Student Success

Culture

- Visibility of shared goals. Convergence of initiatives.
  - Website for each campus-wide committee
  - Strategy map that connects goals-initiatives-indicators of achievement (data strands)
  - Student Success website that captures our work, the data, and student stories
- Alignment and integration of 18-month work plans generated by different areas
  - Co-chairs of 12 campus-wide committees meeting regularly. Created an institutional calendar.
  - Having work plans for all 12 campus-wide committees as well as all members of President's Cabinet.
- Engaging all 700+ employees
  - Student Success Stewardship Team
  - Work sessions and study series on important topics like First Generation Students
  - Host regional conferences on data and effectiveness—Oct 31, 2014; March 14, 2014; April 3-4, 2014

Planning and Effectiveness

- Multiple data strands on college scorecard
  - Progression and Completion data, Learning Outcomes data, Perception data, Operational data
  - Work of data team
  - Develop a website that is the go to place for information.
- Student success drivers: assessment, orientation, advising, educational plans
  - Student clubs all focusing on student success
  - Grants embedding the matriculation drivers
- Student learning and its demonstration
  - Institutional Learning Outcomes. Degree Outcomes. Degree Qualifications Profile

Values

- Commitment to at-risk populations. Closing the achievement gap.
- Engaging with innovation and creativity

Facilities, Infrastructure, and Technology

Culture

- College-wide ownership
- Alignment and integration of area facilities needs

Planning and Effectiveness

- Long-range facilities plan
  - Development of a three-year facilities schedule in response to college priorities (student success: one stop, redesign of basic skills, expansion of allied health, focus on Stem, agriculture, expanded use of technology; fiscal: expansion of events planning, upgrade infrastructure)
  - Update the long range facilities master plan
- Maintenance standards for both campus and outreach areas
  - Maintenance cycle for facilities and technology
- Funding needs / planning (GUI, state capital, local bonds, philanthropy, grants)
  - Develop plans long range and short terms plans (for example for requests from Program Review) and then seek sources of funding—GUI, state capital, local bond, philanthropy, grants)
  - List with projects and review potential funding sources. Example: STEM

Values

- Technologically current learning environment
- Quality work environment(s)

Integration:

Culture

- Moving to a connected network rather than discrete units
- Deliberate and intentional conversations, shared practice and transparency

Data-driven effectiveness

- Expanded President's cabinet and align the workplan of cabinet members and governance councils with the institutional plans for the different areas.
- Regular meeting structure for council co-chairs
  - Facilitated by the Academic Senate President and the College President
  - Integrated workplans
- Visibility: Post the workplans of each of the 12 campus-wide committees as well as the workplans of members of President's Cabinet.

Values

- Openness

Communication

Culture

- By focusing on engaging our internal and external communities enhance the communication.
- Alignment and integration of work area communication plans
- Active communication with internal and external communities through integration.

Planning and Effectiveness

- Campus communication: writing/verbal, use of media (short video), social media (blogs, twitter, Facebook), strengthening campus-wide conversations
- External community communications: writing/verbal, use of media, strengthening community connections
- Documenting the BC story - archives

Values

- Building strong and healthy communities

Oversight and accountability

Culture

- Visibility of work area data indicators
- Building data and information literacy on campus among faculty and staff
  - o Two conferences on campus: October 31st, March 14th
  - o Workshops on all four data strands

Planning and Effectiveness

- Institutional data-on-demand
  - o Local querying capabilities.
- Predictive analytics:
  - o R&D project on using systems data (big data) to help inform students on patterns of success.
- Establishing meaningful targets and goals through a BC institutional score card
  - o College score card. What does a percentage really mean? Providing the context for the percentage by using longitudinal and comparative data. Norming our expectations on performance.
  - o Are we fulfilling our mission? Gearing up for the new ACCJC standards through the development of the institutional score card.

Values

- Intentional and transparent work
- Fiscal responsibility

Professional Development

Culture

- Promoting a culture of learning—becoming a learning college

Planning and Effectiveness

- Focused and target professional development opportunities tied to the priorities of the college.
- Promoting peer learning. Internal conferences, study series, workshops, symposiums, boot camps, ...
- Learning from experts: Hosting regional conferences and inviting experts. Attending external conferences with a rigorous ROI plan

Values

- Shaping our future rather than reacting to it.
- Investing in our most valuable asset—our employees

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Core Values

Learning
We foster curiosity, inquiry, critical thinking, and creativity within a safe and rigorous academic environment so that we might be empowered to radically transform our community into one that gives voice and power to all people.

Integrity
We continue to develop and follow an ethical and moral consciousness which places the collective wellbeing and health above the self; this principled environment allows for open, constructive conversations and teaches us to trust each other's vision so that we will be useful and effective in providing support, resources, and encouragement.

Wellness
We believe health and wellness to be integral and foundational elements, and we understand that a holistic education improves all aspects of the individual and the society including the mind, body, and spirit; through education, we will positively impact the health of the natural environment and the global community.

Diversity
We insist that diversity be valued and promoted, recognizing that multiple perspectives lead to a better education and knowledge of the world; listening and witnessing different experiences helps us to understand and contextualize power and privilege related to gender, race, class, religion, disability, and sexuality in terms of access and barriers to resources and opportunities.

Community
We commit to the wellbeing of all members of our community; we maintain strong ties with the surrounding community, and we respond to their needs by serving as an open institution which engages all students, faculty, and staff; in our college, we have built and continue to build an environment in which all members participate as a community through democratic engagement.

Sustainability
We recognize our responsibility for continuing and maintaining this institution which has been shaped by over 100 years of resolute and tenacious labor and judicious foresight, so we unceasingly place our energies into imagining how we might sustain and renew our fiscal, human, and environmental resources into the future.

BAKERSFIELD COLLEGE
1913 — 2013

Students first: We affirm our focus on our students and their success.