## Bakersfield College Goal

**Goal #1 Completion**

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.

### Work Plan

<table>
<thead>
<tr>
<th><strong>ENROLLMENT MANAGEMENT</strong></th>
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<tbody>
<tr>
<td><strong>Enrollment Services / A&amp;R:</strong></td>
</tr>
<tr>
<td>o Increase the number of students completing certificates by 10%</td>
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<tr>
<td>o Implement a process whereby students are automatically awarded certificates they have earned</td>
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<tr>
<td>o Implement a process whereby students are automatically awarded degrees they have earned</td>
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<tr>
<td>o Increase Baccalaureate of Science completions</td>
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<tr>
<td>o Increase the amount of students completing the CCC Apply application.</td>
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<tr>
<td>o Work with CSUB in creating a dual admissions application process.</td>
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<td>o Collaborate with counseling to increase graduation applications and graduation checks.</td>
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<tr>
<td>o Collaborate with the new AB540 team to streamline the requirements for students. Provide trainings to Cal-SOAP, Inmate Program, EOPS, and Outreach on a regular basis for updates on AB540.</td>
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<tr>
<td>o Collaborate with Outreach and School Relations, Early College and Rural Initiatives for various registration events.</td>
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<tr>
<td>o Collaborate with Inmate Scholars Program to streamline processes.</td>
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<tr>
<td>o <strong>CLEP credit-by-exam:</strong> For CSU transfer, increase options to accelerate ADT completion rates (2.10)</td>
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</tbody>
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### Disabled Students Programs & Services (DSPS): |

| o Increase connections and integration of transition with KHSD Superintendent’s Office of Special Education |
- Meet with Superintendents Office team to explore ways to outreach & educate students, parents & KHSD staff about BC, DSPS & other campus supports & services
- Meet with HS counselors, SPED program specialists, & Dual Enrollment faculty
- Attend all local transition fairs for students with disabilities
- Host pre-summer BC/DSPS Information Session for students with disabilities & families
- Host individual high school special education programs throughout spring on the BC Panorama campus with information sessions about DSPS & campus tours
- Regularly host staff from the CA Dept. of Rehabilitation in the DSPS office to meet with mutual clients/students
- Teach summer section of STDV B6 for students with disabilities to support successful transitions
- Host end-of-summer Orientation Session for students with disabilities & families

**BC MATRICULATION STEPS, REGISTRATION & FINANCIAL AID APPLICATION COMPLETION:**

Disabled Students Programs & Services (DSPS):
- Insert information about financial aid in all new student packets
- Train DSPS faculty & staff on Financial Aid Basics

**ADT EARLY AWARENESS**
- *Increased awareness for students to complete ADT prior to high school graduation*

Disabled Students Programs & Services (DSPS):
- Continue to query about the involvement of students with disabilities in BC’s Dual Enrollment programs
- Work with BC administrators & staff to educate faculty about the needs and services available to college students with disabilities
- Work with KHSD staff to identify students

**STUDENT PROGRESS & RETENTION**

Disabled Students Programs & Services (DSPS):
- Support counselors to increase completing & updating CSEPs with students regularly
- In addition to prescribing accommodations during appointments, encourage counselors to review course enrollments & progress towards CSEP completion,
- Guide counselors on ways to approach tough conversations with students about setting realistic goals, & about overcoming avoidance behaviors & fears about subjects such as Math and English.

**MOMENTUM POINTS**

- *First Year Completion: 15 units per term, complete 30 units/9 core pathway units/College-level Math & English within year one*

**Disabled Students Programs & Services (DSPS):**

- Guide counselors on ways to approach tough conversations with students about setting realistic goals, & about overcoming avoidance behaviors & fears about subjects such as math and English

**COHORT MANAGEMENT**

- *Concentration on Meta-Majors & Special Populations (affinity groups)*

**Disabled Students Programs & Services (DSPS):**

- Meet bi-monthly with the DSPS Affinity team

**TECHNOLOGY**

- *Technology will be used to enhance and strengthen student support processes*

**Enrollment Services / A&R:**

- Scheduling System-Within Starfish seek solution to integrate scheduling and tracking exam options (exams, test administration forms, certification eligibility/completion, etc.)

**Disabled Students Programs & Services (DSPS):**

- Establish summer & fall training schedules to develop team competency utilizing Starfish to the greatest extent possible
| 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*

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| **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. | **ADT COMPLETION**  
a. *Increase the number of completed ADT degrees by monitoring CSEPs (Finished in 4 and IGETC), cohort progress tracking, and providing university exposure*  

**Enrollment Services / A&R:**  
*Transfer Programs*  
b. Professional development - ongoing updates on transfer requirements for UCs and CSUs (1.1, 2.18)  
c. Collaborating with the Counseling Department, Early College and Rural Initiatives on transfer requirements, graduation petitions and substitutions waivers  
d. Train staff and student workers to use Starfish when assisting students register for courses on their CSEPs. |
e. Provide professional development to staff: ongoing updates on transfer requirements for UCs and CSUs (1.1, 2.18)

f. Attend transfer week and encourage staff to see “what is new with transfer week”, participate in transfer and articulation workshops

** Disabled Students Programs & Services (DSPS):**
- Host CSUB Disabled Student Office each semester at BC campus
- Host CSUN National Center on Deafness annually
- Plan a CSUB campus tour & information session for students with disabilities spring
- Encourage students to attend all transfer activities & to consider transfer as an option

### PROFESSIONAL DEVELOPMENT

✔ Ensure ongoing updates on transfer requirements for UCs and CSUs

**Enrollment Services / A&R:**
- Professional development - ongoing updates on transfer requirements for UCs and CSUs

**Disabled Students Programs & Services (DSPS):**
- Encourage all DSPS team members to learn more about transfer requirement basics.
- Seek online and on-campus training & information

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<th>Strategic Directions, Student</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 system wide average) to 79 total units--the average among the quintile of colleges showing the strongest performance on this measure.

