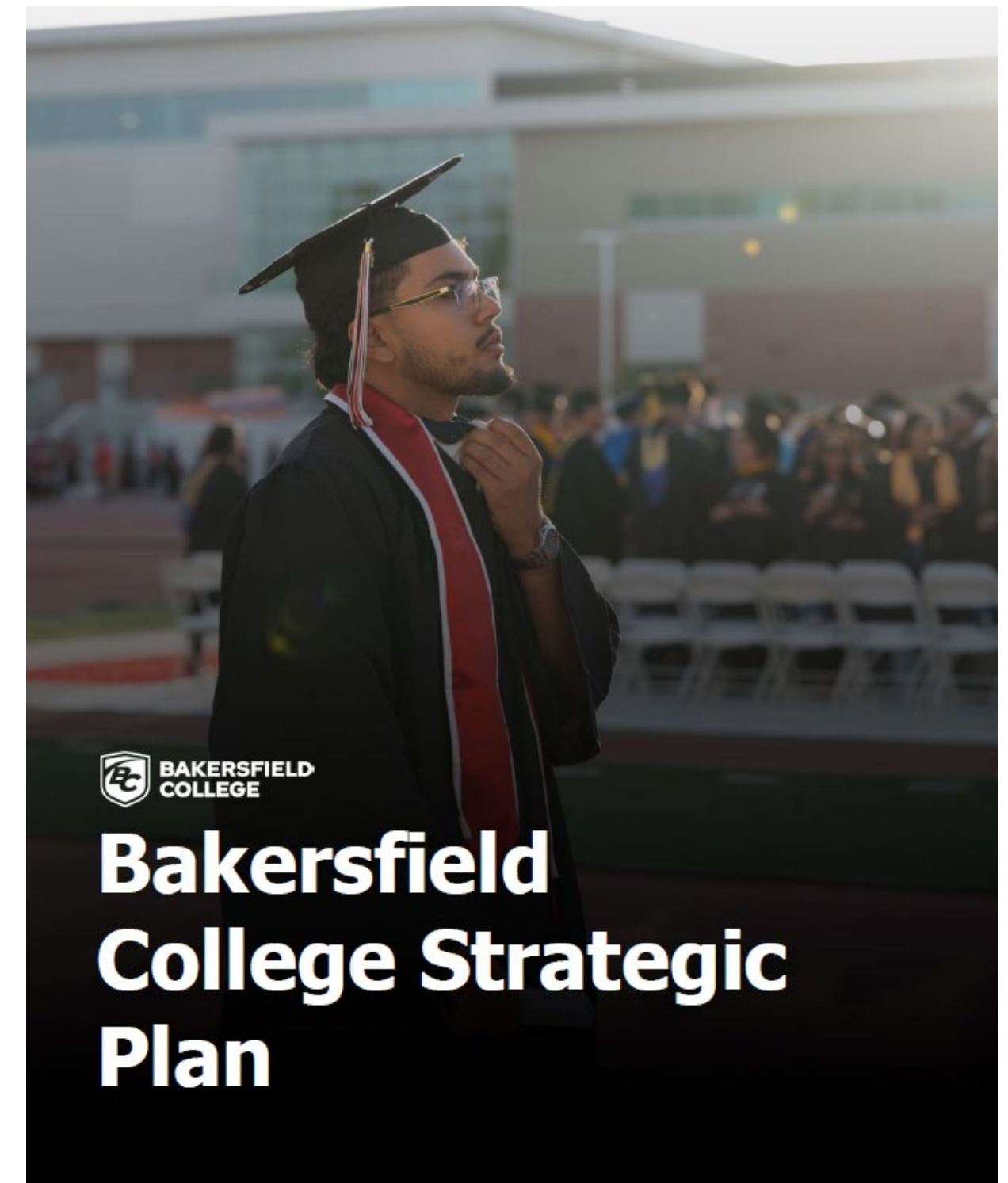




Strategic Plan 2025 -2030

- Brief Recap: Plan Overview
- The Role of Managers in Implementing the Strategic Plan

