



Institutional Unit Annual Review (AUR)

Integrated Planning Template - Fall 2025

Note: This process is completed annually by KCCD Office Units. A full review (all sections) is submitted in odd years (e.g., 2025), and an abbreviated update (Sections I, II, III, and VI only) is submitted in even years (e.g., 2026).

Unit/Department Name:

Center for Wellness and Success

Review Period:

2024 to mid 2026

Prepared By:

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Date Submitted:

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I. Executive Summary & Mission Alignment

Executive Summary:

The Center for Wellness and Success plays a vital strategic role in advancing Kern Community College District's commitment to employee excellence, innovation, and well-being. The Center serves as the districtwide hub for professional development, providing a variety of learning opportunities for administrators, classified professionals, and faculty. Through intentional programming, the Center directly supports KCCD's strategic plan, Future Forward: Elevating Student Achievement Together, by fostering a culture of continuous growth, leadership, and collaboration across all three colleges.

During the past year, the Center expanded the Kern CCD Leadership Academy, increasing participation from 17 to 21 employees, and launched the Management Leadership Institute, a

new training designed to ensure that all managers and newly hired supervisors receive leadership development within their first year. This came off the heels of the success of the Supervisory Leadership Institute offered in 2024-25. For the first time, the Center also introduced Master Classes on Artificial Intelligence, Interest-Based Bargaining, and Servant Leadership, offered at each college and met with strong attendance and positive participant feedback. Additional accomplishments include forming a districtwide professional development committee, initiating an online employee onboarding system [through the Vison Resource Center Cornerstone], and leading efforts to prepare faculty for integrating Virtual Reality (VR) and AI in the classroom, supported by a \$150,000 professional development grant and the purchase of a mobile VR pod.

These efforts are closely aligned with the KCCD Strategic Plan's Employee Ecosystem initiatives—particularly those emphasizing employee culture, professional development, and leadership. The Center's work has directly addressed needs identified through the district's culture survey, with strong engagement and satisfaction reported across all employee groups. Looking forward, the Center aims to expand Leadership Academy participation to 25, broaden Master Class offerings, ensure comprehensive onboarding for new employees, and increase faculty engagement in emerging technologies—advancing a future-ready, innovative, and collaborative district.

Unit Mission Statement:

The Center for Wellness and Success empowers Kern Community College District employees to thrive professionally and personally by providing innovative, inclusive, and high-quality professional development opportunities that foster leadership, collaboration, instructional excellence, and well-being across the district.

Scope of Services and Key Functions:

The Center for Wellness and Success serves as Kern Community College District's hub for districtwide professional development, leadership training, and employee wellness. The Center designs and delivers programs such as the Leadership Academy, Management Leadership Institute, and Master Classes, while coordinating professional development planning across all three colleges. It also leads initiatives that support faculty innovation in areas like Artificial Intelligence and Virtual Reality, develops online onboarding for new employees, and promotes wellness and collaboration. Through these services, the Center advances KCCD's strategic priorities by fostering employee excellence, innovation, and a culture of continuous learning and well-being.

Primary Service Recipients/Customers:

The Center for Wellness and Success serves all Kern Community College District employees, including classified professionals, management, and faculty. The Center's programs are designed to meet the diverse professional development and wellness needs of each employee group, fostering growth, collaboration, and leadership across the district. By supporting all employee classifications, the Center helps build a cohesive, skilled, and engaged workforce aligned with KCCD's strategic goals.

How the Unit Supports Student Success and Equity:

While the Center for Wellness and Success does not directly serve students, it plays a critical role in advancing student success and equity by developing the employees who do. Through leadership training, professional development, and wellness initiatives, the Center equips faculty, classified professionals, and managers with the skills, tools, and perspectives needed to create inclusive learning environments, deliver high-quality support services, and implement equitable practices that enhance student achievement across the district.

II. Staffing Profile & Changes

Current Organizational Chart or Staffing List:

[CWS Org Chart - 11-13-2025.pdf](#)

Review of Organizational Structure:

The Center for Wellness and Success is a new department as of July 2025. To meet the demands of the unit, beyond the AVC responsible for the department, an Interim Program Manager, Professional Development was added to support the work of the unit.

Notable Staffing Changes:

Nothing notable at this time.

III. Look Back: Assessment and Gap Analysis

Narrative Summary of Major Projects/Initiatives:

Over the past year, the Center for Wellness and Success has made significant progress in advancing professional development, leadership capacity, and innovation across Kern Community College District. The Center expanded participation in the Kern CCD Leadership Academy from 17 to 21 employees, strengthening leadership skills and cross-college collaboration. Building on the success of prior Supervisory Leadership Institute, the Center launched the Management Leadership Institute, offering two three-day sessions each year to ensure all new managers receive essential leadership development within their first year.

For the first time, the Center introduced Master Classes on Artificial Intelligence, Interest-Based Bargaining, and Servant Leadership, hosted at each college and the district office and met with strong participation and positive evaluations. A new districtwide professional development committee was established to align efforts and promote collaboration across all employee groups. The Center also initiated development of a comprehensive online onboarding system for new employees, designed to streamline orientation and foster early engagement.

In support of instructional innovation, the Center led faculty initiatives in Virtual Reality (VR) and AI integration in the classroom, including the support and training on the new mobile VR pod and a \$150,000 professional development grant to expand training opportunities.

These initiatives have enhanced leadership readiness, collaboration, and employee engagement throughout the district. Feedback and participation data demonstrate high levels of satisfaction and impact, reflecting the Center’s growing role in cultivating a supportive, innovative, and future-focused professional culture that ultimately strengthens student success and equity across KCCD.

