In year 2, Bakersfield College will focus on leveraging the AB 19 allocation to advance two primary outcomes toward a completion-focused, equity-minded Kern Promise: Finish-in-4 Program: 1) equitable and timely completion/transfer, and 2) mitigate financial barriers. Three teams will provide strategic oversight in the implementation and scale of interventions to advance the state and college outcomes aligned with the legislation and the Chancellor's Vision for Success goals.

Transfer Team: Lesley Bonds, Jessica Wojtysiak, Jennifer Johnson, Lisa Robles, Yvonne Armendariz, Jeff LaForce (Outreach - new students), Abraham Castillo (completion - returning students), Leo Ocampo (BCSW specialty), +1 advisor (UC specialty), +1 Program Manager.
**TRANSFER TEAM OUTCOME #1: EQUITABLE ACCESS:** Increase the number and percentage of high school students who are prepared for and attend college directly from high school.

<table>
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| BC Ed Plans and Maps (Program Mapper)| Jennifer Johnson (lead) + Jessica Wojtysiak                                 | - Ensure all Finish-in-4 Maps in the Program Mapper are accurate and updated as necessary  
- Partner with CSUB and BC departments in the development of additional Finish-in-4 maps (i.e. public health)                                           |
| Outreach & Recruitment               | HS Outreach: Jeff + partner with Ashlea Ward and BCSW Outreach: Leo Ocampo + partner with Jessica Wojtysiak | - Partner with Outreach & School Relations to develop and outreach plan and schedule  
- Develop and publish an FAQ document for Finish-in-4 participants  
- Develop and disseminate recruitment materials  
- Ensure accuracy of all print and virtual materials, including the Finish-in-4 website  
- Identify opportunities for press releases in partnership with Marketing & Community Relations  
- Support Abraham in recruitment for MDRC SUCCESS cohort students  
- Partner with BCSW team to develop and meet enrollment targets |
| Early College                        | Jeff LaForce (partner with Kylie Swanson and Cynthia Zamora)                | - Partner with Early College Team to ensure EC high schools have Finish-in-4 Pathways options  
- Partner with Early College counselor to ensure graduating EC participants with 30-59 units have individualized Finish-in-X map which reflect completion at BC  
- Development of Finish-in-X templates for Early College participants (i.e. Finish-in-6) |
| Student Registration                 | Jeff LaForce + partner with Ashlea Ward                                     | - Ensure all Finish-in-4 students are assigned a priority registration date each semester  
- Partner with Outreach & School Relations to ensure new Finish-in-4 participants have registration support on their assigned date  
- Ensure returning Finish-in-4 students have registration support on their assigned date |
| Financial Aid                        | Jeff LaForce (Lead) + partner with Jennifer Achan                         | - Tuition + Fees  
- Textbook expenses  
- Transportation expenses  
- Living Expenses  
- Incentivizing momentum point attempts utilizing AB 19 funds |

**TRANSFER TEAM OUTCOME #2: EQUITABLE COMPLETION:** Increase the percentage of students who earn associate degrees or career technical education certificates that prepare them for in-demand jobs.

- **Vision for Success Goal:** Over 5 years, increase by at least 20% the number of CCC students annually who acquire associates, credentials, certificates, or skill sets that prepare them for in-demand jobs.
• **BC VfS Goal:** 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%.

• **BC AA/AS Completion Equity Goals:**
  - AA/AS Completion: Economically disadvantaged: +17% - from 319 in 16-17 to 373 in 21-22
  - AA/AS Completion: Black: +38% – from 29 in 16-17 to 40 in 21-22
  - AA/AS Completion: Male: +10% – from 425 in 16-17 to 468 in 21-22

• **BC Overall Completion Equity Goals:**
  - Black – Women: +100%; Black – Men: +118.75%
  - Foster Youth – Men: +33.33%
  - LGBT – Women: +150%; LGBT – Men: +42.86%
  - Latinx – Men: +19.95%; Latinx – Women: +20.03%

• **BC Equity Goal – Probation:** Reduce # and % of Latinx and Black students on probation: Baseline: spring 2019 - 14.5% of Latinx students (n=3,023), 20.3% of Black students (n=272)

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<tr>
<td>Completion Community</td>
<td>New Program Manager (Lead) + Yvonne Armendariz</td>
<td>-Assign and oversee advisors to ensure support metamajors and affinity groups in transfer-specific Completion Coaching</td>
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<tr>
<td>Data-informed Case Management</td>
<td>Leo Ocampo (Lead) + New Program Manager</td>
<td>-Produce weekly report with trend data of 9+, 12+, and 15+ unit enrollment. Disseminate to core team each Monday.</td>
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<td>-Partner with Grace Commiso to organize the Starfish cohort for Finish-in-4; ensure it stays up-to-date</td>
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<td>-Train Finish-in-4 Completion Community members in utilizing Starfish to advance outcomes</td>
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<tr>
<td>Math/English Learning Community</td>
<td>New Program Manager (Lead) + Yvonne Armendariz</td>
<td>-Analyze all CSEP maps to develop a projection for English and math course requirements for each coming term</td>
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<td>-Partner with Deans of Instruction over Math, English, and Psychology to ensure adequate course offerings</td>
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<td></td>
<td>-If sufficient demand exists, identify opportunities in partnership with Deans for Finish-in-4 learning communities in transfer-level math and English</td>
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<tr>
<td>Early Intervention &amp; Retention</td>
<td>Abraham Castillo</td>
<td>-Partner with PM - Probation to develop a strategy to address Finish-in-4 students on probation</td>
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<td>-Produce weekly report identifying students who have dropped or withdrawn from class(es)</td>
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<td>-Make contact with students who drop or withdraw within 5 business days</td>
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<td>-Partner with the Office of Financial Aid to curate materials related to financial impact of withdrawal/failure for transfer-intent students</td>
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<tr>
<td>Holistic Student Supports</td>
<td>Abraham Castillo</td>
<td>-Serve as the lead advisor to the MDRC SUCCESS cohort</td>
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<td>-Partner with the Office of Student Life to curate referral materials for housing and food assistance</td>
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<td>-Attend external community advisory group meetings to improve partnerships and holistic student support</td>
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TRANSFER TEAM OUTCOME #3: EQUITABLE TRANSFER & BACCALAUREATE ATTAINMENT: Increase the percentage of students who successfully transfer to the California State University or the University of California

