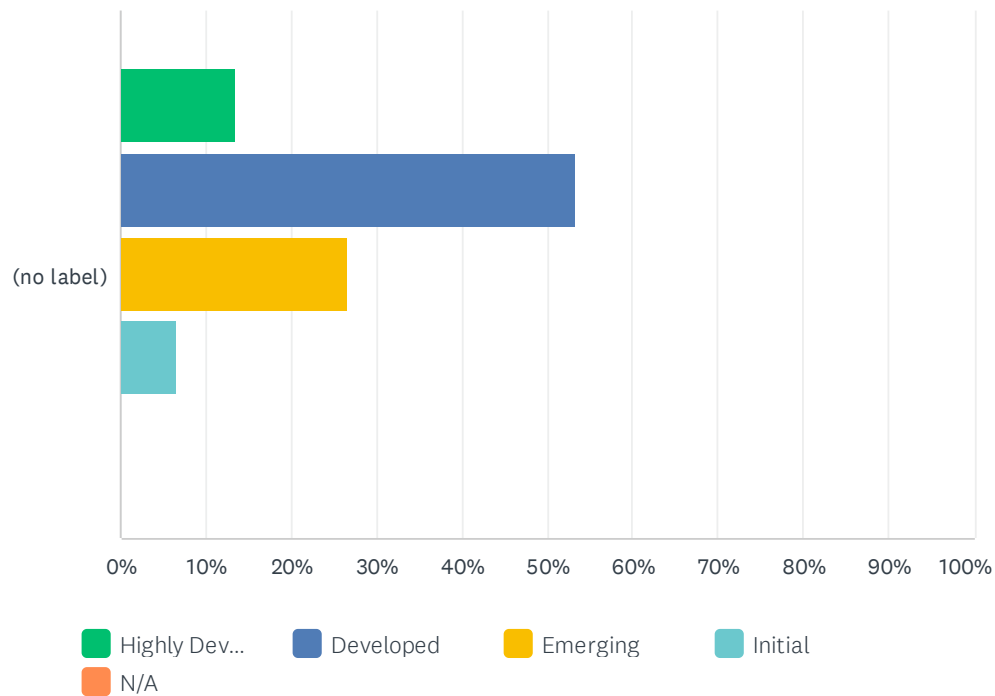


Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS

Highly Developed: Exhibits ongoing and systematic evidence of goal achievement.
 Developed: Exhibits evidence of goal achievement.
 Emerging: Exhibits some evidence that some goals have been achieved.
 Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 15 Skipped: 0

