

## Program Efficacy Team Report (Instruction)

2018 – 2019

**Name of Department:** Welding

**Efficacy Team:** Melissa King, Todd Heibel, Kay Dee Yarbrough

**Overall Recommendation:**

Continuation     
  Conditional     
  Probation

### Rationale for Overall Recommendation:

The Welding program has provided a solid analysis of data in all areas and has addressed challenges to productivity and student success. Their report reflects the hard work and introspection of Welding faculty. The program is focused on workforce entry and has made efforts to align curriculum with industry standards and safety protocols, integrate the cost of student certification into tuition, acquire funding for equipment, and work with internal and external partners. The Welding program has been recognized by the Strong Workforce Program for increasing its students' earnings, and it provides well-trained workers for the local economy. Despite challenges of space and equipment, the Welding program contributes to a positive climate on the SBVC campus and is attracting increased enrollment.

The report “meets” in all areas except Part II. The “does not meet” for this section reflects the lack of reporting and analysis of SLO and PLO data. While evidence of SLO and PLO assessment is incomplete and the SLO-PLO course map is not included here, faculty have rewritten SLO’s and PLO’s with Advisory input and can begin assessment with a new mapping in Fall 2019.

### 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](#)

	<b>Does Not Meet</b>	<b>Meets</b>	<b>Exceeds</b>
<b>Demographics</b>	The program <b><u>does not provide</u></b> an appropriate analysis regarding identified differences in the program’s population compared to that of the general population.	The program <b><u>provides an analysis</u></b> of the demographic data and provides an interpretation in response to any identified variance.  The program <b><u>discusses the plans or activities</u></b> that are in place to recruit and retain underserved populations as appropriate.	In addition to the meets criteria, the program’s analysis and plan <b><u>demonstrates a need</u></b> for increased resources.
<b>Pattern of Service</b>	The program’s pattern of service is <b><u>not related to the needs of students.</u></b>	The <b><u>program provides</u></b> evidence that the pattern of service or instruction meets student needs.	In addition to the meets criteria, the program <b><u>demonstrates that the pattern of service needs to be extended.</u></b>

		The program <b><u>discusses the plans or activities</u></b> that are in place to meet a broad range of needs.	
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Does Not Meet       Meets       Exceeds

**Efficacy Team Analysis and Feedback:**

The program has analyzed demographic data and has identified strategies to address underserved populations, and it has provided discussion of activities in place to offer courses in a way that meets student needs.

Evidence is given that justifies the low female and African American enrollment compared to SBVC campus demographics. The program faculty aim to advocate for changes in marketing and recruitment to increase enrollment from these populations and have implemented actions to address the low enrollment of female students. The program also has low enrollment of students age 19 or younger, compared to SBVC campus demographics, and has implemented increased outreach to high schools.

Courses are rotated through morning, afternoon, evening, and weekend time slots, and it provides summer classes when faculty availability allows. Class offerings are also reliant upon facilities and equipment availability. The Dept. has acquired grants funding for facilities and equipment upgrades that have allowed an increase in FTES and class offerings.

**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](#)

	<b>Does Not Meet</b>	<b>Meets</b>	<b>Exceeds</b>
<b>Data/Analysis demonstrating achievement of instructional or service success</b>	Program <b><u>does not provide an adequate analysis</u></b> of the data provided with respect to relevant program data.	Program <b><u>provides an analysis</u></b> of the data which indicates progress on departmental goals.	In addition to the meets criteria, the program <b><u>uses the achievement data</u></b> in concrete planning and <b><u>demonstrates</u></b> that it is prepared for growth.
<b>Service Area Outcomes and/or Student Learning Outcomes and/or Program Level Outcomes</b>	Program <b><u>has not demonstrated</u></b> 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.	Program <b><u>has demonstrated</u></b> that it has fully evaluated within a four-year cycle and is continuously assessing <b><u>all</u></b> Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs) and/or Program Level Outcomes (PLOs).	In addition to the meets criteria, the program <b><u>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.</u></b>

	Evidence of data collection, evaluation, and reflection/feedback, and/or connection to area services is <b>missing or incomplete</b> .		
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**Does Not Meet**       **Meets**       **Exceeds**

**Efficacy Team Analysis and Feedback:**

The program provides an analysis of the relationship between FTES, retention, and success. The decrease in success rates is explained as a function of faculty-student ratio. Through the needs assessment process, additional faculty and staff have been requested, and despite a high student-faculty ratio for this program, retention has improved.

The program’s primary goal is to help students get jobs and the Welding program awarded a Strong Workforce Program Bronze Star for boosting the earnings of its students. The Welding faculty have put effort into aligning certificates with industry skill sets and have successfully integrated the cost of certification tests into SBVC tuition.

