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. (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.)

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

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 system wide average) to 79 total units--the average among the quintile of colleges showing the strongest performance on this measure. (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.)

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. (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.)

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 percent within 5 years and fully closing those achievement gaps for good within 10 years. (Bakersfield College will increase Completion for Disproportionately Impacted Groups and Transfer for Disproportionately Impacted Groups.)
| Strategic Direction #1  
Student Learning | Work Plan |
|-------------------|-----------|
| A commitment to provide a holistic education that develops curiosity, inquiry, and empowered learners. | • Create Covid-19 safe return to campus sanitizing plans for Kinesiology and Athletics classes and spaces  
• Maintain safe facilities that are ideal for student learning  
  o Work with Maintenance and Operations Department to ensure that the athletic facilities are kept safe and lend a good environment for learning |

| Strategic Direction #2  
Student Progression and Completion | Work Plan |
|-------------------|-----------|
| A commitment to eliminate barriers that cause students difficulties in completing their educational goals. | • Create new, more efficient, equipment ordering and distribution policies and procedures. These procedures will give our student-athletes the best opportunity to be successful in the classroom and in competition  
• Facilitate Covid-19 safe return to campus plan with the faculty, coaches, students and student-athletes in Kinesiology and Athletics |

| Strategic Direction #3:  
Facilities and Technology | Work Plan |
|-------------------|-----------|
| A commitment to improve the maintenance of all facilities, technology, and infrastructure and implement Measure J funding to build a better BC. | • Participate in planning and implementation of Measure J facility projects for athletics including (Memorial Stadium and the Gymnasium Complex)  
• Work in conjunction with the maintenance and operations department to strategically plan, access, prioritize and address facility needs as it relates to student safety and success  
• Work with Maintenance and Operations Department to secure PPE and sanitizing products needed to keep Kinesiology and Athletic facilities sanitized and safe  
• Participate in training sessions for the new videoboard in Memorial Stadium  
• Lead Memorial Stadium videoboard training sessions for the event staff |
### Strategic Direction #4: Leadership and Engagement

**A commitment to build leadership within the College and engagement with the community.**

- Support campus-wide events in building stronger campus culture
- Work with athletic marketing and promotions specialist to design new and creative opportunities for current and potential corporate partners
- Work with athletic marketing and promotions specialist to secure funding for the scoreboard/videoboard for the gym in the new athletic complex
- Partner with community groups to assist with athletics department on game days
- Engage in at least one social media platform to support BC students and the work being done on our campus
- Create ways to perform community service virtually

### Strategic Direction #5: Equity

**Reduce equity gaps**

- Work with outreach to bring students from underrepresented population to athletic events