Central California
Community Colleges
Committed to Change

**U.S. Department of Labor, TAA/CCCT Grant**
**2013 Quarterly Narrative (Third Quarter Year 2) Bakersfield College**
**RED Team and College Lead Progress Report Guideline**

A. **Summary of Grant Activities**

The Bakersfield College TAA/CCCT Grant Team has been working towards attaining to consortium goals. Meetings have taken place regularly during the third quarter to discuss any identified barriers affecting enrollment and recruitment, implementation process and current active cohorts. In addition, improving current program practices and enacting redesigned changes to support program measures. The Basic Skills faculty and the industry cohort faculty continue to work closely together to enhance embedded remediation into the curriculum.

In terms of enrollment, several cohorts have commenced in the 3rd quarter: CNA, Home Health Aide and Welding. In addition, due to reallocation of funding, Bakersfield College will add an additional training program, Industrial Automation, Electronics with the first cohort expected to start in August 2013. The LVN to RN, EMT Paramedic, Rad Tech and RN cohorts continued with instruction utilizing the 8 guiding principles of block scheduling, embedded remediation, innovative technology, and decreased time of completion.

Recruiting efforts carried on early in the third quarter for the Welding and Electronics programs, as the Program Manager and the assigned C6 faculty distributed program brochures and posters to high schools, the Employment Development Department, training centers, and Veterans Services centers. A Bakersfield College support services counselor promoted the programs to graduating students at high schools and existing students interested in the provided fields. Weekly orientations were conducted for interested students on campus.

Both the Ag/Manufacturing and Nursing sector also submitted new phase of course curriculum which supported the C6 elements and initiatives. Redesigned programs reported a fixed sequential course design, compressed instruction, and embedded remediation consistent with the timeline required for these key activities in Year 3. The Nursing department submitted the curriculum to Board of Vocational Nursing and Psychiatric Technicians for approval and it is anticipated that approval will be received prior to the proposed August 2013 start date. WorkKeys assessments were conducted in June for the first cohorts enrolled in the _CNA to HHA and _CNA programs, proctored by the Grant Program Lead and the support services counselor. This activity aligned Bakersfield College with the consortium member colleges to administer the common assessment tool selected to assess student abilities as they enroll in redesigned programs.

B. **Status Update on Leveraged Resources**

Bakersfield College's state-funded resources were leveraged in a variety of ways. Conference rooms were used for grant team meetings, advisory meetings with employer representatives, and fiscal and program site visits. Classrooms and computer labs were used for training cohort students directly related to Work Keys assessments and post work keys. In addition, the utilization of the Plato Lab/Student Success Integration provided to embed remediation. College VTEA dollars were used to purchase electronics equipment for the Ag/Manufacturing sector, this equipment will enable the college to offer a state of the art experience for electronics students. The fiscal grant monies contributed in the 3rd quarter by hiring a Program Manager to facilitate and manage the fiscal dollars and continue to work with faculty involved in implementing the redesigned programs. This included preparing budget projections, brochures, reports, schedules, and curriculum. In addition, technical services both grantee and non-grantee staff provided support for the grant program outreach strategies. And lastly the college hired a support services counselor with the primary focus of duties related to case management, stabilizing and securing enrollment, remediation and job placement.

C. **Status Update on Employer(s) Involvement**
*Please limit your response to 500 characters.*
**Have you had any consultation or advisory meetings with business or employer partners during this quarter?**
☒Yes          ☐No
Program faculty has discussed the potential hiring/employment of Welding and Electronics students.  CN A and HHA students were provided a listing of all entities currently hiring.

**Were there any direct hires of program of study completers by employer partners during this quarter?**
☐Yes          ☒No

D. **Timeline for Grant Activities and Deliverables**
**How many programs is YOUR College planning to offer?**
Prior to the reallocation of funds from Taft College, Bakersfield College was providing 9 instructional training programs. With the signing of a Year 2 MOU Addendum in the previous quarter, Bakersfield College is set to offer 1 additional program: Industrial Automation, Electronics. Total training programs offered 10.

**As of this quarter, how many programs have you launched to date?** 7: Rad Tech, LVN-to-RN Transition, Welding, RN, EMT Paramedic, CNA and CNA to HHA programs.

