**Goal #5 Leadership and Engagement:** *A commitment to build leadership within the College and active engagement with the community.*

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|  | **Potential Initiative** | **How will you evaluate and document the initiative’s success?** | **What committee or position would be responsible?** |
| **Professional Development** | | | |
| 1 | Improve the Adjunct Faculty Orientation experience to include a more diverse offering of sessions and workshops. | Survey the adjunct review results of the survey. | Dean responsible for adjunct faculty orientations. |
| 2 | Assign FLEX time to committees commensurate with the time/work involved. If a faculty member is on more than one committee then allow that to count a given number of hours toward flex time. This could either be in numbers assigned per committee or assigned according to time spent doing committee work as observed by the co-chairs. | If there is a substantial increase in committee involvement and work as indicated by the numbers of | PDC |
| 3 | Provide leadership training for existing managers and internships for possible future managers. | Documented plan and sessions for managers | PDC, BCATT |
| 4 | Provide focused professional development academies for each employee group. | Documented plan and sessions. | PDC |
| 5 | Focus on leadership development in new faculty and new adjunct faculty seminars including committee involvement. | Documented leadership sessions for new faculty both full-time and adjunct. | PDC |
| 6 | Enhance use of existing technology | Documented sessions on existing technologies. | PDC |
| 7 | Continue to advance conferences, peer learning, learning from experts etc. (5.1) | Documented conference and peer learning opportunities. | PDC |
| **Community – Employee Related** | | | |
| 8 | Assessment of employees community connection | Survey of employees | Foundation |
| 9 | Reinstitute all-college hour to engage employees, students and community. | Documentation of all-college hour dates/times. | President |
| 10 | Engage in health & wellness activities on campus & in community | Documentation of health & wellness opportunities on campus & community with sign-in of participants. | PDC |
| 11 | Expand on BC news items in local journals like the Kern Business Journal. | Documentation of articles in the various journals | PIO/President |
| 12 | Pass the 2016 bond (5.4) | Successful passing of the bond. | Foundation |
| **Community – Student Related** | | | |
| 13 | Create texting connection for students | Successful implementation of texting solution for students. | Student Affairs, IT Director |
| 14 | Student Success: Develop, implement, review and update comprehensive plans to better coordinate in-reach, outreach, and recruitment activities.(1.2) | Documented plan | Outreach, CTE |
| 15 | Student Success: Strengthen college representation in the high schools through partnerships with high school counselors and outreach and matriculation services at high school sites (1.2) | Document events where collaboration with high schools has happened. | Outreach |
| 16 | Enhance participation in student organizations (1.3) | ?? | SGA |
| 17 | Enhance student participation in campus conferences, workshops and guest lectures such as BCLEARNS, Equity Summit, Social Justice, Pre-Law, Achieving The Dream (ATD) | Documentation of opportunities extended to students via email, flyers, or other methods. | SGA, PIO |
| 18 | Increase support for college and community mentorship programs like African American Success Through Excellence and Persistence (ASTEP) and Padrinos. (2.1) | Documented increase in mentors | EODAC, Director of Equity |
| 19 | Establish agreements with high school districts in Bakersfield College’s service area (3.1) | Documented agreements | Outreach, VP Instruction |
| 20 | Expand Bakersfield College’s Rural Initiative (3.1) | Documentation explaining areas of expansion | Dean of Rural Initiatives |
| 21 | To increase access to courses and services in rural communities (3.1) | Documentation explaining areas of expansion | Dean of Rural Initiatives |
| 22 | Develop and implement the Equity TV (3.2) | Documented Equity TV episodes. | Equity, PIO |
| 23 | Continue to strengthen the collaborations and partnerships with community groups and highlight Bakersfield College’s quality programs and services (3.2) | Marketing plan | PIO, CTE, Outreach |
| 24 | Continue to facilitate community conversations at Bakersfield College; continue to participate with community groups in planning future strategy for Kern County and the surrounding areas. Partners: Kern Economic Development Corporation, Kern Taxpayer Association, political leaders, chambers, educational partners etc. (4.1) | Documentation of community conversation efforts | President |
| 25 | Develop and expand Career Technical Education (CTE) programs to meet community needs (4.1) | Documentation of expanding CTE programs | All Deans over CTE programs |
| 26 | "Parent of a BC Transfer Student" Initiative BC does a wonderful job of recruiting students to become Renegades. BC is investing money, time and personnel towards student progress, success and completion of certificates and AA/AS degrees. What happens to the student that wants to transfer to a CSU, UC or private university but Mom and Dad say "NO"? Their reasons are usually due to the fear of the unknown. I would like to lead workshops for parents that would provide information and alleviate concerns of their child transferring to a 4-year university. | Track the number of students that transfer to a 4-year university. | Equal Opportunity & Diversity Advisory Council (EODAC) |
| **Leadership & Engagement** | | | |
| 27 | Leadership & Equity Academy, Social Justice Institute | Review of faculty capstone projects respective of community engagement; publications; conference panels; securing of external grant funds; climate surveys | Equity |
| 28 | New employee welcome team & checklist | Documented employee welcome plan and checklist. | HR |
| 29 | Improve notification of campus activities that impact work flow (blood drives, constructions, etc.) | Document efforts for communicating with campus community on campus activities | Facilities |
| 30 | Working with facilities to increase use of campus facilities | Documented use of facilities. | Event Manager, Facilities |
| 31 | Updating of scheduling system to include events both on and off campus | Implement an new/improved events scheduling software. | IT Director |

**April 28, 2015**