Service Area Outcomes (SAOs) & KPIs

Outcome or Indicator	SAO/KPI Description	Assessment Method(s)	Target	Prior Year Result
# SLI Participation	Number of participants completing the SLI training	Documented attendance at each of the 9 sessions.	100% Participation for each cohort.	Fall - 65/65 Spring - 75/75
# MLI Participation	Number of participants completing the MLI training	Documented attendance across the 3-day training	100% Participation for each cohort.	Fall - 32/32 Spring - TBD (2026)
# of Master Classes Offered	Number of Master Classes offered Fall Semester	Total number	10 classes for the first semester (note: 2 of the classes will not happen until after submitting this)	8 classes (2 additional will be done in Dec).
# of Master Class Participants	Total number of participants in Master Classes	Documented attendance	150/semester	100 for Fall semester but still have 2 AI classes left (51 registered)
# Leadership Academy Participants	Number of participants in Leadership Academy cohort	Total number of participants completed	20	17 (2024-2025)

Gap Analysis Narrative:

One planned initiative that has not yet been implemented is the employee mentoring program, originally scheduled to launch for classified professionals during the past year. Due to the timing

of other major initiatives the mentoring program was deferred to ensure appropriate planning and sustainability. This initiative remains a key priority and is identified in the KCCD Strategic Plan. Implementation is planned for 2026–27, where it will serve as a critical component of the district’s efforts to enhance employee growth, retention, and engagement.

IV. Look Forward: Two-Year Strategic Plan

Goal 1

Goal Title:

Leadership Academy target of 20 participants for each cohort.

Strategies & Action Items:

We will aggressively recruit for employees from all three employee groups who would be a good fit for the Leadership Academy. Once involved in the Leadership Academy, we will support the participants and provide professional development to improve their skills and retain them in the academy.

Timeline:

2025-2026, 2026-2027, 2027-2028

KCCD Strategic Goal Alignment:

Employee Culture, Employee Technology

Goal 2

Goal Title:

100% participation in Management Leadership Institute

Strategies & Action Items:

The goal is that all managers and supervisors will participate in one of the cohorts of the Management Leadership Institute.

Timeline:

Every year.

KCCD Strategic Goal Alignment:

Employee Culture

Goal 3

Goal Title:

Minimum of 20 Master Classes per year, with over 50% being held at the colleges.

Strategies & Action Items:

Continue to provide Master Classes that address current challenges and topics.

Timeline:

2026-2027

KCCD Strategic Goal Alignment:

Employee Culture, Employee Technology

Goal 4

Goal Title:

Create an online onboarding program for new employees available by Fall 2026

Strategies & Action Items:

Develop expertise and content in the State Chancellor's office Cornerstone product (used by the Vision Resource Center) to provide, catalog, and track district-wide professional development. This sets the foundation we need as we expand FLEX opportunities beyond faculty to management and classified.

Timeline:

2026-2027

KCCD Strategic Goal Alignment:

Goal 5

Goal Title:

Provide VR training for minimum of 10 faculty to encourage VR use in their classroom.

Strategies & Action Items:

Strategy #1 - Encourage and train faculty in Biology and Chemistry to utilize the Dreamscape Learn Mobile lab and introduce at least 1 module in their classes.

Strategy #2 - Leverage the EEO IBP Grant to get faculty of all disciplines excited about VR and use it in their classes.

Timeline:

2026-2027, 2027-2028

KCCD Strategic Goal Alignment:

Student Culture, Student Technology, Employee Culture, Employee Technology

Goal 6

Goal Title:

Classified Mentor Program Pilot

Strategies & Action Items:

Begin the first cohort of mentees and mentors for the Classified Mentor Program Pilot. This would be a cohort of less than 10 Classified employees participating in a cross campus mentor program. This is identified in the Kern CCD Strategic Plan.

Timeline:

2026-2027

KCCD Strategic Goal Alignment:

Goal 7

Goal Title:

Utilize the Vision Resource Center tool for registering and tracking professional development opportunities.

Strategies & Action Items:

The State Chancellor's office provides a free tool for registering users and tracking progress via a tool called Cornerstone. This is the same tool used the state's Vision Resource Center. The goal is to have all Center for Wellness and Success professional development offerings tracked with this tool.

Timeline:

2026-2027

KCCD Strategic Goal Alignment:

Employee Culture, Employee Technology

Goal 8

Goal Title:

Focus on wellness trainings to improve employee culture.

Strategies & Action Items:

Provide trainings on topics like wellness, mental health, adapting to change, etc.

Timeline:

2026-2027

KCCD Strategic Goal Alignment:

V. Resource Requests & Prioritization

Staffing Requests:

For 2026-2027, Request for a permanent Program Manager, Professional Development position. The need for professional development and continuing to expand the offerings will increase as we move forward. Having had an Interim Program Manager to focus on this work has proven to be essential.

For 2026-2027, VR Mobile Pod Operator (19hr) Job description pending.

Professional Development Requests:

Budget to attend the various Vision Resource Center trainings.

Facilities, Equipment & Space Requests:

Starting 2026-2027, providing an office for the Program Manager, Professional Development.

Technology Requests:

Replacement computer for Program Manager, Professional Development.

VI. Follow-Up on Prior Requests

Resource Request Follow-Up:

N/A - 2024/2025 is the first year of the program.

VII. College Feedback

Incorporation of College Input:

Department Response to Feedback:

