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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<td><strong>Goal #1 Completion</strong></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. | • Establish Rural Initiatives Completion Coaching Team to identify and support current students on track to graduate/complete.  
• Identify key courses required for near completers and increase offerings at rural sites.  
• Build capacity and increase enrollment in Industrial Automation pathway in North Kern. (Leverage grant funding to purchase equipment to make more courses possible) |

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| • Established Rural Initiatives Student Support Task Force  
• Identified and established programs of study and course offerings  
• Facilitated counseling for near completers.  
• Industrial Automation: RI team participated in Early College pathway ed planning; Started offering intro courses in McFarland; Started offering intro courses in Wasco (Early College).  
• Adopting a yearlong schedule will help us support current students on track to graduate/complete within two years.  
• Increase Early College opportunities for students at rural high schools to get them ahead for college  
• Offer High School Seniors attending BC Freshmen orientation and provide them an two year Ed Plan to completion  
• Increase late start classes to support classes with large waitlist.  
• Facilitated regular communication and trouble-shooting with HS partners at Rural locations  
• Coordinated, facilitated and acted as liaison to rural dual enrollment stakeholders, including High School partners, faculty, chairs, deans, Outreach, Assessments, Counseling, Tutor Coordinator, A&R, HR, and BC program managers  
• Collaborated with Dual Enrollment Program Manager, AEBG Program Managers, and Director of Rural Initiatives |
**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**   | • Establish Rural Initiatives Completion Coaching Team to identify and support current students on track to transfer.  
• Identify key courses required for transfer students and increase offerings at rural sites.  
• Establish and/or launch ADT pathway cohorts at all rural high schools through Early College initiative.  
• Work with Finish in 4 team to highlight opportunities in rural communities.  
• Leverage funding opportunities to expose rural students to transfer institutions. |
| 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. |

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| • Established Rural Initiatives Student Support Task Force  
• Identified and established AD-T programs of study and course offerings  
• Facilitated counseling for transfer students; Hosted Transfer Day at the Delano Campus; Hosted CSUB Transfer Rep at Delano Campus; facilitated field trip to Fresno State and UC Merced for Rural students.  
• Wasco- Ag Business/Ag Mech, WCPA- Ag Business, DJUSHD- Identify Teacher Prep as potential pathway, and developed plan for coming year.  
• Intentionally scheduled Golden Four courses at all rural sites.  
• Facilitated field trip to Fresno State and UC Merced for Rural students through STEM program. |
**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** | ● Establish Rural Initiatives Completion Coaching Team to identify and support current students on track to graduate/complete.  
● Develop incentive program for completion (i.e. scholarship program)  
● Increase advising and counseling opportunities at rural sites to promote follow through on educational plans. |
| **Status/Accomplishments** | ● Established Rural Initiatives Student Support Task Force  
● Worked with BC Foundation to iron-out scholarship program for near completers and students with holds  
● Support BC Faculty when teaching at rural locations for Dual Enrollment including access to technology  
● Increased presence of by increased hours at Delano Campus; Transitioned and expanded services in remote/online setting (extended hours and workshops); facilitated various calling campaigns to students. |
**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** | • Develop and launch CDCP pathways through Adult Education work (2 Pilots 19-20)  
• Develop and launch out-of-school youth (SOAR) program focused on training and job placement.  
• Work with CTE department to increase CTE program pathways at rural sites, with pathways to certificate completion. Focus on Criminal Justice, Industrial Automation, HVAC, Welding, Business, Child Development, and Public Health. |
| **Status/Accomplishment** | • Increased CTE programs; i.e. Expanded HVAC offerings for completion in Delano; ITV offerings of Public Health to Delano. |
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><strong>Goal #5: Equity</strong></td>
<td>• Expand academic support services at rural sites, including services at new sites, and new/more services at existing sites.</td>
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| **Goal 5.1 Completion for Disproportionately Impacted Groups** | • Expand student support services at rural sites by increasing frequency of office hours and group workshops.  
  - Expand Rural Initiatives scholarship program. |
| • Among not economically disadvantaged students, the number of completed associate degrees will increase from 319 in 2016-2017 to 373 in 2021-22, an increase of 17%. | • Establish, launch, expand, and maintain Early College pathways at all rural high schools.  
  • Assess need for child care at rural sites and collaborate with CDC and outside agencies to provide needed support. |
| • Among American Indian or Alaska Native students, the number of completed associate degrees will increase from 3 in 2016-2017 to 4 in 2021-22, an increase of 33%. | |
2016-2017 to 20 in 2021-22, an increase of 11%.

- Among male students, the number of completed associate degrees will increase from 425 in 2016-2017 to 468 in 2021-22, an increase of 10%.
- Among LGBT students, the number of completed associate degrees will increase from 2 in 2016-2017 to 6 in 2021-22, an increase of 300%.

**Goal 5.2 Transfer for Disproportionately Impacted Groups**

- Among not economically disadvantaged students, the number of completed ADT degrees will increase from 147 in 2016-2017 to 174 in 2021-22, an increase of 19%.
- Among American Indian or Alaska Native students, the number of completed ADT degrees will increase from 1 in 2016-2017 to 2 in 2021-22, an increase of 200%.
- Among Black or African American students, the number of completed ADT degrees will increase from 15 in 2016-2017 to 20 in 2021-22, an increase of 33%.
- Among more than one race students, the number of completed ADT degrees will increase from 13 in 2016-2017 to 15 in 2021-22, an increase of 15%.
- Among some other race students, the number of completed ADT degrees will increase from 0 in 2016-2017 to 4 in 2021-22.
- Among LGBT students, the number of completed ADT degrees will increase from 1 in 2016-2017 to 3 in 2021-22, an increase of 300%.
- Among veteran students, the number of completed ADT degrees will increase from 7 in 2016-2017 to 9 in 2021-22, an increase of 29%.

### Status/Accomplishments

- Extended Delano Campus Tutoring Hours; Purchased equipment for Delano Campus tutors to provide virtual tutoring to students in other rural communities- Helped in transition to on-line learning in Spring 2020.
- Increased advising and counseling presence at all rural sites. Upon transition to online support in Spring 2020, RI team developed and facilitated a series of student support workshops online (i.e. navigating online platforms).
- Established multiple Early College pathways at all rural sites, with aim of all students attaining at least 9 units.
- Increased Course Offerings: In collaboration with our rural high school, partners increase Dual Enrollment and Early College opportunities.
- Lead Manager for Instruction and Student Services for Delano Campus, Delano Joint Union High School (DE), Wonderful College Prep Academy (DE), McFarland High School (DE), Wasco High School (DE)
- Establish pathways at all rural high school stated by completion milestones (12 units, expand academic support services at rural sites, including services at new sites, and new/more services at existing sites.
- Establish, launch, expand, and maintain Early College pathways at all rural high schools.
- Graduated the 3rd year of AS-T Ag Business High School Cohorts from Wonderful College Prep Academy and Wasco High School
- Supporting non-ag pathway students (liberal arts) with pathway
- Managed Grant funding for CCPT 1
- Work closely with District office to submit reports and billing on time
- Plan and Managed the 2019 Wonderful Ag Summer Camp