

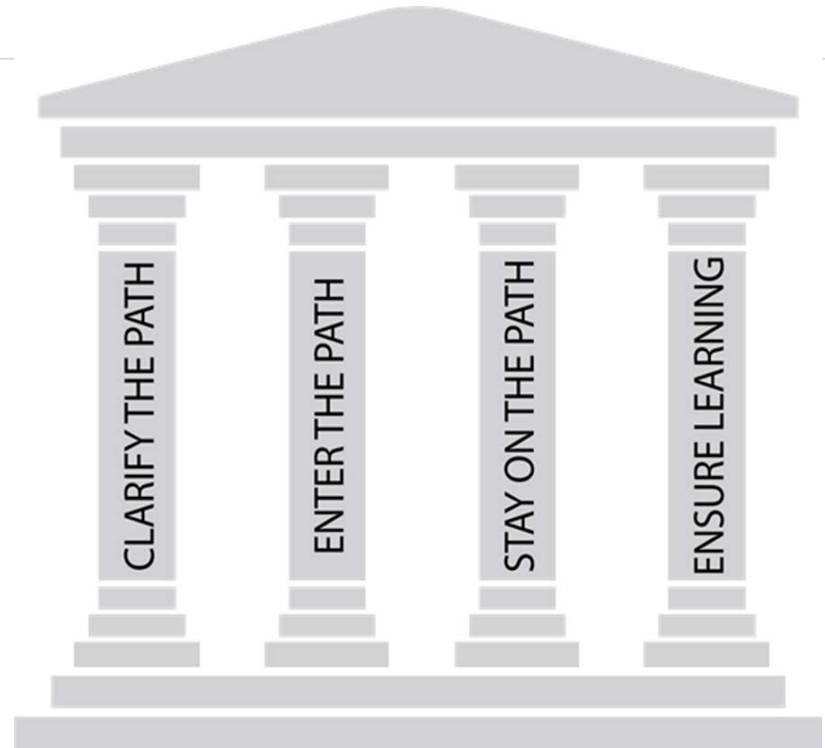
BC's

2022-26 Guided
Pathways
Work Plan

Focus Areas

Focus areas are identified by the state with specific questions to address under each area.

Each Area will focus on metric-centered planning aligned with the college's Student Equity Plan and integrating Guided Pathways elements across campus programs.



Focus Areas

Measured on a percentage to **goal completion**:

1. Successful Enrollment
2. Persistence: First Primary Term to Second Term
3. Completed Transfer-Level Math & English
4. Transfer
5. Completion

Measured on **integration with GP** to achieve KPI metrics:

6. Student Equity & Achievement (SEA) Program Integration
7. Associate Degree for Transfer (ADT) Integration
8. Zero Textbook Cost to Degree (ZTC) Program Integration
9. California Adult Education Program (CAEP) Integration
10. Strong Workforce Program (SWP) Integration

1

Successful Enrollment

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Using a percentage, estimate your college's level of progress advancing local goals related to ensuring entering students are successful in the enrollment process.



50% to 70% complete

Goal

From 2016-2021, Bakersfield College (BC) has averaged a 47.6% successful enrollment rate. Our goal is to increase it to 50% over the next 4 years.

Major barriers

Student participation decreased due to pandemic.

Students struggling to navigate and complete CCCApply.

Absence of technology for follow-up communication with students through the enrollment process.

Lack of finance is still a barrier.

Action Plan

Increase awareness and support for Financial Aid application completion.

More intentionality in creating interaction points with students during their onboarding process and beyond.

Increase collaboration within various academic and student services during the enrollment process, including adult populations.

2

Persistence: First Primary Term to Secondary Term

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Using a percentage, estimate your college's level of progress advancing local goals related to ensuring entering students are successful persisting from their First Primary Term to Secondary Term.



More than 75% complete

Goal

The institution is in discussion regarding setting an Institution Set Standard specifically for persistence. E.g. SEP, 2023-2025 goals for disproportionately impacted populations:

- Increase Black or African American student persistence over 3 years by 14.3%
- Increase Male student persistence over 3 years by 5.8%

Major barriers

The pandemic significantly impacted our community, with the most pronounced harm done to our lower-socioeconomic and rural populations.

As identified in our waterfall analysis conducted in Fall 2022 with BC's Achieving the Dream (ATD) data coaches, numerous attrition points exist along the student journey from the application phase through persistence into the second term.

Action Plan

College-wide work plan and college strategic directions centered on Vision for Success, Student Centered Funding Formula, Guided Pathways (Pillar 3 in particular), and Equity Plan; extensive collaboration between student affairs and academic affairs to implement the tactics outlined in the work plan.

3

Completed Transfer-Level Math & English

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Using a percentage, estimate your college's level of progress advancing local goals related to ensuring entering students are successfully completing Transfer-level Math & English in their first year.



More than 75% complete

Goal

Institution Set Standards (ISS) focused on student transfer level Math and English achievement in year one.

- Transfer Level English – ISS of 17%
- Transfer Level Math – ISS of 12%
- Transfer Level Math & English – ISS of 7%

Major barriers

Our recent student survey data suggests the underutilization of academic support services could be a barrier being perpetuated on the campus. 56% and 64% of the respondents reported they never used skill labs and tutoring services, respectively.

Action Plan

BC will continue to develop tutoring programs providing equitable access for all students.

- Continued support of the expansion of our tutoring programs in our rural areas.

Continue faculty participation in the persistence progress report process.

