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

- Increase the # of OER courses available to students by 10%:
  - Recruit faculty to modify/identify OER
  - Work with faculty to create appropriate course resources
  - Share created materials throughout BC and throughout the community college system via Canvas commons

- Create and offer high quality workshops that meet the needs of BC faculty:
  - Frequently poll faculty to find out what they need right now
  - Monitor workshop attendance to see which times work best for faculty and offer workshops at those times
  - Work with the Academic Technology team to ensure that the workshops we offer aid faculty in technical skills and important pedagogy tools

- Create an Adjunct Faculty training program that meets needs of this group:
  - Adjunct Faculty Seminars twice a year
  - Evening training sessions on targeted topics geared toward adjunct faculty
  - Communication specific to adjunct faculty
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

- Implement our Skills Based Badging Plan Campus wide
  - Ensure all badges are in Badgr Pro
  - Inform Faculty, Chairs and Deans about the Badging Efforts
  - Work with faculty to ensure skills in courses meet their needs
  - Begin implementing the badge program campus wide

- Offer New Classified and New Management Academies that Make a Significant Impact on Employee’s Work Performance
  - This year, these programs are being reevaluated to make sure new employees (and all employees) are offered the best training that meets the needs of the College and matches the College vision
  - Academies are offered 8 times per year
  - The team works closely with presenters to ensure high quality trainings.

- Maintain the College e-Catalog to ensure that the catalog is up to date with the most recent and relevant information for our students.
  - Recreate the catalog each year with input from the catalog task force and the larger college community.
  - Provide addendums as necessary to ensure the catalog reflects current curriculum.
**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**

- Continue work on the faculty support side of the CBE task force, including providing professional development to involved faculty.

- Continue the pilot program of skills based badging.
  - Ensure all badges are in Badgr Pro.
  - Work with faculty to select agreed upon skills for each course.
  - Create a system to automatically award badges at a certain grade level for each course.
  - Create pathways where skills based course badges roll up into Program Badges.
**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**

**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**

- Provide training on OER to our faculty and encourage them to reduce barriers to entry for their courses.
- Offer Diversity, Equity and Inclusion training for all of our new employee groups.
- Ensure that classes that offer OER are advertised and noted in the Class Schedule.
- Continue New Faculty Seminar
  - Ensure that faculty have the strategies they need to help reduce equity barriers and ensure they have appropriate pedagogical strategies.
  - Ensure that new faculty understand the Guided Pathways framework and how Guided Pathways inform every aspect of the work of faculty and staff.
- Support Staff Roundtables—ensure that classified support staff have the skills they need to be effective and efficient in helping students.