	Initiative	Deliverable	District	Bakersfield	Cerro Coso	Porterville
	Student Culture Environment					
	1.1 – Assess students' needs for mental health support, evaluating awareness, accessibility, and potential gaps in services to identify strategies to improve students' access to mental health services.	Document key mental health needs and strategies to address them.				
	1.2 – Gather feedback from students on advising, including virtual advising services, to identify areas for improvement or expansion.	Document feedback and plans for improvement				
	1.3 – Assess student success rates in current academic modalities, existing program delivery options, and best practices in community colleges nationwide, including short-term courses and micro-credentials, to identify strategies that would improve student outcomes.	Document identified strategies.				
	1.4 – Review and update district processes as needed to support current short-term classes and potential program expansions offered in eight-week formats.	Updated processes disseminated to all relevant stakeholders				
	Student Technology Environment					
	2.1 – Assess current processes, best practices, and technology, including AI-powered tools, to enhance advising, counseling, and career guidance.	Identify recommended tools and strategies.				
	2.2 – Assemble a committee to explore the use of technology, including immersive simulations, gamification, and augmented and virtual reality, in various disciplines to enhance student learning	Identify priority uses of technology to enhance student learning.				
	Student Physical Environment					
	3.1 – Using feedback from student surveys, focus groups with students and employees, and a facilities review by Maintenance and Operations, identify key areas of facilities improvement.	Document key facility improvements.				
	Employee Culture Environment					
	4.1 – Complement the wellness survey with follow-up focus groups to further determine key wellness initiatives.	Document key wellness initiatives.				
	4.2 – Establish a Center for Wellness and Success that will provide and coordinate professional development and wellness activities throughout the district	Document Center activities.				
	4.3 – Develop and offer at least two Master Classes to provide professional development or health and wellness support for classified employees, managers, and/or faculty.	Agendas and records of classes.				
	4.4 – Establish a districtwide steering committee to provide input into the development of professional development opportunities to be offered at the district level.	Agendas and minutes of meetings.				
	4.5 – Continue to explore opportunities to promote and enhance employee wellness through a combination of quantitative and qualitative methods.	Report of findings.				
	4.6 – Pilot a mentoring program for employees. Assesses the scalability and sustainability of the program.	Planning documents and assessment report.				
	4.7 – Launch a Management Leadership Institute to support and develop new managers in the district.	Agenda and feedback from institute.				
	Employee Technology Environment					
	5.1 – Develop policies and procedures for data privacy and ethical use of AI technologies.	Documented policies and procedures for data privacy and ethical use of AI.				

	5.2 – Conduct research of administrative workflows to identify areas for AI automation and process improvement.	Document key administrative workflows for identified AI automation, test, and evaluate results.			
	5.3 – Research AI-driven solutions for automating transcript evaluations, degree petitions, and financial forecasting.	Evaluate AI-driven solutions develop a pro and con of each solution.			
	5.4 – Research and evaluate uses of AI tools to support faculty work, including grading activities and tools that promote student engagement and learning.	Document potential AI tools to incorporate into the learning environment.			
	Employee Physical Environment				
	6.1 – Using feedback from employee surveys, focus groups, employees, and a facilities review by Maintenance and Operations, identify key areas of facilities improvement.	Document key facility improvements.			