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.

Strategic Initiative 1 - Student Learning

Strategic Initiative 2 - Student Progression and Completion

Work Plan

Improving the following processes will ensure students stay on the path to progression and completion

- Enrollment Management Strategies
  - Enrollment Management – Persistence
    - Institutionalize Completion Coaching Pathway strategies in both Public Safety Programs and Behavioral/Social Sciences pathways
    - Expand Starfish Utilization to the Public Safety Program Pathways
    - Develop and implement Ocelot strategies for Social, Behavioral Sciences, and Public Safety Programs
    - Double faculty participation in Behavioral/Social Science Pathway
    - Expand reporting and action items to include individual program growth and persistence within each pathway
  - Enrollment Management - Growth
    - Expand my knowledge and leverage Data Sources: Cognos, Starfish, and Ad Astra
    - Efficiency Metrics: Seats, Sections, Modality, Students, Discipline Targets, Room Utilization
    - Establish a partnership with Child Protective Services and align CPS training requirements to BC courses
    - Plan and establish a Law, Public Policy, and Society course – multi-disciplinary program to be part of the Public Safety Programs
    - Establish an independent Police Academy to support rural area (outside of greater Bakersfield) law enforcement recruiting and training
    - Establish a Mental Health Worker program to provide labor with the knowledge, skills, and competencies to support Mental Health organizations and professionals
  - Increase Ad Astra knowledge and skills among department chairs and program faculty
    - Student Centered Scheduling by course demand utilizing predictive analytics
    - Student Centered Scheduling by modality (face-to-face, online, hybrid)
  - Schedule Management
    - Participate in Cambridge West data support and decision making
    - Expand use of Ad Astra as a data decision making tool. Work with Department Chairs and Director to gain competencies in system use.
  - Expand Open Educational Resources by 25 percent in both Behavioral Sciences, Social Sciences, and Public Safety Degree programs (Admj & Crim).
Vision for Success Goal #2: Increase by 35 percent the number of CCC students transferring annually to a UC or CSU.

Strategic Initiative 1 - Student Learning
Strategic Initiative 2 - Student Progression and Completion

Work Plan
Improving the following processes will ensure students stay on the path to progression and completion

- Site Programming for Completion (FCDC, Schedulers, Faculty)
  - BC – completion morning, afternoon, and evening
  - Model BCSW Psyc and Soci program 8+8 scheduling for ADTs & CSU Certificates and implement at BC Main and BC Delano
  - Online – expansion of degrees & certificates including GE
  - Inmate Education Expansion
    - Establish Psyc, Soci, Hist, and Polsci programs Face-to-Face (F2F) courses at 4 prisons – Goal: 30 sections
    - Offer resilience course (Psyc B61NC) at local jails
  - Expansion of Psyc, Soci, Hist, and PolSci 8+8 course offerings at BC Main (40), BC Delano Center (40), and BC Arvin (20) – Goal: 100 sections
  - Establish a Psych/Soci critical thinking course that meets transfer degree requirements
  - Establish a Psychology/Sociology dual admissions pilot (process) with California State University, Bakersfield to include:
    - A Mental Health Community of Practice encompassing BC and CSUB faculty and labor representatives
    - A clear topography of BC courses leading to dual admission at CSUB in the student’s sophomore and junior year with granting of a Psych/Soci Bachelorette Degree in three/four years. Plan and evaluate the establishment of a 4-in-3 program.
  - Provide marketing and support efforts for non-resident students whom have attended a California high school for three-plus years – directly recruit in psychology, sociology, and public safety programs.

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.

Strategic Initiative 1 - Student Learning
Strategic Initiative 2 - Student Progression and Completion

Work Plan
Improving the following processes will ensure students stay on the path to progression and completion

- Identify and alleviate pressure points in the Social and Behavioral Sciences, and Public Safety Programs pathways
- Behavioral and Social Sciences & Public Safety Program Pathways momentum point targets for 2021/2022:
  - 15+ Units – Goal: 20%
  - 30+ Units – Goal: 18%
  - Math & English – Goal: 12%
  - Math – Goal: 16%
  - English – Goal: 24%
  - Establish Psyc B5/B6 Bootcamps
  - Peer Mentoring embedded support
- Focus on Persistence Rate Goal of 75% from Fall 2020 to Fall 2021
• Increase the number of Behavioral, Social, and Public Safety Program students applying for financial aid to 85 percent by planning and working with pathway team leads
• Increase the number of Behavioral, Social, and Public Safety Program students completing an education plan in all serviced programs to 75 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.

**Strategic Initiative 1 - Student Learning**

**Strategic Initiative 2 - Student Progression and Completion**

**Work Plan**

Improving the following processes will ensure student learning and hands-on experience in chosen field of study

• Focus on increasing student success rate in CTE courses – Goal: 80%
• Improve communication and enhance community partnerships by establishing Mental Health and Public Safety Community of Practice
• Increase number of students taking discipline specific work experience courses in Public Health and Fire disciplines by 30 percent
• Expansion of noncredit Public Health, Fire Safety, Law Enforcement, and Mental Health course offerings to meet industry needs – create 30 sections
• Expansion of clinical sites for Human Services, Public Health (Health Navigators), and Mental Health Worker programs by 10
• Creation of industry relevant curriculum
  o Mental Health
  o Fire Protective Services
  o Child Protective Services
• Increase non-credit course offerings for Public Health, Psychology, and Emergency Medicine by 50 percent with a focus on meeting local industry needs and adding to the Job Spot and rural communities of Arvin and McFarland.

**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.

**Strategic Initiative 1 - Student Learning**

**Strategic Initiative 2 - Student Progression and Completion**

**Work Plan**

Improving the following processes will ensure students stay on the path to progression and completion of momentum points and close achievement gaps

• Ensure appropriate resources (faculty, course scheduling, room usage)
  o Early College/Dual Enrollment
  o Inmate Education
  o Rural Expansion
Strategic Direction #4 – Leadership and Engagement:

Work Plan
Improving the following processes will ensure that the Guided Pathways framework is at the heart of everything we do at BC

- Covid-19 Response Team Processes
- Professional Development
  - Safety/Incident Command Center/Mandated Training (Admin, Faculty, Staff, Students)
  - AB508/Accessibility (Admin, Faculty, Staff)
  - Diversity, Equity, and Inclusion (Admin, Faculty, Staff, Students)
- Management, Faculty, Classified, and Student Worker Evaluations
- Scheduling Practices – Starfish (Department Chairs, Faculty)
- College Reporting – EODAC Administrative Co-Chair
  - Update Committee Charter as approved last semester
  - Update Committee Membership as approved last semester
- Complete inclusive and accessible digital content I and II