E. **Activities &  Deliverables:** Provide <mark>BRIEF</mark> Update on your College or RED Team Activity:
   **Activities:**

   a. **Employer Engagement**
      Both Ag/Manufacturing and Health Care sectors reported participation this third quarter in RED Team Conference Calls to partner with sector employers.

   b. **Basic Skills/CTE Remediation/Supplemental Instruction**
      Based on Student's WorkKeys Assessment scores students were referred to the Bakersfield College Student Success Lab to integrate Plato into the remediation efforts.  In addition, Basic Skills Faculty worked with cohort faculty to continue embedding remediation into the courses; utilizing a variety of techniques, reading apprenticeship, note taking techniques, and time management skills. The Health Care sector students used the online website and video links associated with the *Test of Essential Academic Skills (TEAS) Math Tutorial*. LVN to RN and RN students utilized ATI's, *Nurses Touch* as a method of improving clinical reasoning and critical thinking.

   c. **Training and collaboration on Restructuring Educational Delivery (RED Teams)**
      Bakersfield College Deans (Nursing/Allied Health, Academic Development and Engineering and Industrial Tech) and faculty members in each sector participated in C6 RED Team conference calls this third quarter to collaborate on best practices and refine restructured educational delivery. Planning professional development activity for all C6 faculty to be delivered by Basic Skills Faculty member, Program title: *Habits of Instruction*.  Primary focus to enhance instructional methodologies will be offered August 2013.

   d. **Cohort Enrollment & Implement learning communities**
      Students in the Health care cohorts received guidance from a counselor and peer mentors specifically assigned to the Health Care sector. These actions purposefully ensured that students had access to tutorial assistance designed to support individual learning and success.

      Courses for the LVN to RN and Welding programs utilized block scheduling during the third quarter; they will be offered at the same time and day every semester. When a course is completed, the cohort moves into another course, which makes total immersion in subject matter possible with fewer distractions.

Students will start and finish the program at the same time in the same course sequence**.**

e. **Train & Educate for skill attainment and mastery for industry certification**
Students in the first Welding program cohort that commenced training in June will be able to take advantage of the Bakersfield College status as an MSSC Assessment and Certification. Cohort training began for skill attainment and mastery for industry certification.

**Deliverables:**
1. **BS/CTE integrated curricula**
Curriculum Completed: LVN to RN, LVN, Welding, RN, Paramedic, Rad Tech, CNA, HHA, Industrial Automation (Electronics),
Curriculum development in progress: Computerized Tomography (CT)
LVN curriculum pending Nursing Board approval.  Paramedic Program is moving from non-credit program to credit granting, approval process initiated.
Instructional Methodologies for all programs is ongoing with continual assessment as to effectiveness

2. **Modular curriculum**
- LVN-RN program has implemented modular curriculum,
- Welding Program is a 2-semester instructional program
- CNA to HHA – block scheduling (10 + 2 weeks)

3. **Student Success class/Student Success Integration**
Integration of contextualized workshops to be provided to students, with development of assessment strategies/evaluation of effectiveness by industry faculty

4. **OER Course materials**
OER implemented in LVN to RN Program, MSCC being developed through RED team

5. **Hands-on activities**
On-going for all programs:
- Implemented iClickers like activities for Rad Tech, RN, LVN to RN;
- ATI Nurses Touch being implemented in LVN to RN and RN Program;
- Math and Reading/Writing Workshops for Welding cohort
- The E-Learning Lab located in the Ag/Manufacturing instructional building in close proximity to classes that launched in June enabled cohort students to take

advantage of developing their skills, occupational competencies, and mastery of subject matter in the Welding.

6. **Competency-based assessments**
   - WorkKeys assessment testing being completed by all students. Program Manager will work with assessment to determine testing, interpretation, access issues.
   - Nursing to continue to use TEAS testing, ATI proctored exams as on-going assessment measures

7. **Development of fixed schedule, consistent from term to term**
   Both Ag/Manufacturing and Health Care sectors reported successful implementation of cohort block scheduling for the grant-funded programs. Students will start and finish the program at the same time in the same course sequence.

8. **OJT/Internships opportunities leading to employment**
   - Not part of the grant workplan

9. **New Multi-skilled Technician Curriculum**
   Rad Tech – CT curriculum in development

F. **Key Issues and Technical Assistance Needs**
   Nothing to report

G. **Best Practices, Promising New Strategies and Success Stories**
   _**Please limit your response to 500 characters.**_
   This section should be used to describe promising approaches, innovative processes, and grant-level and/or participant level success stories. Examples may include developing and implementing an outreach plan, developing new or enhancing existing curriculum, and creating new career assistance tools, communication tools, and resources. Throughout the implementation of the program, you may discover new strategies that emerge as a result of data-driven continuous improvement. The new strategies may or may not have significant levels of evidence at this point in the program; however, they should still be described here. As progress is made with a new and promising strategy, or as data/evidence is gathered to support it, teams/colleges as well as project lead should document the progress and data/evidence each quarter. You may also describe any lessons learned and how those lessons learned will be implemented.

H. **Status Update on Employer(s) Involvement**
*Please draft a succinct response in one page or less…*
This section should be used to: (1) discuss how the required employer(s) has/have been involved during the current phase of the project; (2) outline specific roles and contributions of the employer(s) during this quarter; (3) identify any challenges encountered/resolved in the development and management of the employer involvement; and (4) discuss new employers and commitments that may have been added to support the project.

