2019-2020 Workplan – Craig Hayward, Dean of Institutional Effectiveness

This work plan is aligned with the College’s strategic directions and Vision for Success goals.

Vision Goals

**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 systemwide 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.)*

Bakersfield College’s Strategic Directions

**Strategic Direction #1:** Student Learning

**Strategic Direction #2:** Student Progression and Completion

**Strategic Direction #3:** Facilities

**Strategic Direction #4:** Leadership and Engagement
Goal 1: Deploy a research data warehouse.

☐ Complete integration of placement data including high school performance data from CCGI, CalPASS Plus, and CCCApply.
☐ Develop MIS quality assurance procedures leveraging the MIS data tables and structures present in the research data warehouse.
☐ Deploy at least one test reporting portal and gather feedback on its usefulness.
☐ Engage stakeholders at the District Office and other district colleges.
☐ Provide direction to data warehouse team regarding critical design decisions.
☐ Test and finalize Phase I of the RDW project
☐ Design, test, and deploy Phases II and III of the RDW project.

Aligns with:

- Strategic Direction #2: Student Progression and Completion
- Strategic Direction #3: Facilities
- Strategic Direction #4: Leadership and Engagement
- Vision for Success Goal #3: Decrease average units at graduation
- Vision for Success Goal #5: Reduce equity gaps

Goal 2: Scale up Program Mapper at BC and statewide

☐ Engage Bakersfield College program mapper team to scale up Program Mapper at BC by including all program maps.
☐ Engage statewide Educational Systems and Intersegmental Pathways
☐ Secure philanthropic support to complete the development of the data cleanup tool
☐ Engage with catalog and curriculum inventory vendors regarding the integration of program mapper into their products
☐ Monitor and support the integration of the program mapper with program review and other institutional processes.
☐ Expand availability and usage of program mapper across the system; implement at 42 other colleges.

Aligns with:

- Strategic Direction #4 Leadership and Engagement
- Strategic Direction #2: Student Progression and Completion

Goal 3: Develop a prototype of the program mapper for CSU at CSU Bakersfield.

☐ Develop design and ability to visualize years three and four of the transfer program maps.
☐ Develop design and data structure for integrating and connecting two year and four maps (2+2 design)
☐ Develop capacity to include data from Assist, C-ID, and CSU systems.
☐ Explore inclusion of UC courses and program maps.
☐ Secure philanthropic funding to develop prototype.
☐ Identify, support, and partner with key stakeholders and allies at CSUB.

**Aligns with:**

- Strategic Direction #1: Student Learning
- Strategic Direction #2: Student Progression and Completion
- Strategic Direction #4 Leadership and Engagement
- Vision for Success Goal #2: Increase transfer
- Vision for Success Goal #5: Decrease average units at graduation

**Goal 4: Support completion coaching teams for Learning and Career Pathways and affinity groups**

☐ Synchronize data availability with institutional communication plans.
☐ Update and publish Tableau Guided Pathways Momentum Point dashboard, including Guided Pathways momentum points (15+ units attempted per term; completing math and English in the first year; 30+ units attempted in the first year; 9+ core program units completed).
☐ Add an “All” category to the GP MP dashboard.
☐ Provide disaggregated data report on Guided Pathways Momentum Points by program, LCP, and affinity group.
☐ Publish a vetted LCP crosswalk mapping showing relationship of program of study to LCP.

**Aligns with:**

- Strategic Direction #2: Student Progression and Completion
- Strategic Direction #3: Facilities
- Strategic Direction #4: Leadership and Engagement
- Vision for Success Goal #1: Increase degree and certificate awards

**Goal 5: Complete an impact analysis of dual enrollment.**

☐ Develop data sharing agreement with KUHSD and other local high schools.
☐ Conduct analysis and share results with internal and external stakeholders.
☐ Present the results at a state and/or national conference.

**Aligns with:**

- Strategic Direction #2: Student Progression and Completion
- Strategic Direction #4: Leadership and Engagement
Goal 6: Professional development of OIE staff

In the field of institutional research, staff are in need of continuous training and updating of skill sets. It is critical that we prioritize training and professional development of OIE staff in areas such as:

- Tableau
- Starfish
- Cognos
- SQL

Aligns with:

- Strategic Direction #1: Student Learning
- Strategic Direction #2: Student Progression and Completion
- Strategic Direction #4: Leadership and Engagement

Goal 7: Support Data coaches

- Develop an annual plan for recruiting, training, and supporting data coaches, including:
  - Training curriculum for six courses (three to four sessions of each)
  - Starfish access (as appropriate)
  - Cross-training
  - Development of at least three Canvas training modules
  - Development of badges for skill acquisition in Badgr/Canvas.

Aligns with:

- Strategic Direction #2: Student Progression and Completion
- Strategic Direction #4: Leadership and Engagement

Goal 8: Institutional Review Board (IRB) procedures and website development

- Update and enhance the website for the Office of Institutional Effectiveness to include detailed information on the College’s new IRB including:
  - Schedule of meetings
  - Procedures
  - Membership
  - Research application

Aligns with:

- Strategic Direction #4: Leadership and Engagement