leadership Engagement |