

Program Efficacy Team Report (Instruction)

2018 – 2019

Name of Department: Automotive Collision and Refinishing

Efficacy Team: Carol Jones, Krista Orneles-Mora, Paula Ferri-Milligan

Overall Recommendation:

Continuation Conditional Probation

Rationale for Overall Recommendation:

The Automotive-Collision department has earned a rating of “continuation.” The Automotive Collision program is working to increase interest in its program through its involvement in car shows and attendance of Career Days at locate feeder high schools. The committee suggests that the department develop and distribute surveys at its events in order to gain demographic information that would help with department planning.

The department continues to have low female enrollment, which may be due to the physical demands on the program and the existing male dominance in this field. The department plans to recruit more females into the program by “networking with SBVC Outreach & Marketing” as well as “recruiting at all the local high schools and community events.” The program is developing new department brochures, emphasizing graphics that represent women in these occupations.

The committee is in agreement with this assessment as somewhat common knowledge, and it commends the department for being pro-active and for its plans to attend most of the high school Career Days within the Inland Empire to increase enrollment of males, females, and increase degrees and certificates. However, the committee also suggests that as the department moves forward, it conducts a more thorough evaluation of the data in order to address enrollment issues.

The faculty are vigilant about reviewing SLO data and making changes to the course curriculum using SLO data as well as appealing to advancements in technology, which are rapidly changing the field.

Part I: Questions Related to Strategic Initiative: Increase Access

Goal: SBVC will improve the application, registration, and enrollment procedures for all students.

SBVC Strategic Initiatives: [Strategic Directions + Goals](#)

	Does Not Meet	Meets	Exceeds
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 analysis of the demographic data and provides an interpretation in response to any identified variance.	In addition to the meets criteria, the program’s analysis and plan demonstrates a need for increased resources.

		The program discusses the plans or activities that are in place to recruit and retain underserved populations as appropriate.	
Pattern of Service	The program's pattern of service is <u>not related to the needs of students.</u>	The <u>program provides</u> evidence that the pattern of service or instruction meets student needs. The program <u>discusses the plans or activities</u> that are in place to meet a broad range of needs.	In addition to the meets criteria, the program <u>demonstrates that the pattern of service needs to be extended.</u>

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

Demographics: The demographics of the Auto-Collision program closely match that of the campus overall except with the male versus female ratio. The department felt the number of African American males was also below that of the college overall and is using local newspaper articles to report to the public that African American males are attending classes at SBVC. The department plans to recruit more females into the program by “networking with SBVC Outreach & Marketing” as well as “recruiting at all the local high schools and community events.” The program is developing new department brochures, emphasizing graphics that represent women in these occupations.

Perhaps student surveys can be given to see if any other reasons exist for low enrollment of women (like the lack of female restrooms in their building or other issues related to the building that may make women feel less safe). Also, do other similar programs have such low female enrollment or is it unique to SBVC? Add in labor market comparison to show how the female enrollment may mirror the department's.

Pattern of Service:

Classes are offered in the morning, afternoon and in the evening. They are giving out surveys to current students to find out when future classes should be offered to help ensure fill rates, and they also found that students are interested in one day per week courses. Automotive-Collision has adjusted their offerings to accommodate the students. Their brochures contain Guided Pathways that show the layout of courses, in the proper order, that students need to enroll in.

Part II: Questions Related to Strategic Initiative: Promote Student Success

Goal: SBVC will increase course success, program success, access to employment, and transfer rates by enhancing student learning.

SBVC Strategic Initiatives: [Strategic Directions + Goals](#)

	Does Not Meet	Meets	Exceeds
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Data/Analysis 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 analysis of the data which indicates progress on departmental goals.	In addition to the meets criteria, the program uses the achievement data in concrete planning and demonstrates that it is prepared for growth.
Service Area Outcomes and/or Student Learning Outcomes and/or Program Level Outcomes	Program has not demonstrated that it is continuously assessing Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs) based on the plans of the program since their last program efficacy. Evidence of data collection, evaluation, and reflection/feedback, and/or connection to area services is missing or incomplete .	Program has demonstrated that it has fully evaluated within a four-year cycle and is continuously assessing <u>all</u> Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs).	In addition to the meets criteria, the program demonstrates that it has fully incorporated Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs) into its planning, made appropriate adjustments, and is prepared for growth.

