Although most of the area goals are not directly tied to the following Vision for Success goals, almost everything done in technology, facilities, and professional development indirectly support these goals.

**Vision for Success Goal #1:** Increase by at least 20 percent the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job. (*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.)*

**Vision for Success Goal #2:** Increase by 35 percent the number of CCC students transferring annually to a UC or CSU. (*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.)*

**Vision for Success Goal #3:** Decrease the average number of units accumulated by CCC students earning associate 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. (*Bakersfield College will decrease the average units earned per completed associate degree from 92 in 2016-2017 to 84 in 2021-22, a decrease of 9 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. (*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.)*

**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. (*Bakersfield College will increase Completion for Disproportionately Impacted Groups and Transfer for Disproportionately Impacted Groups.)*
### Table 1: Strategic Direction of Facilities & Technology and Work Plan

<table>
<thead>
<tr>
<th>Strategic Direction #3 Facilities &amp; Technology</th>
<th>Work Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>SD 3.2, 3.3</td>
<td>Facilities &amp; Technology: Provide input, design guidance, and oversight for technology on the various construction projects (primarily funded by Measure J).</td>
</tr>
</tbody>
</table>

* A commitment to improve the maintenance of all facilities, technology, and infrastructure and implement Measure J funding to build a better BC.

### Table 2: Strategic Direction of Facilities & Technology and Work Plan

<table>
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<tr>
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<tbody>
<tr>
<td></td>
<td>Collaborate with the District Office team to expand the use of the Amazon Appstream platform to provide streaming virtual desktop services to staff and students.</td>
</tr>
</tbody>
</table>

* A commitment to improve the maintenance of all facilities, technology, and infrastructure and implement Measure J funding to build a better BC.

### Table 3: Strategic Direction of Facilities & Technology and Work Plan

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<tr>
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<tbody>
<tr>
<td></td>
<td>Continue to support innovative ideas and solutions for providing employees and students access to campus resources.</td>
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</tbody>
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* A commitment to improve the maintenance of all facilities, technology, and infrastructure and implement Measure J funding to build a better BC.
Table 4: Strategic Direction of Leadership & Engagement and Work Plan

<table>
<thead>
<tr>
<th>Strategic Direction #4 Leadership &amp; Engagement</th>
<th>Work Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>SD 4.8, 4.9</td>
<td>Professional Development: Continue to refine and improve the year-long seminar while also developing an online version that will work with the current stay-at-home orders. Including sessions and emphasis on Collective Consciousness and anti-Racism.</td>
</tr>
<tr>
<td></td>
<td>A commitment to build leadership within the College and engagement with the community.</td>
</tr>
</tbody>
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Table 5: Strategic Direction of Leadership & Engagement and Work Plan

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Table 6: Strategic Direction of Leadership & Engagement and Work Plan

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</tr>
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<tbody>
<tr>
<td></td>
<td>Lead the team responsible for developing the next version of the 3-year Strategic Directions plan for the campus.</td>
</tr>
<tr>
<td></td>
<td>A commitment to build leadership within the College and engagement with the community.</td>
</tr>
<tr>
<td><strong>Strategic Direction #4 Leadership &amp; Engagement</strong></td>
<td><strong>Work Plan</strong></td>
</tr>
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</tr>
<tr>
<td></td>
<td>Lead the team responsible for reviewing the Administrative Structure and make recommendations to College Council and the college President.</td>
</tr>
<tr>
<td></td>
<td><em>A commitment to build leadership within the College and engagement with the community.</em></td>
</tr>
</tbody>
</table>