Initiative | Measurement | Lead Scorer | Other Scorers | Report | Status?
--- | --- | --- | --- | --- | ---
1.1 Establish introductory pathways courses for the majority of the pathways. | Track new course submission | Meta-Major co-chair of GRT Pathway Leads, Curriculum Co-chairs, Dean of Student Success & Counseling | Pathway Leads, Curriculum Co-chairs, Dean of Student Success & Counseling | In-Progress in fall 2019. Allied Health is discussing the development of an introductory pathways course. The effort is being led by Jennifer Johnson, the curriculum faculty co-chair. | In-Progress
1.2 Implement scheduling software for instructional spaces. | Meta-Major co-chair of GRT Pathway Leads, Curriculum Co-chairs, Dean of Student Success & Counseling | Dean, Academics Technology | Dean, Academics Technology | Ad Astra was approved in March. Implementation in process, targeting Jan/Feb 2021 for full use. | In-Progress
1.3 Increase CTE certificate/degree options by 3 new programs. | Program developed by program year 1 | CTE Program Director | Curriculum Committee, CTE Committee | We have hired the faculty director to develop the program for Physical Therapy Assistant. Due to COVID19 we have suspended the hiring of additional faculty until we return to normal schedule. The Process Technology program has been approved. Logistics curriculum is on schedule for Board Approval in June 2020. Will then submit the program for final approval. | In-Progress
1.4 Increase the number of programs that participate in placement of student interns by 3. | New/approved internship agreements on file. Data based number of placements. | Program Manager, Student Employment | Current faculty or adjunct, Student Employment, CTE Advisory Committees | We have had the following programs join our internship program with approved curriculum and positive placements: Digital Media, Journalism and Industrial Drawing. | In-Progress
1.5 Increase the number of approved work experience courses by 2 new programs. | Designating the assigned Faculty Internship Coordinator New/approved internship agreements on file Data based number of placements. | Program Manager, Student Employment | Current faculty or adjunct, Curriculum committee, Student Employment, CTE Advisory Committees | The following courses have been approved for Work Experience: ART 489WE (Jeffery Huston), JRN 489WE (Erin Auerbach) and HED 489WE (Darrin Will). | Complete!
1.6 Establish at least five full certificate programs in rural communities. | Rural Initiatives Director | Department chairs and deans | Team of Rural Initiatives managers, educational advisors, counselors have identified programs: Delano-11 certificates, Arvin- 7 certificates, Wasco- 8 certificates, Job Spot: 7 certificates, McFarland 5 certificates, Shafter- 2 certificates. Programs were identified based on programs and courses already offered at those sites. Presentation of programs was made to FCSD Fall 2019. Program offered require some revisions. Program to begin Summer 2020. | In-Progress
1.7 Increase the number of apprenticeships | Document apprenticeships showing an increase each year. | CTE Program Director | Student Employment, CTE Advisory Committees | We shifted the focus on increasing the number of apprenticeships to improving and updating all the curriculum. This requires hiring adjunct apprentice instructors and providing appropriate access to make the corrections. | In-Progress
1.8 Increase number of assessment | Tracks by participation and user feedback | Dean, Academic Technology | Assessment Committee, Program Review Committee | LliBfs complete. | Complete!
1.9 Increase support services for online instruction | Improve student completion/success on evaluations | Director of Academic Support Services | VP Instruction, SST, AQI, Curriculum, Program Review, Director of Academic Support Services, Dean, Academic Technology | A contract was secured through the Online Education Initiative (OEI) consortium. Bakersfield College is part of the consortium and will benefit from the contractually agreed upon rates. NetTutor was implemented on August 25, 2018. Information of utilization of this tool to date (November 7, 2018) is as follows: Tiger Sessions Time (minutes) NetTutor Dropout-Off Question 100-673 NetTutor Live Tutorial 264 4,013 NetTutor Paper 94 3,362 Totals 440 8,048 | Complete!
1.10 Increase entry-level tech instruction for all students to help them navigate the landscape of tools on campus. | Track student participation in offered instructional activities; annual SST student survey | Dean, Academic Technology | SST, Summer Bridge Director, Outreach & School Relations Director | Some work done, additional work needed. Bridge fully online, includes tech instruction and online student tips. | In-Progress
1.11 Expand academic support services for remote scholars | Number of EFCs with program, number of students receiving services | Director of Academic Support Services | Intern Program Director | Intern Scholars Facility have been utilizing the Writing Center to assist in providing feedback on student papers. Additionally, ENGL 83AL courses have been introduced in the program to give students a stronger foundation in writing. In response to the Fall 2019-filled Bakersfield Industrial Automation Program we plan to hold Math 83T courses to best prepare the students for the program for four years. | In-Progress
1.12 Establish and expand student support in rural communities | Report on what services are currently being offered or have been offered at non-traditional centers/campus. Compare to new extended services. Track how many students are being serviced. | Director of Academic Support Services | Rural Initiatives Program | The Director of Rural Initiatives has identified rural sites that have an increase in fees that we will maintain the current number for the 2020-2021 school year. We currently have 53 active students and 7 pending to start in Fall 2020 with 5 more working on initial documents. And we have 5 students graduating. | Complete!
1.13 Establish and expand student support services in satellite sites. (i.e. BC Southwest, Well, etc.) | Report on what services are currently being offered or have been offered at non-traditional centers/campus. Compare to new extended services. Track how many students are being serviced. | Director of Academic Support Services | Dean of Instruction for BC Southwest | The BC Southeast Tutoring Center opened its doors on the first day of the fall 2018 semester. To date (November 7, 2018), approximately 354 students were served. | In-Progress
1.14 Process faculty hiring committee appointments in a timely manner | Review the Academic Senate President | Academic Senate President | For FY 2018-21 five (7) faculty hiring committees and faculty serving on 3 management hiring committees have been timely approved. Bi-monthly the Academic Senate approves faculty members to hiring committees. An active committee list is housed within the Academic Senate office. | Complete!