4

Transfer

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*Using a percentage, estimate your college's level of progress advancing local goals related to **ensuring students are successful in their transfer to a four-year institution.***



50% to 75% complete

Goal

Work plan metric to increase transfers by 3% each year over the next 4 years.

Major barriers

Ensuring persistence and timely completion especially: Male, Economically Disadvantaged, Hispanic/Latino and First Generation.

Engaging in real-time admissions data sharing with applicants' 4-yr colleges to facilitate persistence to completion

Action Plan

Work with utilizing data from partnering 4-year institutions to intentionally persist and move transfer students through including utilizing AB132-sourced data.

Increase presence and knowledge of transfer at the high schools.

Utilize student success tools, e.g. Starfish, to monitor progress of transfer

5

Completion

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Using a percentage, estimate your college's level of progress advancing local goals related to ensuring students are completing their college journeys.



More than 75% complete

Goal

Increase completion by:

- Adult Education/Noncredit Completion: Increase 5%
- Certificate Completion: Increase 10%
- Degree Completion (AA/AS/ADT): Increase 10%
- Degree Completion (Baccalaureate): Increase 100%

Major barriers

Student surveys report the need for more flexible course offerings, to ensure successful program completion.

Student surveys perceived negative campus climates influencing insecurities toward academic performance including microaggressions in class.

Counseling/advising sessions are not mandatory for students, which is necessary to increase high-touch.

Action Plan

Pathway Completion Teams will continue to work to support their students.

The college will continue to prioritize :

- Graduation Increase Initiative
- Calling campaigns (Registration: Fall, Spring, Late Start)
- Ocelot messaging
- Messaging through Starfish

6

Student Equity and Achievement (SEA) Program Integration



*Describe your college's progress integrating
SEA Program with Guided Pathways to
achieve KPI Metrics.*



Integration in progress

Goal

SEAP will be included as a member of GPS and the SEP Disproportionally Impacted student groups will be integral in the planning process

Major barriers

Under the Guided Pathways framework, we have intentionally developed equity planning and actions to advance equitable student progression and completion, but student data inconsistency due to the pandemic makes it challenging to assess and evaluate our equity work as well as integrate equity into guided pathways.

Action Plan

Coordinated classroom campaigns between student affairs and instruction functions (i.e., financial aid, enrollment services, counseling/advising, library, graduation, etc.)

Hire more counselors to improve the counselor-to-student ratio

7

Associate Degree for Transfer (ADT) Integration



*Describe your college's progress integrating
ADT Program with Guided Pathways to
achieve KPI Metrics.*



Fully Integrated

Goal

Annual convening's between BC and university partners.

Maintenance and expansion of articulation agreements.

Graduation Increase Initiative and auto awarding assigned each academic term. This work resulted in 2052 awards in 2022.

Continuous Improvement

The development and ongoing updating of:

- the Program Pathways Mapper,
- Starfish Degree Planner, and
- Guided Pathways Strategies dissemination of information through the completion teams.

Lessons Learned

Course completion paths (sequence accessibility) and faculty engagement are critical for students to stay on the path and persist.

Using course demand information for future term scheduling on each site.

Providing on-going faculty leadership and student services collaborations.

8

Zero Textbook Cost to Degree (ZTC) Program Integration



*Describe your college's progress integrating
ZTC Program with Guided Pathways to
achieve KPI Metrics.*



Starting Integration

Goal

Support through grants to help faculty have the time and professional expertise to complete.

Three degrees should be offered as fully ZTC by Fall 24.

A minimum of 5 degrees offered as fully ZTC by Fall 25.

Major barriers

Faculty participation has been a challenge impacting the integration with ZTC campus wide for a variety of reasons:

- Faculty preference for course materials.
- ZTC limited offerings for some areas.
- ZTC supplemental materials are limited.
- Etc.

Action Plan

BC has obtained a ZTC grant from the state and is currently working on three degrees to be completely ZTC, within the first year.

9

California Adult Education Program (CAEP) Integration



*Describe your college's progress integrating
CAEP with Guided Pathways to achieve KPI
Metrics.*



Fully Integrated

Goal

Development/implementation of roadmaps for non-credit certificate pathways

Expand aligned/stackable programs with Non-Credit entry options for livable wage areas

Increase in student enrollment over the 4-year period of 2022 to 2026 (e.g. 11% estimate)

Continuous Improvement

Continued investment in partnerships with industry and community organizations to identify prospective Adult Learners and support students with securing employment in living wage jobs.

- Maximize Non-Credit offerings that lead to living wage employment.

Lessons Learned

Reaching student populations for enrollment into Adult Education programs; challenges are often related to outreach/recruitment and persistence particularly given the high concentration of low-income, first-generation, and non-native English speakers the Adult Education team strives to support.

10

Strong Workforce Program (SW P) Integration

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*Describe your college's progress integrating
SWP with Guided Pathways to achieve KPI
Metrics.*



Fully Integrated

Goal

Integrated in the completion coaching teams, CTE Advisors and Job Developers participate in class visits, introducing services and schedule appointments.

In order to support enrollment efforts, CTE Advisors have been assigned to attend every high school outreach event.

Continuous Improvement

Offered students program-related educational planning with attainable short term and long-term goals, career readiness prep through, on- and off-campus employment, internships, and work experience.

Exposure to different career and technical training programs through Pathway Employer Expos, Panels, etc .

Lessons Learned

Students need continuous support systems. Strong Workforce has supported all pathways campus wide in order to better serve our students through their program .

Based on our partners' needs we have fully integrated CTE Advisors to support the Outreach team .



Thanks!

Any questions?

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