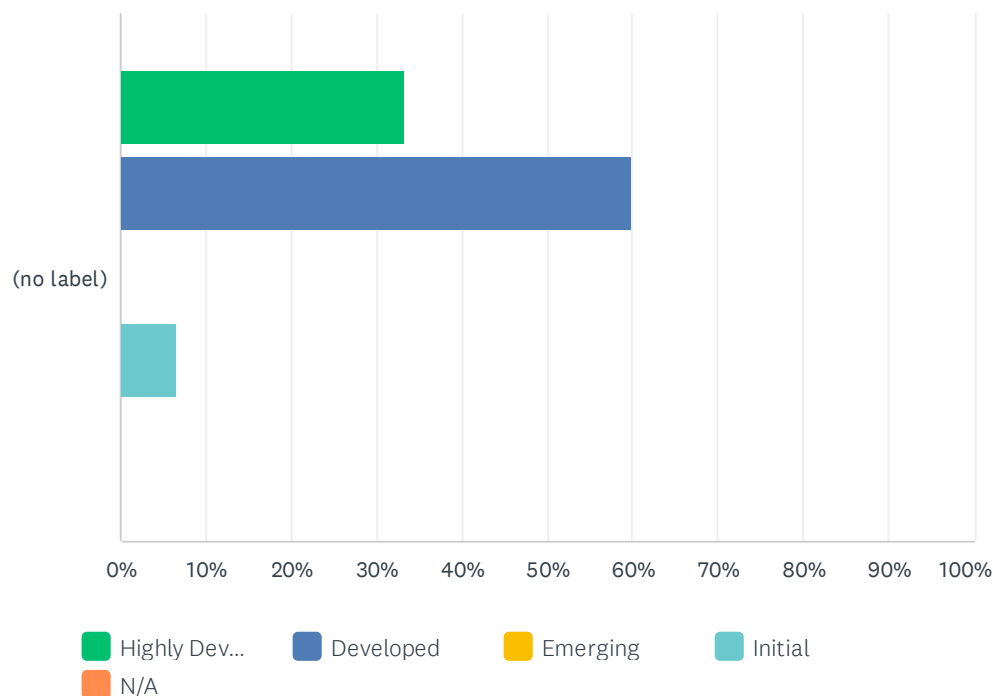


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	53.33%	26.67%	6.67%	0.00%	15	2.73
	2	8	4	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Some of the goals are not established by KCC and are difficult to achieve.	4/18/2022 8:27 AM
2	This program has gotten very good at planning over the years	4/18/2022 7:38 AM
3	Goals are clearly identified and measured	4/14/2022 4:45 PM
4	Goals as provided seem well developed enough, but there seems to be limited progress/partial progression in many areas due to a number of circumstances. Also, goal numbering could use a bit of clarity: 1-4 and "A"?	4/14/2022 12:38 PM
5	The team is achieving its goals.	4/14/2022 12:20 PM
6	Goals are relevant to program success. You may want to develop benchmarks to be able to note progress along the way.	4/14/2022 12:17 PM
7	The program is focused on achieving challenging goals, with federal-level obstacles to overcome.	3/25/2022 3:19 PM
8	The report is not clear on the goal, or if it was completed. I get lost in the narrative.	3/22/2022 2:42 PM

Q2 LABOR MARKET PROJECTION Highly Developed: Thoroughly explains projected market demand and potential effects on program; presents highly developed plan to address projection. Developed: Explains projected market demand and discusses several possible actions to address projection. Emerging: Minimally explains projected market demand and lists one or two actions to address projection. Initial: Presents labor market demand without analysis/explanation and fails to list possible actions to address projection.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	60.00%	0.00%	6.67%	0.00%	15	3.20
	5	9	0	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	The salary and benefit in this industry make the aviation positions highly sought after.	4/18/2022 8:27 AM
2	The program thoroughly understands the labor market potential	4/18/2022 7:38 AM
3	Clear indications of future demand (but a very high cost of entry for civilian program participants)	4/14/2022 12:38 PM
4	Good presentation of market needs and a plan to meet them.	4/14/2022 12:20 PM
5	Relevant labor market information was provided. Pathways to employment were explored and examined.	4/14/2022 12:17 PM
6	The availability of KCC's Aviation Program, and continuing improvements, are in line with labor	3/25/2022 3:19 PM

market projections, helping meet the increasing demand for pilots in challenging times for the aviation industry.