Enrollment & Matriculation

1.1 Expand dual enrollment in additional KHSD high schools | Program Review, Annual Report | Dual Enrollment Program Manager | Dean of Instruction, E.D. Advising Committee | We have expanded our offerings to all high schools within the Kern High School District and maintain regular communication with administration to increase the number of sections and variety of course offerings. | Complete!
1.2 Double the number of international students in 3 years | Has the number of international F-1 visa students doubled? Take the existing number of International Students and determine whether or not the number has doubled. | Director International Student Programs | Dean of Student Success & Counseling, ENVS | The number of international F-1 Visa students has not doubled nor does it appear with COVID-19 the increase in fees that we will maintain the current number for the 2020-2023 school year. We currently have 53 active students and 7 pending to start in Fall 2020 with 5 more working on initial documents. And we have 5 students graduating. | In-Progress
### Increase the number of students transferring from the Bakersfield Adult School by 10%.

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Manager, Adult Education</td>
<td>Increase number of students transferring from the Bakersfield Adult School by 10%</td>
</tr>
<tr>
<td>Director, Admissions &amp; Records</td>
<td>Initiate in fall, with 3 years-worth of data to be utilized as baseline for future years. 420 students were serviced by the Adult Education program, resulting in an enrollment of 100 students into BC courses.</td>
</tr>
<tr>
<td>Title V Director</td>
<td>As of Fall 2019, an additional 815 students have successfully transitioned into post-secondary education via the Adult Ed Program and adult school partnership.</td>
</tr>
<tr>
<td>Complete!</td>
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</tbody>
</table>

### Increase the number of students participating in Summer Bridge by 15%.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Dean of Student Success &amp; Counseling</td>
<td>Increase the % of first time students who transferred from the Bakersfield Adult School by 10%</td>
</tr>
<tr>
<td>Director of Student Success &amp; Equity</td>
<td>GTI Program Director</td>
</tr>
<tr>
<td>Deans and Data Coaches from all Learning &amp; Career Pathways scheduled to deliver a presentation on this momentum point to College Council and the Guided Pathways Implementation Team each academic year.</td>
<td></td>
</tr>
<tr>
<td>One year trends for 2019 will be available at the spring term.</td>
<td></td>
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<tr>
<td>Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - Transfer-Level Math): <a href="https://public.tableau.com/profile/amber.hroch#!/vizzes/GuidedPathwaysMomentumPoints/15UnitsFirstTerm">https://public.tableau.com/profile/amber.hroch#!/vizzes/GuidedPathwaysMomentumPoints/15UnitsFirstTerm</a></td>
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### Increase number of first-time students who have a comprehensive education plan by the end of their first term by 15%.