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

Data/Analysis: The Auto Collision Department has maintained its success and retention rates for the last 5 years. There has been a major decline in FTES starting in the 2015/2016 school year. This decline is likely due to the economy improving, which is usually also related to a decline in the number of students attending college and a lack of marketing of the program. No statistical data was presented to sustain this claim. The committee is in agreement with this assessment as somewhat common knowledge, and it commends the department for being pro-active and for its plans to attend most of the high school Career Days within the Inland Empire to increase enrollment of males, females, and increase degrees and certificates.

However, the committee also suggests that as the department moves forward, it conducts a more thorough evaluation of the data in order to address enrollment issues.

When the series on Collision and Refinishing is complete, students will receive a Certificate and be eligible for one of several industry internships.

SAO/SLO: The SLO percentages for Automotive Collision are fairly high (87+% overall). The department is evaluating their SLOs on a three-year cycle. The use of SLO's has directed the program to improve training techniques and establish better foundational understanding for students. All active courses are being evaluated with SLOs. The department has met several times in the Fall of 2018 to address and update SLO's and PLO's to better meet industry standards. This semester the department will again meet to discuss SLO's and PLO's.

Part III: Questions Related to Strategic Initiative: Improve Communication, Culture & Climate

Goal: SBVC will promote a collegial campus culture with open line of communication between all stakeholder groups on and off-campus.

SBVC Strategic Initiatives: [Strategic Directions + Goals](#)

	Does Not Meet	Meets	Exceeds
Communication	The program <u>does not identify</u> data that demonstrates communication with college and community.	The program <u>identifies</u> data that demonstrates communication with college and community.	In addition to the meets criteria, the program <u>demonstrates</u> the ability to communicate more widely and effectively, <u>describes</u> plans for extending communication, and provides data or research that <u>demonstrates</u> the need for additional resources.
Culture & Climate	The program <u>does not identify</u> its impact on culture and climate or the plans are not supported by the data and information provided.	The program <u>identifies and describes</u> its impact on culture and climate. Program <u>addresses</u> how this impacts planning.	In addition to the meets criteria, the program provides data or research that <u>demonstrates</u> the need for additional resources.

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

Communication, Culture & Climate: The department mentions car shows funded by the Regional Strong Work Force an event that draws large crowds and interest for the program. The department states that there are 70 outside participants during the car show. It also has hosted the Regional and State Skills USA Competitions for three years to promote a sense of community, and it sites other competitions.

The committee suggests that the department develop and distribute surveys at its events in order to gain demographic information that would help with department planning. The committee also suggests that the department publicizes its achievements and its program throughout the campus more visually to build community and support for the program.

Through networking and an advisory committee, the department communicates with industry partners in order to ensure that students are trained with up-to-date equipment and methods for the industry.

IV: Questions Related to Strategic Initiative: Maintain Leadership & Promote Professional Development

Goal: SBVC will maintain capable leadership and provide professional development to a staff that will need skills to function effectively in an evolving educational environment.

SBVC Strategic Initiatives: [Strategic Directions + Goals](#)

	Does Not Meet	Meets	Exceeds
Professional Development	The program <u>does not identify</u> currency in professional development activities.	Program <u>identifies current avenues</u> for professional development.	In addition to the meets criteria, the program shows that professional development has <u>impacted/expanded</u> the program and <u>demonstrates</u> that the program is positioning itself for growth.

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

The department is positioning itself for growth regarding hybrid vehicle repairs. And its faculty remain current in the field in order to accommodate industry changes.

The faculty are attending events and conferences to stay current in their field, in order to ensure they know how to use the latest tools and equipment available. Faculty also attended group training on hybrid and EVs. These events and conferences allow them to set new goals and improve school performance as well as improve the quality of classroom instruction.

All full-time faculty are ICAR (Inter-Industry of Collision Automotive Repair) certified, which is a training framework designed to set knowledge standards that support safe and quality repairs.

V: Questions Related to Strategic Initiative: Effective Evaluation & Accountability

Goal: SBVC will improve institutional effectiveness through a process of evaluation and continuous improvement.