- **Vision for Success Goal:** Over five years, increase by 35% the number of CCC students system-wide transferring annually to a UC or CSU.
- **BC VfS Goal:** Increase the number of completed ADT degrees from 552 in 2016-2017 to 745 in 2021-22, an increase of 35%.
- **BC ADT Completion Equity Goals:**
  - ADT Completion: Economically disadvantaged: +19%– from 147 in 16-17 to 174 in 21-22
  - ADT Completion: Black: +33% – from 15 in 16-17 to 20 in 21-22.
- **BC Overall Transfer Equity Goals**
  - Disability – Women: +34.48%
  - Disability – Men: +64.71%
  - Latinx – Men: +35%
  - Foster Youth – Men: +50%

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| Finish-in-4 Maps – CSU | Jennifer Johnson (lead) + Jessica Wojtysiak and Leo Ocampo | -Ensure all Finish-in-4 Maps in the Program Mapper are accurate and updated as necessary  
|                     |                                                        | -Partner with CSUB and BC departments in the development of additional Finish-in-4 maps (i.e. public health)  
|                     |                                                        | -Support DSPS inclusion with alternate, part-time pathways (i.e. Finish-in-6) |
| Finish-in-4 Maps – UC Pathways | Jennifer Johnson (lead) + new advisor | -Partner with UC Pathways team and BC departments in the development of additional Finish-in-4 maps (partner with Stephen Waller)  
|                     |                                                        | -Partner with Office of Institutional Effectiveness to publish UC Pathway maps in the mapper  
|                     |                                                        | -New advisor to train in UC Pathway Advising |
| Professional Development & Cross Training | Jeff LaForce (CSU) + new advisor (UC) | -Coordinate with the meta-major deans to cross-train pathway advisors in transfer advising. Jeff leads CSU transfer practices, new advisor will lead UC transfer practices, and Leo will lead CSUB transfer practices for BCSW students |
| Transfer Advising | Jeff LaForce, Leo Ocampo + new advisor | -CSU Transfer (Jeff)  
|                     |                                                        | -CSUB Transfer for BCSW (Leo)  
|                     |                                                        | -UC transfer (new advisor) |
| Transfer Workshops/Days | Jeff LaForce, Leo Ocampo + new advisor | -CSU transfer (Jeff)  
|                     |                                                        | -CSUB transfer for BCSW (Leo)  
|                     |                                                        | -Develop a UC Pathway Transfer Calendar with aligned group advising activities and on-site recruitment activities (new advisor) |
TRANSFER TEAM OUTCOME #4: LEADERSHIP & ENGAGEMENT: The Transfer Team will engage:

1. Institutional leadership via regular reporting
   a. Weekly internal report to Transfer Team (Program Manager + Leo Ocampo)
   b. Monthly status report to President’s Cabinet and the BC Promise Steering Team (Program Manager to prepare, Lesley Bonds responsible to deliver and engage)
   c. Monthly status report and cross-training to the Counseling Department (Leo Ocampo, Jeff LaForce, Abraham Castillo)
   d. Monthly status report to the Guided Pathways Implementation Team (Program Manager to prepare and deliver)
   e. Monthly reports to Early College Team (Jeff LaForce + Kylie Swanson)
   f. Bi-annual reports to College Council (Program Manager to prepare and deliver)
   g. Bi-annual reports to Academic Senate (Program Manager to prepare; Jennifer Johnson to deliver)
   h. Bi-annual reports to FCDC (Program Manager to prepare; Jennifer Johnson to deliver)
   i. State of the College bi-annual reports (Program Manager to prepare, Lesley Bonds responsible to finalize and submit)

2. Community partners via Community Voices pieces and local presentations
   a. Community Voices (Lesley Bonds, Jennifer Johnson, and Jessica Wojtysiak)
   b. Local Presentations (Jennifer Johnson in partnership with Marketing and Community Relations)
      i. Transfer + Early College (Lesley Bonds + Jeff LaForce + EC Team)
      ii. Transfer + BC Southwest (Jessica Wojtysiak + Leo Ocampo)
      iii. Transfer + UC Pathways (Jennifer Johnson + new advisor)
      iv. Transfer + CSUB (Lesley Bonds + Jeff LaForce)
      v. Transfer + Mapper (Jennifer Johnson)
   c. Monthly reports to CSUB team (Program Manager to prepare, Jessica Wojtysiak to deliver/facilitate)

3. Statewide/national stakeholders via publications and conferences
   a. Publications, including ASCCC, RP Group briefs, etc. (Jennifer Johnson, Lesley Bonds)
   b. Conference Proposals (Program Manager, Jennifer Johnson, Lesley Bonds)
   c. Statewide College Promise Leadership Team (Lesley Bonds)
      i. Organize and host 4 regional convenings