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Dean of Student Success &amp; Counseling</td>
<td>Increase the percentage of transfer-level English completion in the 1st year.</td>
</tr>
<tr>
<td>Director of Student Success &amp; Equity</td>
<td>GTI Program Director</td>
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<tr>
<td>Deans and Data Coaches from all Learning &amp; Career Pathways scheduled to deliver a presentation on this momentum point to College Council and the Guided Pathways Implementation Team each academic year.</td>
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### Increase number of first-time students who have an abbreviated education plan prior to their first term by 15%.

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<tr>
<td>Dean of Student Success &amp; Counseling</td>
<td>Increase the number of first time students</td>
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<td>Director of Student Success &amp; Equity</td>
<td>GTI Program Director</td>
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### Student Progression

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<tbody>
<tr>
<td>GTI Co-Chairs</td>
<td>Increase the number of students who are disproportionately impacted that attempt 15+ units in their first term.</td>
</tr>
<tr>
<td>Institutional Effectiveness Deans, EAC, FDO, Director of Student Success &amp; Equity</td>
<td>Progress on this momentum point from fall 2017 to fall 2018 by Learning &amp; Career Pathways:</td>
</tr>
<tr>
<td>Deans and Data Coaches from all Learning &amp; Career Pathways scheduled to deliver a presentation on this momentum point to College Council and the Guided Pathways Implementation Team each academic year.</td>
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<tr>
<td>GTI Co-Chairs</td>
<td>Increase the percentage of transfer-level Math completion in the 1st year.</td>
</tr>
<tr>
<td>Institutional Effectiveness Deans, EAC, FDO, Director of Student Success &amp; Equity</td>
<td>Progress on this momentum point from fall 2017 to fall 2018 by Learning &amp; Career Pathways:</td>
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<td>Deans and Data Coaches from all Learning &amp; Career Pathways scheduled to deliver a presentation on this momentum point to College Council and the Guided Pathways Implementation Team each academic year.</td>
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<tr>
<td>GTI Co-Chairs</td>
<td>Successfully implement the Program Mapper.</td>
</tr>
<tr>
<td>Curriculum Co-Chairs</td>
<td>1. Completion 2. Student use w/ web data counter</td>
</tr>
<tr>
<td>Curriculum Catalog Task Force, Leading from the Middle Group</td>
<td>The Pathway Program Mapper has been successfully implemented. The focus now is on scaling up across the system and across other segments (CIO &amp; UC).</td>
</tr>
<tr>
<td>Complete!</td>
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<tbody>
<tr>
<td>GTI Co-Chairs</td>
<td>Increase the % of first time students who attempt 15 units during their 1st semester.</td>
</tr>
<tr>
<td>Instructional Effectiveness Deans, Director of Student Success &amp; Equity</td>
<td>Progress on this momentum point from fall 2017 to fall 2018 by Learning &amp; Career Pathways:</td>
</tr>
<tr>
<td>Deans and Data Coaches from all Learning &amp; Career Pathways scheduled to deliver a presentation on this momentum point to both College Council and the Guided Pathways Implementation Team each academic year.</td>
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</tr>
<tr>
<td>Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - Personal &amp; Career Exploration: from 1.4% to 1.8% (-1 student) Social &amp; Behavioral Sciences: from 9.6% to 4.6% (-28 students)</td>
<td></td>
</tr>
<tr>
<td>In-Progress</td>
<td></td>
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</table>
2.11 Increase the % of first time students who attempt 30 units during their 1st year
Track growth in percentage reaching momentum point. GPT Co-Chairs Instructional Effectiveness Dean, Director of Student Success & Equity
• Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - 50/50 - https://public.tableau.com/profile/amber.hroch#!/vizzes/GuidedPathwaysMomentumPoint/5050InitsForFirstTerm?%39%3Dtrue)
• All work to increase 15 units/year influences this metric.
• One year trends for 2019 will be available at the end of the spring term.
However, there has been positive movement on this momentum point in the past year. From fall 2017 to fall 2018 by Learning & Career pathway: Arts, Humanities & Communication: from 16.0% to 11.4% (9 students)
Business: from 10.4% to 11.2% (+2 students)
Education: from 10.4% to 8.9% (-14 students)
Health Sciences: from 12.3% to 10% (-12 students)
Industrial Technology & Transportation: from 13.9% to 7.6% (-6 students)
Personal & Career Exploration: from 4.9% to 2.1% (-10 students)
Public Safety: from 14.3% to 11% (-7 students)
Social & Behavioral Sciences: from 10.2% to 11% (+2 students)
STEM: From 13.8% to 17% (+2 students)
STEM made the most significant progress in volume of students with 25 more students attempting 30 units in the fall of 2018. However, Agriculture, Culinary Arts & Nutrition made the most significant progress in