While it is unclear if SLO’s and PLO’s have been regularly assessed, the faculty have rewritten SLO’s and PLO’s to be implemented next semester, Fall 2019. An Advisory committee provided input to the modifications. The SLO’s and PLO’s were rewritten to align with industry standards, to be assessable, and to address safety. The updated SLO’s should be mapped to PLO’s.

*It is this committee’s recommendation that evidence of SLO and PLO assessment is included in the next Efficacy Report.*

**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](#)**

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

Does Not Meet       Meets       Exceeds

**Efficacy Team Analysis and Feedback:**

The program has identified means of communicating with the college and community and make positive contributions.

Welding students and faculty are active and productive members of the SBVC community, communicating about the program through events such as STEMAPALOOZA and partnering with KVCR, the baseball team, and many other on-campus groups. Welding students and faculty created the “Shout Your Dreams” megaphone as an art installation on campus and have plans to continue to provide such projects.

The faculty have partnered with internal and external partners to offer their welding services (allowing student practice) and to receive and donate scrap metal. The program has identified and described how program planning is affected by these partnerships: doubling the hours of training it provides and offering more learning opportunities for students.

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

Does Not Meet       Meets       Exceeds

**Efficacy Team Analysis and Feedback:**

The program identifies avenues for professional development and discusses the impact of professional growth on program planning. New welding processes were integrated into curriculum and new free student resources were adopted based on the professional development activities of faculty. Faculty participate in professional organizations, including the American Welding Society.

**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](#)

	<b>Does Not Meet</b>	<b>Meets</b>	<b>Exceeds</b>
<b>Mission/ Statement of Purpose</b>	The program <b>does not have</b> a mission/ statement of purpose, or it <b>does not clearly link</b> with the institutional mission.	The program <b>has</b> a mission/statement of purpose, and it <b>links</b> clearly with the institutional mission.	
<b>Productivity</b>	The data <b>does not show</b> an acceptable level of productivity for the program, or the issue of productivity is not adequately addressed.	The data <b>shows</b> the program is productive at an acceptable level.	The program functions at a highly productive level and has planned for growth as appropriate.
<b>Relevance, Currency, Articulation</b>	The program <b>does not provide</b> 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 <b>provides</b> evidence that the curriculum review process is up to date. Courses are relevant and current to the mission of the program.  Appropriate courses <b>have been articulated</b> or transfer with UC/CSU, or <b>plans are in place</b> to articulate appropriate courses.	In addition to the meets criteria, the program <b>discusses plans</b> to enhance current course offerings that link to student/community needs and positions the program for improved student outcomes.
<b>Challenges</b>	The program <b>does not incorporate</b> weaknesses and challenges into planning.	The program <b>incorporates</b> weaknesses and challenges into planning.	The program <b>incorporates</b> weaknesses and challenges into planning that demonstrate the need for expansion.

Does Not Meet       Meets       Exceeds

**Efficacy Team Analysis and Feedback:**

The Welding program has a mission that is aligned with that of the college.

The program is productive at an acceptable level. Faculty have recognized factors that affect productivity and have made efforts to balance productivity with success and retention, including increasing the section caps while advocating for additional faculty and staff. This is a program that has a challenge in meeting the 525 goal for WSCH/FTEF as it is limited by equipment and facilities accessibility. In addition to seeking grants funding and requesting through the needs assessment process, the Welding program may benefit from use of student peer support (for example, an SI tutor).

Curriculum is up-to-date and all catalog information is reported as accurate.

**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](#)

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

Does Not Meet     Meets     Exceeds

**Efficacy Team Analysis and Feedback:**

The Welding program provides an evaluation of its facilities. The faculty work with SBVC Maintenance and Operations for safety, but there are serious concerns about student health (including room temperature and ventilation) in the current facility. Measure CC funding will hopefully be used to address these concerns, but the faculty aim to continue requesting upgrades and modifications through Strong Workforce Program and SBVC needs assessment processes. In order for the Welding program to expand, it will need more space and upgraded technology. The faculty have thus far been creative in using space efficiently to serve their students.

**VII: Previous Does Not Meet Categories**

Does Not Meet     Meets     Exceeds

**Efficacy Team Analysis and Feedback:**

Previous “does not meet” from the 2-year review pertained to “demand for the program” and questions about if a drop in FTES in 2013-14 represented lack of student demand.

The Welding program’s Efficacy Report satisfactorily analyzes its FTES over a five-year period and demonstrates that there is indeed student demand for Welding classes and certificates. Remodeling of facilities reduced class offerings and began a short period of decreased enrollment as Welding faculty strategized WSCH, cap sizes, equipment availability, and certification access. The Welding program has since regained its lost FTES, and is at its highest FTES in 2018 for the 5-yr period 2013-18.