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.

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<tr>
<th>Bakersfield College Goal</th>
<th>Area Work Plan</th>
<th>Responsible Position(s)/Partners</th>
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<tr>
<td>Goal #1 Completion</td>
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| 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. | **Enrollment Management:**  
  - Pre-collegiate Outreach (onboarding)  
  - Target Equity’s disproportionately impacted and SCFF special groups (AB540)  

**High School Recruitment:**  
  - Early identification of AB540 traditional (undocumented) and nontraditional (documented) students by presenting at CCC Apply workshops, Financial Aid workshops, and classroom/grade level presentations  
  - Work with Outreach, Rural Initiatives, Adult Education, and high school counselors at non Cal-SOAP high schools to identify and recruit AB540 students  
  - Organize the 2nd Annual Dream Big Conference for EL students  

**BC Students Recruitment:**  
  - Target incoming and current traditional (undocumented) and non-traditional (documented) students who are considered out of state residents for tuition purposes via emails, phone calls, classroom presentations, tabling, etc.  
  - Work with A&R to complete AB540 Non-Resident Tuition Exemption process prior to registration  
  - Ensure all eligible students are also introduced EOPS services and opportunities | AB 540 Program Manager, AB 540 Educational Advisor, Cal-SOAP, High School District Offices, BC Outreach Office, BC Financial Aid, BC A&R |
- Work with Financial Aid to process AB540 related award letters prior to the start of summer school
- Train student ambassadors to assist with outreach & recruitment at high schools and BC campuses
- Recruit through Summer Bridge, STDV course, and EOPS
- BC Matriculation Steps Completion, Financial Aid applications (FAFSA, CADAA, Chafee), and Registration Support

**Retention:**

- Establish specific program services for student retention purposes – using the CCCCO Dreamer Report as a guide for best practices
- Intrusive Counseling/Advising and Tutoring Support
- Dedicated, welcoming and safe space
- EOPS three counseling contacts requirement
- CSEP Completion
- University Trips
- Starfish Alerts & Kudos
- Mid-term Progress Reports
- Cognos Reports – analyze student progression, retention, and completion for planning purposes
- Financial literacy & entrepreneurship workshops
- Cultivate community partnership opportunities for student scholarships, stipends and fellowships
- Seek grants or other funding for AB 540 students
- Legal Services - Establish partnerships with non-profits and other entities providing free or reduced fee immigration legal services
- Provide Know your Rights Workshops
- Distribute “red cards”

**Student Engagement**

- AB540 orientations, open house, LUPE student organization involvement, Advocacy Conferences
- Dedicated, welcoming and safe space
- Support activities and events during the Undocumented Student Week of Action
- Mental Health Services - Establish partnerships with non-profits and other entities providing free or reduced fee services
- Collaborate with on campus services to provide workshops or other supportive opportunities

**Momentum Points:**
- 15 units
- 30 units
- English/Math during first year
- Inform incoming students about the momentum points (Orientation/Advising)
- Emphasis on Momentum Points during registration events/advising contacts
- Track enrollment of units by term

**Cohort Management:**
- Affinity Quarterly Meetings (AB540)
- Attend Data Coaches Meetings – Run Reports

**Facilities & Technology:**
- Provide a safe space for students on campus
- Online Counseling and Advising
- Starfish scheduling
- Student Success Tracking (Paperless)
- Implement online counseling for students who are not able to commute to school for their 3 required appointments (ConexEd)
- Fully utilize Starfish to schedule appointments and communicate with students

### 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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<td><strong>Strategic Directions, Student Centered Funding Formula, Equity</strong></td>
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<tr>
<td>1 – Student Learning</td>
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<tr>
<td>2 – Progression and Completion, Equity, SCFF</td>
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<tr>
<td>3 – Facilities and Technology</td>
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| Responsible Position(s)/Partners |  |
**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%.  

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| a. Transfer Programs  
✓ Default CSEPs (Finished in 4 and IGETC)  
✓ Cohort progress tracking  
✓ University exposure through college campus tours  
  ▪ Offer CSU/UC Campus Visits to AB540 students | AB540 Program Manager, Faculty Counselors, AB540 Educational Advisor  
Director will assign staff to attend |
| b. Professional development - ongoing updates on transfer requirements for UCs and CSUs  
  ▪ UC Ensuring Transfer Success  
  ▪ CSU Counselors Conference  
  ▪ CSUB/BC – Finish in 4 trainings for staff |  

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

| 2 - Progression and Completion, Equity, SCFF  
4 – Leadership and Engagement |

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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.

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| Goal #3: Unit Accumulation  
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. | a. Reduced Units to Completion  
✓ AB 705 transfer-level Math and English placement  
✓ GP Momentum Points  
✓ CSEP course completion monitoring  
  ▪ Intrusive Counseling/Advising to ensure that students are on track for degree completion | AB540 Program Manager, Faculty Counselors, AB540 Educational Advisor, Program Technician |
| 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.
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| **Goal #4: Workforce**  | a. Career and Employment Readiness  
✓ Coordinate with CTE to explore entrepreneurship for students who may be unable to obtain traditional employment  
✓ Ensure accurate information is provided to students during career exploration regarding careers that can and cannot be accessed by those who are without status | AB540 Program Manager, Faculty Counselors, AB540 Educational Advisor, CTE |
| **Strategic Directions, Student Centered Funding Formula, Equity** | 1 – Student Learning  
2 – Progression and Completion, Equity, SCFF |