Strategic Plan Steering Committee
9/8/2025
Administrative Council



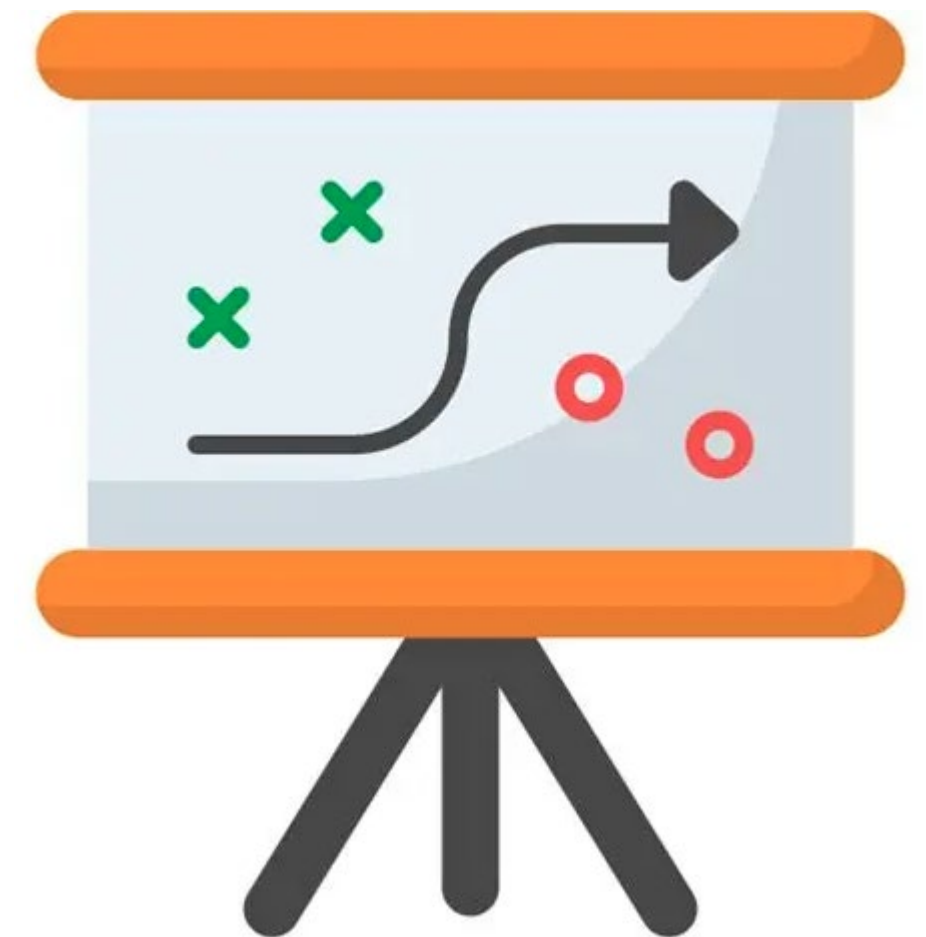


How familiar are you with the 2025 –2030 Strategic Plan?

- A) I've read the full plan
- B) I've seen or heard a summary
- C) I know it exists but not the details
- D) This is my first time hearing about it



STRATEGIC PLANNING





We have two primary goals: (1) improving the student experience and (2) enhancing the employee experience.

Strategic Foresight Areas:

Academic Programs & Workforce Alignment
Student Success & Support Services
Equity, Access & Community Engagement
Infrastructure & College Expansion



Three major transformation areas:

Cultural transformation
Technological transformation
Physical transformation

22 Objectives, 54 Strategies, & 100 Actions/Tactics*

- Actions and tactics as dynamic elements of the process
- Regular feedback and progress reviews allow timely adjustments as needed.
- Continuous improvement is built into the cycle, ensuring responsiveness to changing conditions.



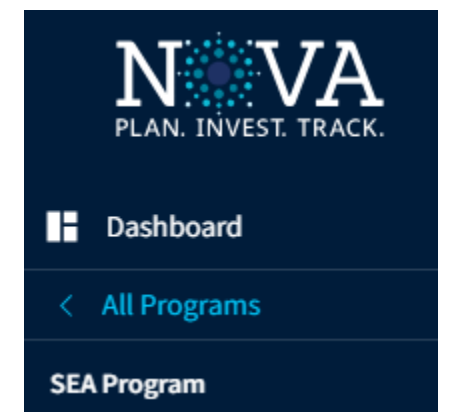
Alignment and Integration:

- Vision 2030 Goals
 - Equity in Access,
 - Equity in Success
 - Equity in Support
- KCCCD Strategic Plan 202530
- Student Equity & Achievement Plan 202528
- Program Review Processes
- Workplan



Future Forward: Elevating Student Achievement Together

Strategic Plan 2025-2030





- Each **Strategy** includes key stakeholders and lead scorer(s), along with associated metrics or deliverables.
- Actions and tactics (listed under ‘**Details**’) function as dynamic components of the process.
- **Stakeholders** continuously monitor progress, evaluate effectiveness, and identify gaps, successes, challenges, and opportunities for improvement.
- **Lead scorers** are responsible for collecting metrics or deliverables and providing annual progress updates.

