

Program Efficacy Team Report (Instruction)

2018 – 2019

Name of Department: CHILD DEVELOPMENT/EDUCATION

Efficacy Team: David Smith, Raymond Carlos, Abena Wahab

Overall Recommendation:

Continuation Conditional Probation

Rationale for Overall Recommendation: CHILD DEVELOPMENT/EDUCATION has provided a concise description of their thriving program, with clear goals and a well-explained rationale for the steps they continue to take in order to meet the needs of a rapidly changing population. CDD is in an ever-present battle to combat the challenge of low wages! Students who earn certificates and AA degrees suffer from chronically depressed salaries, and it is a heartening trend that more of our students now go on to earn bachelor's degrees in order to move up the pay scale.

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 <u>does not provide</u> an appropriate analysis regarding identified differences in the program's population compared to that of the general population.	The program <u>provides an analysis</u> of the demographic data and provides an interpretation in response to any identified variance. The program <u>discusses the plans or activities</u> that are in place to recruit and retain underserved populations as appropriate.	In addition to the meets criteria, the program's analysis and plan <u>demonstrates a need</u> for increased resources.
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:

The program strongly skewing female is explained (national figures run 94.7% vs. our campus at 92%, with our overall female population at 57.5%.) There are lingering prejudices against males in early childhood ed, especially where “toileting” is involved. However, CDE is actively recruiting men through media, video clips, etc. They also address the 10-point positive gap for age 25-29, explaining that this major does appeal to older citizens and people returning to the workforce while raising children. *Note: they provide a link to an excellent promotional brochure, which unfortunately contains artwork (photos + clip art) exclusively featuring children and toddlers. This misses a good opportunity to showcase responsible men in leadership positions.*

A detailed outlining of available classes and service times is provided; there is a wide variety of class lengths and offerings, with fully online, hybrid, DE, and concurrent HS options being expanded (HS is difficult because of adjunct scheduling conflicts.). They hope to revive the Preschool Services Head Start Friday program in 2021. Schedules are designed for a population base that is already employed and cannot miss existing work schedules, e.g. a full Saturday schedule.

The department has an advisory committee (biannual) which gives advice on delivery systems. Programs can now be completed in one compact school year. This report could be even stronger if the department described polling methods they use to ascertain students’ scheduling preferences. (Reference IS made to the 2017-2018 Campus Climate survey.)

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
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 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.

	<p>program since their last program efficacy.</p> <p>Evidence of data collection, evaluation, and reflection/feedback, and/or connection to area services is missing or incomplete.</p>		
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Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

Success rates are acceptable. Moving to more hybrid courses and expanded DE offerings helps explain a modest drop in success rates, with a one-year anomaly (6-point drop to 64%) in 17-18; however, the document doesn't adequately address how to combat this phenomenon. Students are trending toward degrees rather than certificates, mostly for pay and financial-aid reasons. They note that CA's incoming Governor Newsom is strongly supportive of early childhood ed and has proposed statewide budget increases.

All faculty are "encouraged" to assess course SLOs; vigorous team discussions are held several times each school term. All classes are SLO-assessed on a three-year cycle and uploaded into Canvas. All were analyzed in the most recent cycle. They provided a synopsis of their 84 SLOs with attached pertinent highlights; unsatisfactory results were flagged and evaluated. PLOs have regular reviews and the summary is available via link.

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:

Saturday orientations are done at least twice annually. Informative literature is posted in kiosks, offered to the Counseling Department, distributed to high schools, and mailed to pertinent partnership divisions on campus; this also helps in classes with flagging enrollment. More day classes are now offered in response to the latest Campus Climate survey.

The department is in the process of establishing a Child Development Club. They also cite an impressive number of internal/external partnerships that offer mentoring, labs, and even tuition reimbursements for up to 90 qualified students. Partners include University of La Verne, CSUSB, Cal Baptist, and Rialto High School. The overall advisory committee includes at least 20 community organizations, and this group meets a minimum of twice yearly.

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 does not identify currency in professional development activities.	Program identifies current avenues for professional development.	In addition to the meets criteria, the program shows that professional development has impacted/expanded the program and demonstrates that the program is positioning itself for growth.

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

The report describes a thriving culture with many opportunities for professional development. Some statewide programs are mandated, and there are many online offerings as well. It's notable that as faculty members take advantage of available service opportunities, the knowledge gleaned is actively passed along to the entire staff and interested parties. Both FT and adjunct faculty have the opportunity to study and present topics at the many offered events.

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
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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 does not incorporate weaknesses and challenges into planning.	The program incorporates weaknesses and challenges into planning.	The program incorporates weaknesses and challenges into planning that demonstrate the need for expansion.

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

The CDD report emphasizes its twin roles as being 1) employment, 2) transfer. As such, its goals dovetail with the college's stated emphasis on both tracks. Again, the writers concede that CDD has lately experienced downturns in productivity; they are aware of the challenges and have ongoing concrete plans to improve going forward. A repeated lament is that students simply show up at SBVC unprepared for college-level work; the strictures of AB 705 will undoubtedly exacerbate this, but they are aware of what needs to be done. Low numbers in lab classes has also been a recurring problem. Other low-enrollment classes have not been cancelled because of the urgent student need to complete certificates.

The section on coping with challenges admittedly could be stronger. They mention a good SI program and regular meetings to revamp the schedule to better meet students' needs.

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 evidence</u> to support the evaluation.	In addition to the meets criteria, the program has <u>developed a plan</u> for obtaining or utilizing additional facilities for program growth.

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

CDD functions well with three assigned classrooms and the use of smart carts. For the most part the department functions within the confines of North Hall; nighttime lighting is an as-yet-unresolved issue.

VII: Previous Does Not Meet Categories

Does Not Meet Meets Exceeds

Efficacy Team Analysis and Feedback:

NONE