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.

Goal #1 Completion

Support Bakersfield College as we 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.

Strategic Direction #1 - Student Learning

Strategic Direction #2 - Student Progression & Completion

Work Plan

Clarifying and entering the path

Enrollment management strategies – Persistence

- Track pre-nursing, HIT, Med Sciences, NATP, Phlebotomy, and RAD TECH enrollment and on time completion numbers
- Collaborate with Team to run reports for their respective departments they manage.
- Encourage active participation of Calling Campaigns to promote student enrollment
- Help to utilize enrollment strategies Cognos, Starfish, Ad Astra, and Tableau to track number of sections, students, seats, and FTES/FTEF.

- Work with Dean and Associate Dean to enhance enrollment management strategies such as daily enrollment numbers check, monitoring fill and drop rates, completions rates, and use of effective messaging with Counselors and Advisors, Ocelot, Starfish, and calling campaigns.
- Help support the Dean to collaborate with HIT Director, Ed Advisors, and Counselors outreach to increase program/course enrollment.

- Schedule Management
- Monitor on-time completion (OTC) rates for all programs maintaining a minimal OTC of 85% for each program.

Enrollment management strategies – Growth

- Support the Dean in completing the following for our programs:
  - Expand classroom, skills lab, and simulation lab to allow the enrollment expansion of programs
  - Currently, nursing does not have one designated classroom. We are on three campuses (BCSW, Weill, and Main Campus) and occupy classrooms in nine different buildings.
  - RESOURCES NEEDED:
    - Request designated nursing and allied health classrooms, preferably adjacent to the Allied Health Building, simulation, and skills lab. Including at least one large-sized classroom to accommodate 90 students.
    - Request designated space for skills lab for NATP- necessary to expand NATP on the main campus.
    - Request distant education room to expand to rural sites including PC, CC, McFarland, Wasco, Lost Hills, and Arvin.
- Add a washer and dryer to offset the costs of linen service (in the skills lab)
  - Continue skills lab and simulation expansion.

  - Expanding graduating RNs by a minimum of 5% graduates (Increasing the number of AS in nursing degrees from 147 to a minimum of 154):
    - Continue to expand generic ADN program to the goal of 90 per semester [to increase by 25% - Fall 21 was 68 & sp 21 was 73]
    - Pilot Early College to VN to RN
    - Pilot program BC VN grads to RN Bridge
    - Increase from 10 seats per year to 40 annually
    - Change from Bridge to Advanced Placement
    - Add Specialty certificates
      - Perioperative 101, Critical Care, & Neonatal
      - Add psych mental health club and apprenticeship program
    - Create apprenticeship/externship courses for high vacancy areas, including;
    - Expand LVN-RN and Advanced Placement
      - LVN-RN goal is to increase by 50% by initiating a pilot program for BC VN to RN.
      - Backfill 2nd, 3rd, and 4th semester to achieve max number of 90.
      - Advertise to paramedic students

  - Expand NATP to increase by 25% (with 10% of the students to be in the rural settings)
    - Expanding rural areas of McFarland, Wasco, Lost Hills, and Arvin

- Develop additional programs under the Allied Health umbrella within next 18 month to 24 months, including:

  - Bakersfield
    - Mammography program – target start date Spring 2021
    - Add expansion of a Pilot Rad Tech Program in the clinical sites in Porterville
    - Phlebotomy program – target start date Spring 2022
    - Respiratory Therapy program - target start date Fall 2022
    - Medical Assistant Program - target start date Spring 2022

  - Porterville
    - Expand RN program by 50% taking a second cohort of 20 student per year – target start date Fall 2022
    - Start a paramedic program to meet surrounding community’s needs – target start date Spring 2021
    - Start VN program – target start date Fall 2023
    - Add Pilot Rad Tech Program?

    - Increase number of Nurse Assistant Students
    - HIT online courses – early college

- Expanding clinical site options
  - Partner with Adventist Health for mobile rural clinics
  - Delano subacute facility
  - Cultivate partnerships with long term care facilities
  - Porterville sites for Rad Tech students
  - Porterville sites for Paramedics
  - Start pyschmental health apprenticeships

- Help support the program to increase On Time completion rates
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**

**Learning**

Support the Dean and Associate Dean to complete the following:

- Increase GCU and CSUB transfer rates by 10% for AY 2021/22.
- Maintain attrition rate less than 15% in all Nursing and Allied Health Programs
- Maintain On Time Completion rates at or greater than 85% for all Nursing and Allied Health Programs
- Maintain greater than 95% job placement rates for the Nursing and Allied Health Programs.
- Support the National Academies Health and Medicine Division’s goal of 80% of nurses to achieve higher education (BSN, MSN, Doctorate)
- Acclimate Job Developer to the recruitment and retention processes for Nursing and Allied Health Programs, including establishing, tracking, and reporting job placement rates, on time completion, attrition rates, and transfer rates.
- Work with CSUB to develop a concurrent BSN pathway.
- Mentor and assist faculty to apply for and obtain national program accreditation for ADN 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 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**

Support the Dean and Associate Dean to complete the following:

- Evaluate ADN program curriculum and work with nursing faculty to decrease program units from 38 to 36.
- Evaluate VN curriculum to align units and curriculum on instructional plans.
- Explore, analyze and evaluate all pre-requisite courses with intention to build pathways beginning in early college.
- Provide Roadmaps for HIT students to earn AS degree and certificates.

Vision for Success Goal #4

Bakersfield College will increase the percent of exiting CTE students who report being employed in their field of study from 66% percent in 2014-2015 to 69% in 2021-22, an increase of 3 percent.

**Strategic Initiative 1 - Student Learning**

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

Support the Dean and Associate Dean to complete the following:

- Continue to graduate at least 80 ADN students each semester to help meet workforce demand.
- Convene with Hospital Advisory Committee a minimum of two/year to develop goals and action plans to meet community needs.
- Meet regional workforce demands shown by decreased vacancy rates by annual employment supply and demand data for Kern County and Central Valley.

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
Support the Dean and Associate Dean to complete the following:

- Partner with Adventist health and their mobile clinic in the rural areas.
- Address our ethnic 20/21 disproportionate areas: African Americans 5%; Native American 3% and Asian 3%, Filipino 4%, and Pacific Islanders 0%;
  - Change Multicriteria selection points to accommodate the Native American and African American students
  - Begin a pilot program with the Umoja-STEP program to foster AA mentoring program for the Health Sciences pathways.
  - Increase outreach efforts on campus targeting underrepresented groups beginning in high schools
- Address equity issues in our faculty meetings with topics such as humanizing the classroom, syllabi, and course materials, promoting online teaching courses, implementing badges, and promoting the accessibility course to align documents/materials to meet the accessibility standards to ensure all syllabi/materials are accessible, discuss the nine encounters with classroom racism and strategies to address them, and facilitating conversations in the classroom about race and equity.