2.12 Increase the % of first time students who take 9 core pathway units in their 1st year
Track growth in percentage reaching momentum point GPT Co-Chairs Instructional Effectiveness Dean, Director of Student Success & Equity
• All work to increase 15 units/year influences this metric.

2.13 Increase number of current/returning students who have an approved comprehensive educational plan in their degree audit system (Degreeworks or Starfish) by 10%
Using data from tracking instruction steps in banner (WIN/STG screen), reports from degree audit system Dean of Student Success & Counseling Director of Student Success & Equity CTS Program Director GPT Co-Chairs Complete! All the end of the Spring 2019 term, there were 14, 836 unlinked comprehensive education plans. By the end of the Fall 2018 term, including Winter break, there were 23, 235 unlinked plans. The number of plans increased by 6, 489 in Starfish. This represents a 45% increase in the number of current/returning students who have an approved comprehensive education plan in their degree audit system.

Student Completion

2.14 Implement a process whereby students are automatically awarded certificates they have earned.
Evaluate Starfish report to review and award. Director of Enrollment Services Curriculum: CTD Dean of Student Success and Counseling Dean of Institutional Effectiveness Director of Career Education GPT Co-Chairs Instructional Effectiveness We have increased the amount of certificates by using the Starfish Completion Report. We have not been able to automate the process but are still working with IT on an automated process.

2.15 Implement a process whereby students are automatically awarded the degrees they have earned.
Evaluate Starfish report to review and award. Director of Enrollment Services Curriculum: CTD Dean of Student Success and Counseling Dean of Institutional Effectiveness Director of Career Education GPT Co-Chairs Instructional Effectiveness We have increased the amount of degrees by using the Starfish Completion Report. We have not been able to automate the process but are still working with IT on an automated process.

2.16 Increase Bachelor of Science completions.
Number of awards Dean for IT Instructional Effectiveness Dean GPT Co-Chairs Complete! Total number of bachelor’s degrees have nearly doubled since the program began. Though the number of graduates has remained stable the past two academic years, with the current strategies including Dual Enrollment, Early College, Rural Outreach, and Inmate Scholars Program, the number of graduates will increase even further. Currently, the case management approach to working with students and faculty in completing their educational plans and offering courses during needed semesters at needed times and within needed modality changes has been highly successful.

2.17 Develop MOU with transfer partner, CSUB, to establish agreement for faculty at the two institutions to develop four pathways or templates.
Number of cooperative pathway agreements with CSUB Director of Transfer Pathways Curriculum, Articulation Director of Career Education GPT Co-Chairs Instructional Effectiveness Completed the finish in 4 templates for 26 AGTs with CSUB. Working on other articulation with CSUs and UCs. Will begin project on UC Transfer Pathways to develop transfer MOUs to UC Merced in STEM in November 2019.

2.18 Increase student exposure to top transfer institutions by pathway.
Trips planned to top two transfer institutions per pathway. Data on student attendance to trips. Data on transfer rates/locations Director Transfer Pathways GPT, EAC, Counseling GPT Co-Chairs Instructional Effectiveness In-Progress. As part of our pathways work we will work with faculty and affinity groups to have students meet with and explore transfer opportunities at 6 year institutions.
Events and Workshops include: CSUB On-Site Admissions Day (spring), BC Transfer Day (September 2019); HBCU Career Tour (February 2020); UC STEM Transfer Pathways Workshops (September 2019)
Over 60 colleges and universities were on campus in fall 2019 for Transfer day 2019. Replicated Transfer Day in Delano and hosting transfer events and application workshops for both CSU and UC application deadlines throughout October and November 2019.

Facilities

2.1 Implementation of a campus monitoring system to improve energy usage. 100% of buildings are being measured by the monitoring system. Director, M&O Facilities Committee Complete! Veterans team has moved into the building. The new system has been implemented on all 70% of existing buildings not touched by Measure J. The remaining building will be implemented over the next few years. 100% of new buildings or remodel buildings will include the system.

2.2 Complete construction of a new Veterans Center to specifically support our veteran students on the main campus. Completed building and move-in. Director, M&O Facilities Committee Complete! Veterans team has moved into the building.

2.3 Complete construction of a new ARC building in the Campus Center on the main campus. Completed building and move-in. Director, M&O Facilities Committee Complete! Veterans team has moved into the building.

2.4 Re-finish all parking lots on main campus. Completion paperwork in Board/Dean. Director, M&O Facilities Committee Complete!

2.5 Vancouver funding partners for infrastructure development Documented new sources of funding. Director, M&O Facilities Committee, Director, Public Safety Complete! A committee has developed procedures and a plan, partners are being identified.

2.6a Develop and document a solid waste plan across all BC sites. Documentation of plan and posted to the Facilities Committee web site. Director, M&O Facilities Committee, Outreach, Foundation Not Started Will implement after the plan is created.

2.6b Develop and document a solid waste plan across all BC sites. Documentation of plan and posted to the Facilities Committee web site. Director, M&O Facilities Committee, Outreach, Foundation Not Started Will implement after the plan is created.

2.7a Develop and document a recycling plan across all BC sites. Documentation of plan and posted to the Facilities Committee web site. Director, M&O Facilities Committee, Outreach, Foundation Not Started Will implement after the plan is created.
## Leadership

<table>
<thead>
<tr>
<th>Strategic Direction #4</th>
<th>Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.1 Develop on-line faculty 101 &quot;course&quot; by May, 2020.</td>
<td>Dean, Academic Technology Staff &amp; Faculty, IST.</td>
</tr>
<tr>
<td>6.2 Implement Program Review within six months.</td>
<td>Co-chairs of Program Review Committee, AIQ.</td>
</tr>
<tr>
<td>6.3 Implement Strategic Planning component (1) Access.</td>
<td>Academic Senate President.</td>
</tr>
<tr>
<td>6.4 Review and monitor campus standing committees, including review of committee charges on an annual basis.</td>
<td>Academic Senate President.</td>
</tr>
</tbody>
</table>

## Engagement

<table>
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<th>Strategic Direction #4</th>
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</thead>
<tbody>
<tr>
<td>6.6 Measure and user satisfaction with COLLEGE services annually and publish results on AQ Committee page.</td>
<td>AQ Committee co-chairs.</td>
</tr>
<tr>
<td>6.7 Measure and user satisfaction with DISTRICT services annually and publish results on AQ Committee page.</td>
<td>AQ Committee co-chairs.</td>
</tr>
<tr>
<td>6.8 Provide annual required BC specific training (safety, FIREPA, etc).</td>
<td>HR to track Survey employees.</td>
</tr>
<tr>
<td>6.9 Engage new classified employees by providing BC specific orientation within 1st month of hire.</td>
<td>Survey new classified employees HR to track.</td>
</tr>
<tr>
<td>6.10 Implement technology based professional development training for faculty.</td>
<td>Dean, Academic Technology Staff &amp; Faculty, IST.</td>
</tr>
<tr>
<td>6.11 Increase job development services outside main campus.</td>
<td>Program Manager, Job Placement.</td>
</tr>
<tr>
<td>6.12 Improve emergency communications.</td>
<td>Director, Public Safety.</td>
</tr>
<tr>
<td>6.13 Increase support for online faculty.</td>
<td>Dean, Academic Technology Staff &amp; Faculty, IST.</td>
</tr>
</tbody>
</table>

## Implementation of a recycling plan across all BC sites.

- **Director, M&O**
- **Facilities Committee, Outreach, Foundation, Marketing**

This implementation plan will be completed after the plan is created.

---

## Institutional Effectiveness

- **Survey through SSA to students. Survey to faculty and staff.**
- **Director, M&O**
- **SSA, Facilities, IDT, Student Life**

These surveys are being implemented in the planning of our new or remodeled buildings.

---

## Provide strong wireless access in all internal spaces on the main campus.

- **Director, Information Technology**
- **IST**

- Complete.

---

## Install surveillance security cameras across campus that are monitored by public safety.

- **Director, Public Safety**
- **Facilities, IST, Public Safety, Student Life**

- Waiting on Measure I project and funding.

---

## Develop computer lab standards document that identifies minimum desktop space required in computer labs for student materials.

- **Director, Information Technology**
- **Facilities, IST**

- Still working on this, will be complete in fiscal 2020-2021.

---

## Analyze and document usage of the computer labs on all BC sites to determine whether more labs are needed.

- **Director, Information Technology**
- **IST**

- Not started.

---

## Develop an instructional software needs process for determining software installed in instructional computer labs.

- **Director, Information Technology**
- **IST, College Council**

- The IST committee brainstormed on some improvements for the process. Some of those improvements are already in place. Additional improvements will roll out in the future but are dependent on other committees.

---

## Develop and document plan for providing internet access for classes held on non-BC sites.

- **Director, Information Technology**
- **IST**

- Plan for all intents and purposes is complete, just need to finish documenting.

---

## Plan for all BC sites.

- **Director, Information Technology**
- **IST**

- Still working on this, will be complete in fiscal 2020-2021.

---

## Update Plan for all intents and purposes is complete, using the plan to implement for all of our various new sites.

- **Director, Information Technology**
- **IST**

- In-Progress.

---

## Increase support for online faculty.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Complete.

---

## Define an online faculty 101 "course" by May, 2020.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Complete.

---

## Develop a professional development plan.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Complete.

---

## Install surveillence security cameras outside main campus.

- **Director, Information Technology**
- **IST**

- Complete.

---

## Develop an online faculty 101 "course" by May, 2020.

- **Director, Information Technology**
- **IST**

- Complete.

---

## Provide strong wireless access in all internal spaces on the main campus.

- **Director, Information Technology**
- **IST**

- Complete.

---

## Install surveillence security cameras across campus that are monitored by public safety.

- **Director, Public Safety**
- **Facilities, IST, Public Safety, Student Life**

- Waiting on Measure I project and funding.

---

## Develop computer lab standards document that identifies minimum desktop space required in computer labs for student materials.

- **Director, Information Technology**
- **Facilities, IST**

- Still working on this, will be complete in fiscal 2020-2021.

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## Analyze and document usage of the computer labs on all BC sites to determine whether more labs are needed.

- **Director, Information Technology**
- **IST**

- Not started.

---

## Develop an instructional software needs process for determining software installed in instructional computer labs.

- **Director, Information Technology**
- **IST, College Council**

- The IST committee brainstormed on some improvements for the process. Some of those improvements are already in place. Additional improvements will roll out in the future but are dependent on other committees.

---

## Develop and document plan for providing internet access for classes held on non-BC sites.

- **Director, Information Technology**
- **IST**

- Plan for all intents and purposes is complete, just need to finish documenting.

