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 associates 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'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. *(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.)*
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<th>Strategic Direction</th>
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| **Strategic Direction #3**  
Facilities & Technology  
_A commitment to improve the maintenance of all facilities, technology, and infrastructure and implement Measure J funding to build a better BC._ | • Facilities & Technology: Oversee information technology help desk, ensure that tickets are completed appropriately and timely, enforce a fair distribution of work, and ensure that work is done by the proper classifications.  
• Facilities and Technology: Oversee maintenance of existing computer/electronic systems, and placement/implementation of new computers and electronic devices.  
• Facilities and Technology: Oversee technology inventory system, develop a process for identifying units and electronics as end of life or obsolete, and create a device refresh plan.  
• Technology: Oversee student workers in library commons, manage hiring and retention processes, ensure standards are being met, and workers are accountable.  
• Remote operations: Manage and direct operations that support faculty and students in the remote learning environment. This includes the Chromebook loaner program for students as well as distribution, maintenance, and recovery of equipment faculty and staff are using to work remotely. |
| **Strategic Direction #4**  
Leadership & Engagement  
_SD 4.8, 4.9_  
_A commitment to build leadership within the College and engagement with the community._ | • Professional Development: Continuing professional development – Working with techs and equipment to increase personal knowledge and team strengths, continuing professional education to improve leadership skills through schooling and mentorship through my supervisor.  
• Professional Development: Direct and support system support specialists, provide training, development and mentorship. Lead through example by attending and encouraging system support specialists to attend and complete training offered by KCCD and CCC. |