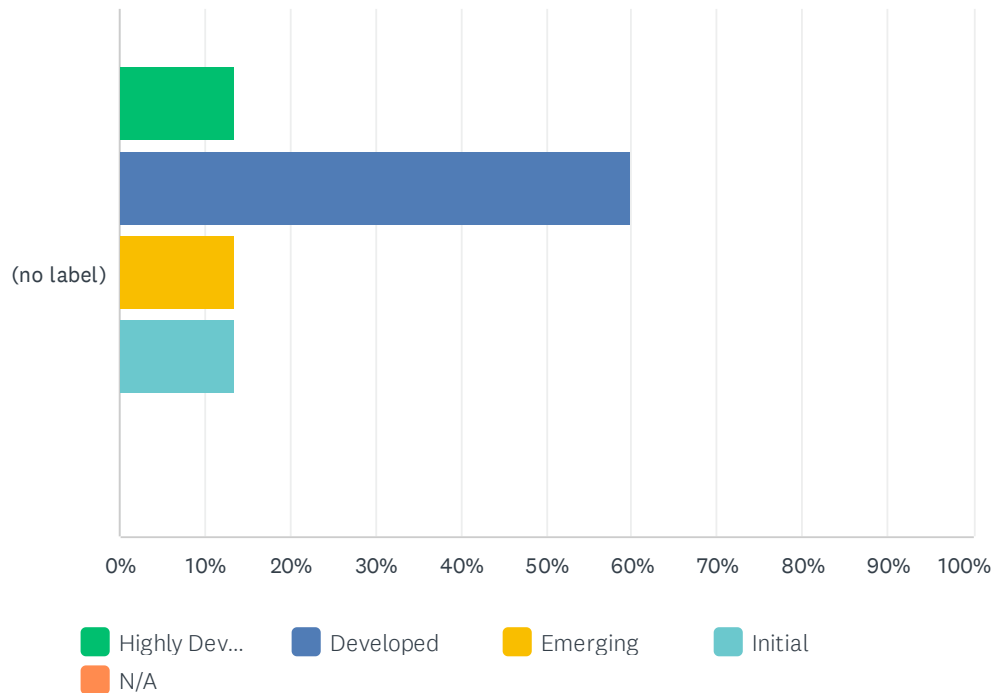
7

There is a ton of information here. Annual job openings of 101 each year? That is a lot of turn over in a highly skilled occupation. I'm skeptical.

3/22/2022 2:42 PM

Q3 RESOURCES: PROFESSIONAL DEVELOPMENT Highly Developed: Exhibits ongoing and systematic support of professional development opportunities. Developed: Exhibits support of regular professional development opportunities. Emerging: Evidence of intermittent professional development opportunities. Initial: Minimal evidence of professional development opportunities.

Answered: 15 Skipped: 0



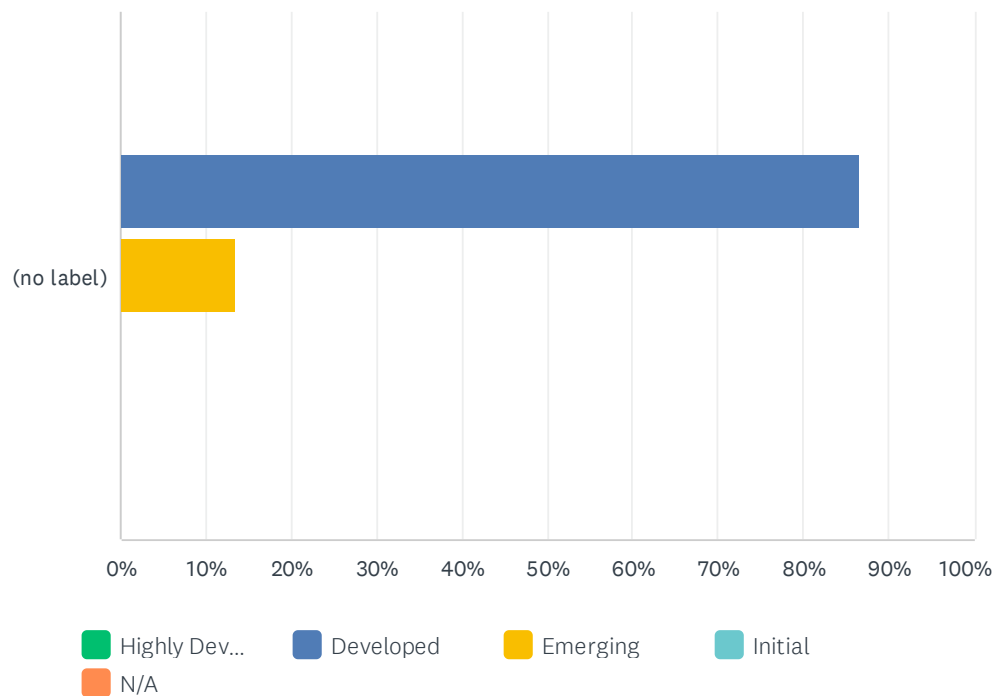
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	60.00%	13.33%	13.33%	0.00%	15	2.73
	2	9	2	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	The FAA has currency requirements that force professional development.	4/18/2022 8:27 AM
2	This industry is highly attuned to ongoing professional development	4/18/2022 7:38 AM
3	Annually, all CFIs must complete an approved special preparation flight instructor refresher course which includes a combined total of 16 hours of aeronautical knowledge training and flight training.	4/14/2022 4:45 PM
4	clear expectations/requirements	4/14/2022 12:38 PM
5	All aviation pilots and instructors require professional development to maintain licensure.	4/14/2022 12:17 PM

6	Instructors are completing required refresher courses. For enrichment purposes, would there be any industry-relevant regional/national aviation instructor conference opportunities?	3/25/2022 3:19 PM
7	It appears that the program develops instructors. Who then instruct to build up flight time hours.	3/22/2022 2:42 PM

