Program Efficacy Report
Spring 2014

Name of Department: **Professional Development**

Efficacy Team: Ed Millican, Rose King, Stacy Meyer

Overall Recommendation (include rationale): Continuance

The overall rationale for the Professional Development Department is "continuance".
The department was able to deliver a report that met institutional expectations. The Professional Development Department is here on this campus to assist faculty and staff. The department is collegial and works with faculty from not only SBVC, and CHC but from all over the Inland Empire to have a better understanding of the needs of the faculty and staff.

Strategic Initiative	Institutional Expectations	
	Does Not Meet	**Meets**
	Part I: Access	
Demographics	*The program does not provide an appropriate analysis regarding identified differences in the program's population compared to that of the general population*	*The program provides an <u>analysis</u> of the demographic data and provides an interpretation in response to any identified variance.* *If warranted, discuss the plans or activities that are in place to recruit and retain underserved populations.*

Efficacy Team Analysis and Feedback: Meets

Although the Professional Development Department is not a traditional department like we usually see here on the campus the department does have the needed analysis and discussion of plans or activities that will or are going to take place.

Pattern of Service	*The program's pattern of service is not related to the needs of students.*	*The program provides <u>evidence</u> that the pattern of service or instruction meets student needs.* *If warranted, plans or activities are in place to meet a broader range of needs.*

Efficacy Team Analysis and Feedback: Meets

This program is not student driven it is faculty driven. The evidence that the pattern of service meets faculty needs has been given through many examples.

Part II: Student Success

Data demonstrating achievement of instructional or service success	*Program does not provide an adequate analysis of the data provided with respect to relevant program data.*	*Program provides an <u>analysis</u> of the data which indicates progress on departmental goals.* *If applicable, supplemental data is analyzed.*

Efficacy Team Analysis and Feedback: Meets
The writer gives a strong analysis of the data which are surveys in this case to determine the staff needs and complete department goals.

Student Learning Outcomes and/or Student Achievement Outcomes	*Program has not demonstrated that they have made progress on Student Learning Outcomes (SLOs) and/or Service Area Outcomes (SAOs) based on the plans of the college since their last program efficacy.*	*Program has demonstrated that they have made progress on Student Learning Outcomes (SLOs) and/or Service Area Outcomes (SAOs) based on the plans of the college since their last program efficacy.*

Efficacy Team Analysis and Feedback: N/A

Part III: Institutional Effectiveness

Mission and Purpose	*The program does not have a mission, or it does not clearly link with the institutional mission.*	*The program has a mission, and it links clearly with the institutional mission.*

Efficacy Team Analysis and Feedback: Meets

The mission statement of the department links clearly with the institutional mission statement.

Productivity	*The data does not show an acceptable level of productivity for the program, or the issue of productivity is not adequately addressed.*	*The data shows the program is productive at an acceptable level.*

Efficacy Team Analysis and Feedback: Meets
The Professional Development Department is a productive department in that they offer an adequate amount of seminars and mini seminars to all staff on campus as well as are involved in classified week. Classified week helps build morale on campus by allowing the classified staff to feel appreciated.

Relevance, Currency, Articulation	*The program does not provide evidence that it is relevant, current, and that courses articulate with CSU/UC, if appropriate.* *Out of date course(s) that are not launched into Curricunet by Oct. 1 may result in an overall recommendation no higher than Conditional.*	*The program provides evidence that the curriculum review process is up to date. Courses are relevant and current to the mission of the program. Appropriate courses have been articulated or transfer with UC/CSU, or plans are in place to articulate appropriate courses.*

Efficacy Team Analysis and Feedback: N/A

Part IV: Planning		
Trends	*The program does not identify major trends, or the plans are not supported by the data and information provided.*	*The program identifies and describes major trends in the field. Program addresses how trends will affect enrollment and planning. Provide data or research from the field for support.*

Efficacy Team Analysis and Feedback: I am not sure if this one meets or does not meet. The writer did identify one problem area but not sure if that will count as a trend. There is no analysis to back it up.

Accomplishments	*The program does not incorporate accomplishments and strengths into planning.*	*The program incorporates substantial accomplishments and strengths into planning.*

Efficacy Team Analysis and Feedback: Meets
The department states substantial accomplishments and strengths into the planning process. The writer gave many examples of how the department incorporates strengths into the planning for the next fiscal year's professional development modules.

Weaknesses/challenges	*The program does not incorporate weaknesses and challenges into planning.*	*The program incorporates weaknesses and challenges into planning.*

Efficacy Team Analysis and Feedback: Meets

	Part V: Technology, Partnerships & Campus Climate	
	Program does not demonstrate that it incorporates the strategic initiatives of Technology, Partnerships, or Campus Climate.	*Program demonstrates that it incorporates the strategic initiatives of Technology, Partnerships and/or Campus Climate.*
	Program does not have plans to implement the strategic initiatives of Technology, Partnerships, or Campus Climate.	*Program has plans to further implement the strategic initiatives of Technology, Partnerships and/or Campus Climate.*

Efficacy Team Analysis and Feedback: Meets

The writer did demonstrate partnerships and campus climate by explaining the use of surveys. These surveys allow the writer to know what training the faculty and staff want and or need and the times that work well for them.

Part VI: Previous Does Not Meets Categories	
Program does not show that previous deficiencies have been adequately remedied.	*Program describes how previous deficiencies have been adequately remedied.*

Efficacy Team Analysis and Feedback (N/A if there were no "Does not Meets" in the previous efficacy review):