

Kern Community College District  
**STRATEGIC PLAN**  
2011/12 – 2014/15

***Values***

All of the stated values focus on the goal of having a positive impact on the lives of students. These values are stated in the form of pledges so that what we stand for as individuals and as a District is clear.

**Slogan: “Moving Students Forward”**

**Pledge #1: Elevate Student Success**

We pledge to assist students achieve informed educational goals.

**Pledge #2: Foster Learning**

We pledge to foster a learning environment that celebrates the diversity of people, ideas learning styles and instructional methodologies.

**Pledge #3: Transcend Excellence**

We pledge to recruit and retain the best and brightest employees.

**Pledge #4: Promote Trust and Transparency**

We pledge to promote a climate of trust by sharing ideas and information.

**Pledge #5: Fulfill Duty and Obligation**

We pledge to meet the highest standards of performance in everything we do.

## ***Vision***

The Kern Community College District will be recognized as an exemplary educational leader, partnering with our communities to develop potential and create opportunities. Successful students will strengthen their communities and, along with the faculty and staff, become life-long learners.

## ***Mission***

The mission of the Kern Community College District is to provide outstanding educational programs and services that are responsive to our diverse students and communities. To accomplish this mission, we will:

Provide academic instruction to promote fulfillment of four-year college transfer requirements and encourage degree and/or certificate acquisition in our surrounding communities.

- Provide work-force skills training through Career and Technical Education programs.
- Provide basic skills education and student services programs to enable students to become successful learners.
- Establish partnerships with businesses and governmental entities as well as other educational institutions to advance economic development
- Improve the quality of life of our students and communities through broad-based general education courses.
- Prepare students with the skills to function effectively in the global economy of the 21<sup>st</sup> century.
- Anticipate and prepare to meet challenges by continually assessing and prioritizing programs, services, and community needs.

## ***Strategic Goals***

- Goal One: Become an exemplary model of Student Success
- Goal Two: Create a collaborative culture and a positive climate
- Goal Three: Foster a comprehensive and rich learning environment
- Goal Four: Strengthen personnel effectiveness
- Goal Five: Manage financial resources efficiently and effectively
- Goal Six: Respond to community needs

## ***Strategic Objectives***

- Goal One: Become an exemplary model of Student Success
  - Objective 1.1 Increase the percentage of students who successfully complete 12 units within one year.
  - Objective 1.2 Increase the percentage of students who, within a one-year period, successfully complete English or Math courses both one level below transfer and at the transfer level.
- Goal Two: Create a collaborative culture and a positive climate
  - Objective 2.1 The number of District-wide collaboratives will increase by 3-5 over baseline 2010-2011 by June 30, 2014.
  - Objective 2.2 Trust, morale, and communication will improve over baseline 2011-2012 as measured by climate surveys by June 30, 2014.

Goal Three: Foster a comprehensive and rich learning environment

- Objective 3.1 Each College will increase its scores on all benchmarks by 2-3% as measured by the Community College Survey of Student Engagement (CCSSE) 2011 baseline.
- Objective 3.2 Improve facilities and maintenance as measured by climate surveys and operational reports as compared to 2011-12 baseline.
- Objective 3.3 Improve student and employee safety as measured by CLERY and OSHA reports and through climate surveys as compared to 2011 baseline.

Goal Four: Strengthen personnel and institutional effectiveness

- Objective 4.1 Provide at least five annual professional development sessions that meet college and/or District-wide training needs and evaluate success of defined training outcomes.
- Objective 4.2 Implement or improve the following district-wide internal processes and measure their effectiveness annually: 1) common course numbering, 2) degree audit, 3) codification of processes and dissemination of procedural information, and 4) data integrity.

Goal Five: Maintain financial stability

Objective 5.1 Using 2010-2011 as the baseline year, increase unrestricted revenues (excluding apportionment, local taxes and enrollment fees) by 5-10% annually.

Objective 5.2 Actively pursue college and district-wide grants that align with the district mission and strategic plan as measured by the awarding of a minimum of one (1) new grant per college annually.

Goal Six: Respond to community needs

Objective 6.1 All programs will reflect community needs as identified by various scanning data and measured by program review.

Objective 6.2 Increase community connectedness by 5-10% over baseline year 2011-12 by:  
1) increasing employee participation in community organizations, 2) expanding relationships with educational institutions, and 3) increasing the number of community attendees at college and district events.

Objective 6.3 Actively pursue and create five (5) new community partnerships and collaborations over baseline year 2010-2011.

# Kern Community College

## District-wide Planning Cycle