Q4 RESOURCES: FACULTY MEETING INSTRUCTIONAL NEEDS Highly Developed: Employs a sufficient number of highly qualified faculty to meet instructional needs. Developed: Employs an adequate number of qualified faculty to meet instructional needs. Emerging: Has a plan to employ an adequate number of qualified faculty to meet instructional needs. Initial: Faculty numbers and/or qualifications are insufficient to meet instructional needs.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	86.67%	13.33%	0.00%	0.00%	15	2.87
	0	13	2	0	0		

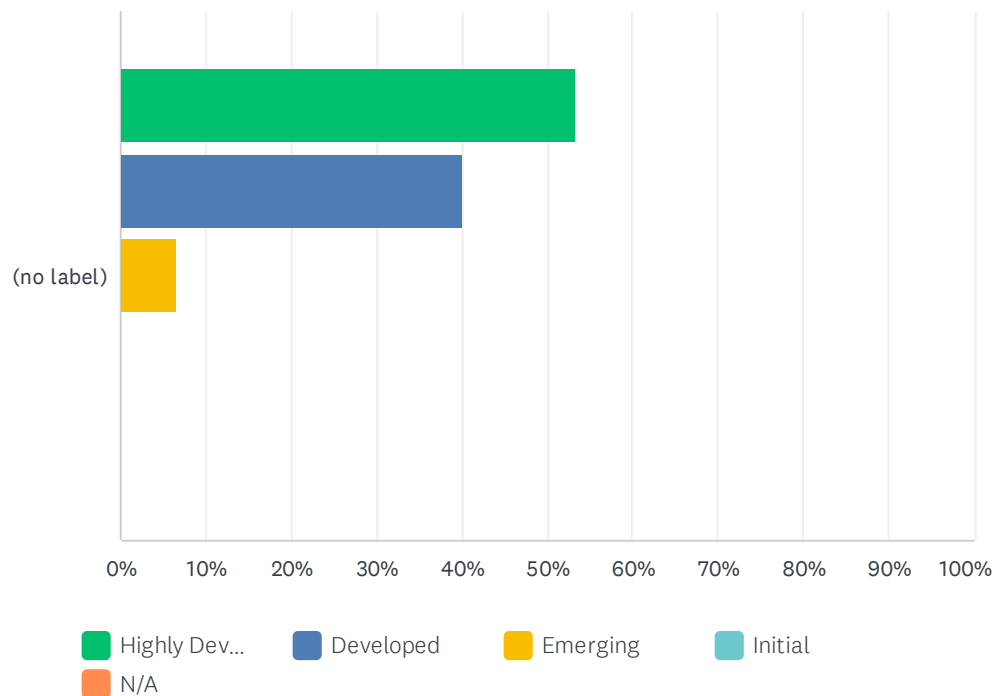
#	COMMENTS/FEEDBACK:	DATE
1	This has improved greatly in the last year.	4/18/2022 8:27 AM
2	Faculty meeting instructional needs is somewhat problematic in that it's an all-eggs-in-one-basket situation.	4/18/2022 7:38 AM
3	speaks to instructor attrition and need for additional faculty and supportive staffing.	4/14/2022 12:38 PM
4	Future expansion will potentially require additional staff and support.	4/14/2022 12:20 PM

Instructional Program Review - Aviation Program

5	Instructor credential were provided. The aviation is challenged with constantly onboarding new aviation instructors.	4/14/2022 12:17 PM
6	Precision Aviation is key to meeting the instructional needs.	4/5/2022 1:32 PM
7	Provides and insightful perspective on professional development for anticipated program growth.	3/25/2022 3:19 PM
8	Fully staffed.	3/22/2022 2:42 PM

Q5 RESOURCES: FACILITIES AND EQUIPMENT Highly Developed: Facilities and resources meet current and future needs. Developed: Facilities and resources meet current needs. Emerging: Evidence of a plan to have facilities and resources meet current and future needs. Initial: Minimal evidence that facilities and resources meet current and future needs.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	53.33%	40.00%	6.67%	0.00%	0.00%	15	3.47
	8	6	1	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The KCC aviation program is now one of the best equipped in the state.	4/18/2022 8:27 AM
2	Program understands the potential for growth in hangar facilities in the Rogue Valley. The Simulator may provide a new stream of enrollment.	4/18/2022 7:38 AM
3	new designated space and new simulator	4/14/2022 4:45 PM
4	This program has recently been provided with a new aviation center and advanced simulation	4/14/2022 12:17 PM