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<td><strong>Goal #3: Unit Accumulation</strong></td>
<td><strong>REDUCED UNITS TO COMPLETION</strong></td>
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<tr>
<td>Bakersfield College will decrease the average units earned per completed</td>
<td>✔ Utilize the AB 705 transfer-level Math and English placement, GP Momentum Points, and CSEP course completion</td>
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</table>
Associate degree from 92 in 2016-2017 to 84 in 2021-22, a decrease of 9 percent.

**Enrollment Services / A&R:**
- **15 units** - accelerate momentum goal completion with CLEP exams by tripling the testing dates and doubling the testing stations availability.
- **30 units** - 30 credits in the first year: Work on increasing Science labs to increase student enrollments so that they can complete.
- **English/Math** - refine structured new placement(AB705) communication through various channels to optimize information designed to keep students on the path and complete Math and ENGL requirements in one year.

**Disabled Students Programs & Services (DSPS):**
- Support counselors to increase completing & updating CSEPs with students regularly.
- Encourage counselors to review course enrollments & progress towards CSEP completion in addition to prescribing accommodations.
- Guide counselors on ways to approach tough conversations with students about setting realistic goals, & about overcoming avoidance behaviors & fears about difficult subjects, such as math and English.

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**Strategic Directions, Student Centered Funding Formula, Equity**

2 - Progression and Completion, Equity, SCFF

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**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 Goal**

*Goal #4: Workforce*

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.

**Work Plan**

**CAREER & EMPLOYMENT READINESS**

**Enrollment Services / A&R:**
- Increase Baccalaureate of Science completions

**Disabled Students Programs & Services (DSPS):**
- Implement an exit survey for graduating students
- Enhance accessibility for disabled students for completion and workforce readiness
- Educate Pathway leaders on how to be inclusive of students with disabilities, and how not to exclude students with disabilities.
- Recommend speakers with disabilities for Pathways events
- Support WorkAbility III job placement efforts
- Support students’ self-sufficiency by ensuring employment after completing their field of study (state requirement)
- Career development, resume building, and life skills workshops
- Support WorkAbility III & DOR career-related workshops
- Host DSPS activities to help students identify career goals & majors

### Strategic Directions, Student Centered Funding Formula, Equity

1 – Student Learning
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 percent within 5 years and fully closing those achievement gaps for good within 10 years.

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<td>Goal #5: Equity Goal 5.1 Completion for Disproportionately Impacted Groups Goal 5.2 Transfer for Disproportionately Impacted Groups</td>
<td><strong>EQUITY-MINDED SERVICES (Racial, Digital…)</strong></td>
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| Enrollment Services / A&R | a. Train staff and student workers to include digital equity and racial awareness  
  a. Find competent staff on campus to provide trainings for our staff members in order to increase awareness  
  b. Virtual High-Tech Support - Blend cross-sectional communication through various channels (Student Information Desk (SID)), Starfish, ChatBot to optimize access and equity and bolster completion and student progression (2.10, 2.11)  
  c. Scheduling System-Within Starfish seek solution to integrate scheduling and tracking exam options (exams, test administration forms, certification eligibility/completion, etc.) (1.10)  
  d. Establish and expand support services in rural communities (1.12) A&R staff participating in application workshops, enrollment events, and cross training  
  e. Establish and expand support services in satellite sites (1.13) Delano, Job Spot, and the Southwest campus |
a. Produce and communicate effective policy and procedure changes to our support staff on satellite campuses
f. Expand dual enrollment in additional KHSD high schools (2.1) collaborate with Dual/Early College Program Manager and Professional Expert
   a. Help facilitate clear dialogue between A&R staff and our Early College specialists in order to increase work flow and communication
g. Increase the number of students participating in Summer Bridge by 15% (2.4) assist in registration for Summer Bridge
   a. Encourage staff members to promote various Summer Bridge flyers and publicity to increase participation of incoming first time students
h. Collaborate with Project HireUp team to streamline processes for enrollment
i. Collaborate with AB 540 team to increase enrollment for students who classify as AB 540
j. Collaborate with Adult Education and Rural Initiatives to increase applications and enrollment with our rural communities.

Disabled Students Programs & Services (DSPS):
   a. Train staff and student workers to include digital equity and racial awareness
      a. Find competent staff on campus to provide trainings for our staff members in order to increase awareness
   b. Virtual High-Tech Support- Blend cross-sectional communication through various channels (Student Information Desk (SID)), Starfish, ChatBot to optimize access and equity and bolster completion and student progression (2.10, 2.11)
   c. Scheduling System-Within Starfish seek solution to integrate scheduling and tracking exam options (exams, test administration forms, certification eligibility/completion, etc.) (1.10)

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