---

## Plan for all BC sites.

- **Director, Information Technology**
- **IST**

- Still working on this, will be complete in fiscal 2020-2021.

---

## Update Plan for all intents and purposes is complete, using the plan to implement for all of our various new sites.

- **Director, Information Technology**
- **IST**

- In-Progress.

---

## Increase support for online faculty.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Complete.

---

## Define an online faculty 101 "course" by May, 2020.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Complete.

---

## Implement Program Review within six months.

- **Co-chairs of Program Review Committee, AIQ.**

- Complete. We're in our second full Program Review cycle using exemur for developing the comprehensive program review process this cycle. We've created program specific program review relevancy. Plus we learned so much from the first cycle, we got this one out earlier and closed it for all.

---

## Implement Strategic Planning component (1) Access.

- **Academic Senate President.**

- College Council.

- For FY 2020-21 Chapters 4 (CCLC language/numbering) was reviewed, updated, and approved by District Consultation Council and the Board of Trustees. Current KCCD Board Manual Chapter 4 was updated and moved to a new form. The standing committee charge has been revised to reflect the current standing committee charge and has been revised to reflect the current standing committees. The standing committees submitted updates which were approved by the Academic Senate and College Council. Bi-monthly the Academic Senate approves faculty appointments to such committees. An active committee membership list is within the Academic Senate office.

---

## Review and monitor campus standing committees, including review of committee charges on an annual basis.

- **Academic Senate President.**

- College Council.

- For FY 2020-21 Chapters 4 (CCLC language/numbering) was reviewed, updated, and approved by District Consultation Council and the Board of Trustees. Current KCCD Board Manual Chapter 4 was updated and moved to a new form. The standing committee charge has been revised to reflect the current standing committee charge and has been revised to reflect the current standing committees. The standing committees submitted updates which were approved by the Academic Senate and College Council. Bi-monthly the Academic Senate approves faculty appointments to such committees. An active committee membership list is within the Academic Senate office.

---

## Measure and user satisfaction with COLLEGE services annually and publish results on AQ Committee page.

- **Annual College and District Surveys**

- IAQ Committee co-chairs.

- Institutional Effectiveness.

- The survey was administered for Academic Year 2019-2020.

---

## Measure and user satisfaction with DISTRICT services annually and publish results on AQ Committee page.

- **Annual College and District Surveys**

- IAQ Committee co-chairs.

- Institutional Effectiveness.

- In Fall, 2019, the survey was distributed to the campus community. The results were compiled and shared with the Academic Senate, College Council, and within the general public through the AQ homepage.

---

## Provide annual required BC specific training (safety, FIREPA, etc).

- **HR to track Survey employees.**

- HR Manager.

- College Council.

- In conjunction with the Professional Development team, developed a new employee orientation along with a first-year training. The first session has already kicked off and the program is under way.

---

## Engage new classified employees by providing BC specific orientation within 1st month of hire.

- **Survey new classified employees HR to track.**

- HR Manager.

- College Council.

- In conjunction with the Professional Development team, developed a new employee orientation along with a first-year training. The first session has already kicked off and the program is under way.

---

## Implement technology based professional development training for faculty.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Complete.

---

## Increase job development services outside main campus.

- **Director of Rural Initiatives.**

- Services have been increased but due to COVID-19 shelter in place order we have been able to virtual services. Goal will continue as in progress.

---

## Improve emergency communications.

- **Director, Public Safety.**

- Safety Committee, Student Life.

- Blackboard connect was established and protocols and messages are being developed. Also, new phone system will be installed this summer for on-campus paging.

---

## Increase support for online faculty.

- **Dean, Academic Technology Staff & Faculty, IST.**

- We have developed and launched additional support courses for faculty, and added an additional Educational Media Design Specialist.

---

## Update professional development plan.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Plan will be posted by May 2020.

---

## Implement professional development plan.

- **Dean, Academic Technology Staff & Faculty, IST.**

- Plan will be posted by May 2020.

---

## Related Surveys

- **Section 6; 10+1 District and College Council.**

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