SBVC Strategic Initiatives: [Strategic Directions + Goals](#)

	Does Not Meet	Meets	Exceeds
Mission/ Statement of Purpose	The program does not have a mission/ statement of purpose, or it does not clearly link with the institutional mission.	The program has a mission/statement of purpose, and it links clearly with the institutional mission.	
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.	The program functions at a highly productive level and has planned for growth as appropriate.
Relevance, Currency, Articulation	The program does not provide evidence that it is relevant, current, and that courses articulate with CSU/UC, if appropriate. <u>Out of date course(s) that were not launched into Curricunet by Oct. 1, 2017 may result in an overall recommendation no higher than Conditional.</u>	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.	In addition to the meets criteria, the program discusses plans to enhance current course offerings that link to student/community needs and positions the program for improved student outcomes.

Challenges	The program <u>does not incorporate</u> weaknesses and challenges into planning.	The program <u>incorporates</u> weaknesses and challenges into planning.	The program <u>incorporates</u> weaknesses and challenges into planning that demonstrate the need for expansion.
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Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

Mission: The department’s mission mirrors that of the college.

Productivity: The department cites the economy for the decline in enrollment and its plan to increase outreach and recruitment efforts. It cites a number of ways it is working to build enrollment. The Automotive Department participates in a car show at Colton High School in order to recruit. It is updating its brochures and developing new marketing for Street Rod and Auto Interiors to increase the number of students in their learning community. It is also working to maintain a partnership with “Service King Auto Collision,” which prepares students for a job in industry. The department is staying current and relevant in the field and has invested in green technology by purchasing hybrid and EV’s.

Although the committee agrees with the overriding reason for the decline in enrollment, it suggests that the department further evaluate other possibilities in order to guide department planning.

Relevance & Currency: The catalog is correct with updates at the consortium level. They are continually revising their curriculum and will continue to update it as it is approved. Two courses, Auto 028 and Auto 029, are out of date; however, the department has submitting them to Curriculum for deletion as of fall 2019.

Challenges: The poor state of the building and its configuration impacts what they can teach and who they can attract to their program. The department also mentions issues with recruiting and will participate in recruitment functions at local high schools. It is also trying to keep up with high tech changes and indicate it is working with the money it has to do what it can in this area.

VI: Questions Related to Strategic Initiative: Provide Exceptional Facilities

Goal: SBVC will support the construction and maintenance of safe, efficient, and functional facilities and infrastructure to meet the needs of students, employees, and the community.

SBVC Strategic Initiatives: [Strategic Directions + Goals](#)

	Does Not Meet	Meets	Exceeds
Facilities	The program <u>does not provide an evaluation</u> that addresses the sustainability of the physical environment for its programs.	Program <u>provides an evaluation</u> of the physical environment for its programs and <u>presents</u>	In addition to the meets criteria, the program has <u>developed a plan</u> for obtaining or utilizing additional facilities for program growth.

		evidence to support the evaluation.	
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Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

The major challenge the automotive-collision department has is related to the age and appearance of the building. A new building is going to be built that will house this department.

Address how the department is working with the division in order to ensure that the department needs are met with the design of the new building.

VII: Previous Does Not Meet Categories

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

Spring 2017 “Does Not Meet” Ratings from Spring 2017 CTE Two-Year Review:

External Issues: The program has been able to stay afloat with its Perkins funding, but no other external issues have been discussed in this section. The CTE Perkins Reports that were referred to are no longer included, so a summary of that data should be included if referring to it. Changes in the state and federal mandates, such as AB32, suggest a need to include information about green technology within the industry.

Team Response: (does not meet) The department sites the decrease in FTEFs as an increase in industry employment. And it states that the EMP is attached; however, there is no real analysis that links back to the original committee’s comments.

Cost of this Program: Creation of a table with a row showing Financial 2000’s budget information and a row with Perkins information would show program expenditures vs. revenue. Also, a brief explanation of the data would add clarity.

Team Response: (does not meet) No explanation of the data was given.

Two-Year Plan: Future changes are stated; however, a two-year projection is not discussed. It is also stated that the program is underfunded, but there is no breakdown. The addition of tables would show expenditures and need over the next two years. It would be helpful to refer back to the FTEF and need for more faculty, as well as equipment to stay current in the industry. The lack of funding should be mentioned in section 5, and mention of the growth of the transportation industry in the Inland Empire should be moved to section 4.

Team Response: (meets) The department addresses plans for funding options and ways to improve its services to students.