Cultural Environment					
Objective 1: Ensure every CTE program prepares students for livable-wage employment					
Strategy	Details	Metrics	Strategic Foresight	Stakeholders	Lead Scorer
Grow Credit for Prior Learning (CPL) & Mapping Articulated Pathways (MAP)	Grow CPL and embed into campus culture and processes Streamline student facing processes Train faculty and staff about MAP processes. Work with Admissions and Records on transcription processes of courses articulated through MAP.	Increase the number of courses with articulation agreements. Increase the number of courses that are articulated through the MAP platform.	Academic Programs & Workforce Alignment	CPL Workgroup	Admin lead for CPL Workgroup



Example (Program Review)

No versions created yet for this section ▾

0

Program Goals (New and continuing) Annual 2025-2026 (update Aug. 25)

Instructions

1. List your program's goals.
2. Align goals with the [Bakersfield College Strategic Plan 2025-30](#) using the following:
 - *Cultural Environment* (positive student experience, student success & completion, collegial workplace environment)
 - *Technological Environment* (technologies that support teaching, assess student learning, provide student services, manage budgets, and maintain system operations)
 - *Physical Environment* (an environment that fosters student success, encourages collegial collaboration, and cultivates a sense of belonging for students)
3. Please provide a status update including an action plan, timeline, and resource needs for each goal.

Consider practices you have or plan to implement to improve equity and accessibility.

[Resource and example](#)

[Equity](#)

[Accessibility](#)

[Equity and Program Review Crosswalk](#)

Goal #1:

Strategic Plan Alignment:

Action Plan:



Program Review Example

B *I* U x_2 x^2 | I_x $\frac{1}{2} = \frac{3}{2}$ $\frac{4}{2} = \frac{3}{2}$ Size

Goal #1
Prepare for new digital infrastructure by ensuring a seamless transition to Invoke (the new data warehouse), Argos, and enhanced data governance.

Strategic Plan Alignment:

- **Technological Environment**
 - Objective 1: Leverage technology to improve student success and support
 - Objective 2: Enhance digital infrastructure
 - Objective 4: Leverage technology to improve operational efficiency and accountability




Action Plan:
Engage in districtwide collaboration, training, and workshops to build familiarity with updated systems and workflows.

Revise the logic for internal data processes and Tableau dashboards to source data directly, in preparation for discontinuing the current ODS custom tables.



Monitoring and Evaluation Framework:

Annual check -ins and progress dashboards

Scorecard	Label	Score (%)	Meaning
	Strategy completed	100%	All action items have been implemented. Process documented and scaled Annual reports show positive trends.
	Work in progress	0% < < 100%	Some action items have been implemented. Partial process toward objectives; Integrated into program review/workplans
	Work not yet begun	0%	No records of implementation; Significant delays or challenges exist.



Next Steps & Timeline

September 2025

- Hold Review sessions for Program Review Committee

Late September -early October 2025

- Hold workshops for stakeholders & lead scorers

October 2025 - February 2026

- Office hours / advisory sessions
- Develop tools for tracking progress (e.g. dashboards, selfassessment templates, shared OneDrive folders)

March 2026

- Conduct monitoring, data collection and evaluation

April 2026

- Report out to College Council
- Distribute short survey for feedback on Year one implementation challenges

May-August 2026

- Make adjustments to Year 2 strategies, actions, & tactics on feedback and data



Implementation Phases:

Year 1 (2025-26)

Strategic Launch & Infrastructure (Execution timeline)

Stakeholders- Prioritize and sequence of strategies or specific tactics

Annual check-in with lead scorer

Short survey after April reportout to gather feedback on Year one implementation challenges

Year 2 (2026 -27) to Year 4 (2028 -29)

Annual check-ins with lead scorers

Year 5 (2029 -30)

Final Evaluation & Next Plan Preparation