**Have you had any consultation or advisory meetings with business or employer partners during this quarter?** Yes.

**Were there any direct hires of program of study completers by employer partners during this quarter?** No

**Were internships or other work-based learning opportunities posted during this quarter?** No

**Did you acquire any additional employer partners during this quarter?**

I. **Status on Timeline for grant activities and RED Team deliverables**
Use this section to provide a timeline of the progress of grant activities, key RED Team deliverables for the quarter, and if applicable, deliverables available this quarter for broad dissemination. Use the timeline in the grant's statement of work to identify all major program activities for the entire life of the grant. The timeline will paint a picture of project flow that includes start and end dates, schedule of activities, and projected outcomes. In order to reap the most benefit from the timeline, it is important that it be updated each quarter noting the actual date of completion as each activity is accomplished. Items to incorporate in the timeline include: project goals, benchmarks, milestones, special events, important deadlines, and deliverables.

J. **Status of Progress and Implementation Measures (e)**
Below, please provide brief comments to explain progress for measures. For implementation measures, describe any tasks completed that will lead to the successful completion of this implementation measure. If the implementation measure is a numerical benchmark, provide the progress for this quarter.

**Strategy One:  Structure Strategy**

1) **Progress Measure #1 for Strategy One**

Based on sample (pre-treatment) cohort data the C6 project will improve **retention** rates in each of the three industry driven sector training categories by 3%
**C6 Lead Self Assessment:  X On Track** ☐ Behind Schedule ☐ Ahead of Schedule

2) **Progress Measure #2 for Strategy One**
 Based on the California Community College Chancellor's Office Accountability Reporting for the Community Colleges (ARRC) Report, the C6 project will improve **completion** rates in the targeted training program by 3 percent.
**C6 Lead Self Assessment:  X On Track** ☐ Behind Schedule ☐ Ahead of Schedule

3) **Progress Measure #3 for Strategy One**
The C6 Consortium will improve the time to **reduce the time** to certificate for training programs at each partner community colleges (Note: exception being of the programs that are regulated licensing board and/or industry hourly requirements).
**C6 Lead Self Assessment:  X On Track** ☐ Behind Schedule ☐ Ahead of Schedule

4) **Progress Measure #4 for Strategy One**
390 students placed into and enrolled in basic skills.
**C6 Lead Self Assessment:  X On Track** ☐ Behind Schedule ☐ Ahead of Schedule

5) **Progress Measure #5 for Strategy One**
The number and percentage of entering students who enroll consecutively from fall-to-spring and fall-to-fall.
**C6 Lead Self Assessment:  X On Track** ☐ Behind Schedule ☐ Ahead of Schedule

6) **Progress Measure #6 for Strategy One**
The annual ratio of certificates and degrees awarded per 100 FTE students.
**C6 Lead Self Assessment:  X On Track** ☐ Behind Schedule ☐ Ahead of Schedule

**Implementation Measures for Strategy One**

1) Establishment of a regional system (RED Teams) that will redesign educational offerings in three sector areas across the target region.  **C6 Lead Self Assessment:  On Track**

2) C6 partners will utilize current data tracking systems to share and evaluate student persistence rates.  **C6 Lead Self Assessment:  On Track**

3) C6 partners will implement the eight guiding principles designed to improve retention and achievement rates.  **C6 Lead Self Assessment:  On Track**

4) C6 partners will partner with the Learning Network and Future Works to create a national evaluative framework that will provide data that will be used to modify implementation to ensure program improvement.

   **Bakersfield College Lead Self Assessment:  X On Track**  ☐ Behind Schedule  ☐ Ahead of Schedule

5) C6 partners will examine sample (pre-treatment) cohort data in each of the three industry driven sector training categories to develop *retention* benchmarks and milestones for each the C6 targeted training programs that will ensure the 3% gain.
   **C6 Lead Self Assessment:  X On Track**  ☐ Behind Schedule  ☐ Ahead of Schedule

6) C6 partners will examine the California Community College Chancellor's Office Accountability Reporting for the Community Colleges (ARRC) Report; to develop *completion* benchmarks and milestones for each the C6 targeted training programs that will ensure the 3% gain.
   **C6 Lead Self Assessment:  X On Track**  ☐ Behind Schedule  ☐ Ahead of Schedule

7) The C6 Consortium will improve the time to *reduce the time* to certificate for training programs at each partner community colleges (Note: exception being of the programs that are regulated licensing board and/or industry hourly requirements).
   **C6 Lead Self Assessment:  X On Track**  ☐ Behind Schedule  ☐ Ahead of Schedule

8) 390 students placed into and enrolled in basic skills.
   **C6 Lead Self Assessment:  X On Track**  ☐ Behind Schedule  ☐ Ahead of Schedule

**Additional Outcome Information**
This area allows RED Team Leads to report any grant-specific outcomes not captured in other sections of the quarterly narrative progress report, including, but not limited to, any specific outcomes included in the statement of work. For every fourth quarterly report, this update may include additional information about activities and outcomes to supplement data submitted on the Annual Performance Report form.

**Person Completing this Form:  Cindy Collier Date Submitted: July 26, 2013**