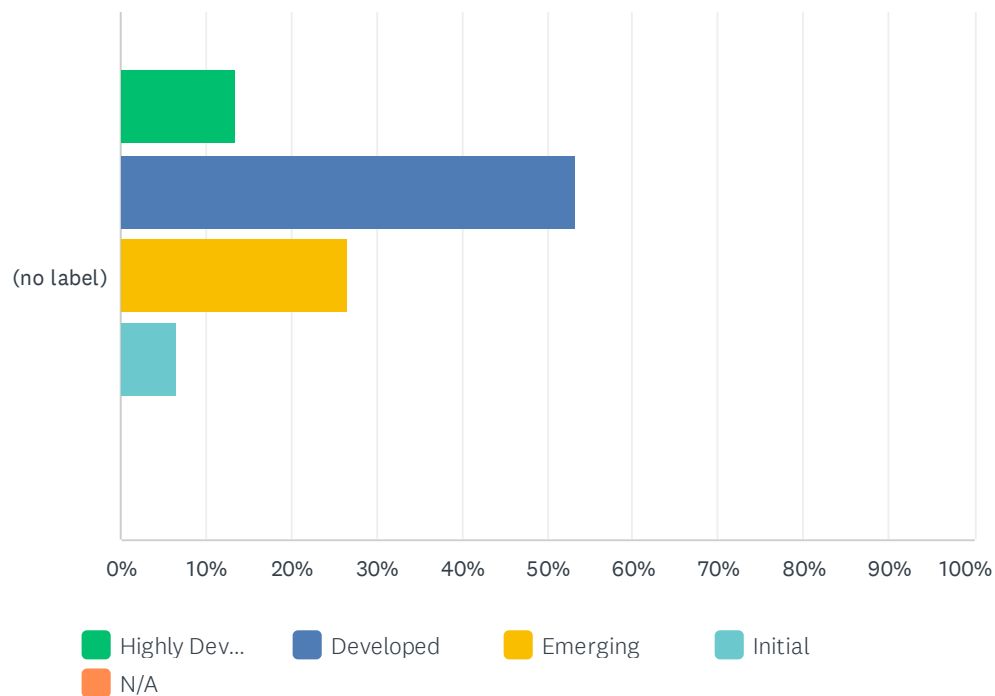
technology. Basic cosmetic improvements are being requested.

5	New flight simulator added.	4/5/2022 1:32 PM
6	The inclusion of non-credit training for local pilots to maintain currency will be a great use of campus facilities and equipment in serving our community.	3/25/2022 3:19 PM
7	Heavy investments in equipment, infrastructure, and simulators.	3/22/2022 2:42 PM

Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES

ASSESSMENT Highly Developed: Exhibits ongoing and systematic SLO assessment to adjust instruction. Developed: Exhibits student learning outcomes assessment and uses results to change instruction. Emerging: Has a plan to engage in ongoing and systematic SLO assessment, including using results to change instruction. Initial: Minimal evidence of SLO assessment.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	53.33%	26.67%	6.67%	0.00%	15	2.73
	2	8	4	1	0		

#	COMMENTS/FEEDBACK	DATE
1	assessment is thorough	4/18/2022 7:38 AM
2	difficulty in class size for robust data collection	4/14/2022 4:45 PM
3	well-defined, but low output impacts statistical accuracy/ ability to produce a comprehensive picture.	4/14/2022 12:38 PM

Instructional Program Review - Aviation Program

4	Work is ongoing in this area. Students are getting to the outcome goals but the numbers of students mean KCC can not fully assess.	4/14/2022 12:20 PM
5	Student learning is tracked. SLO's are aligned with licensure and industry certificates for flight and ground classes. Further SLO assessment will need to be refined in the aviation DE coursework	4/14/2022 12:17 PM
6	No assessment due to low numbers?	3/22/2022 2:42 PM

Q7 EFFECTIVENESS: STUDENT SUCCESS

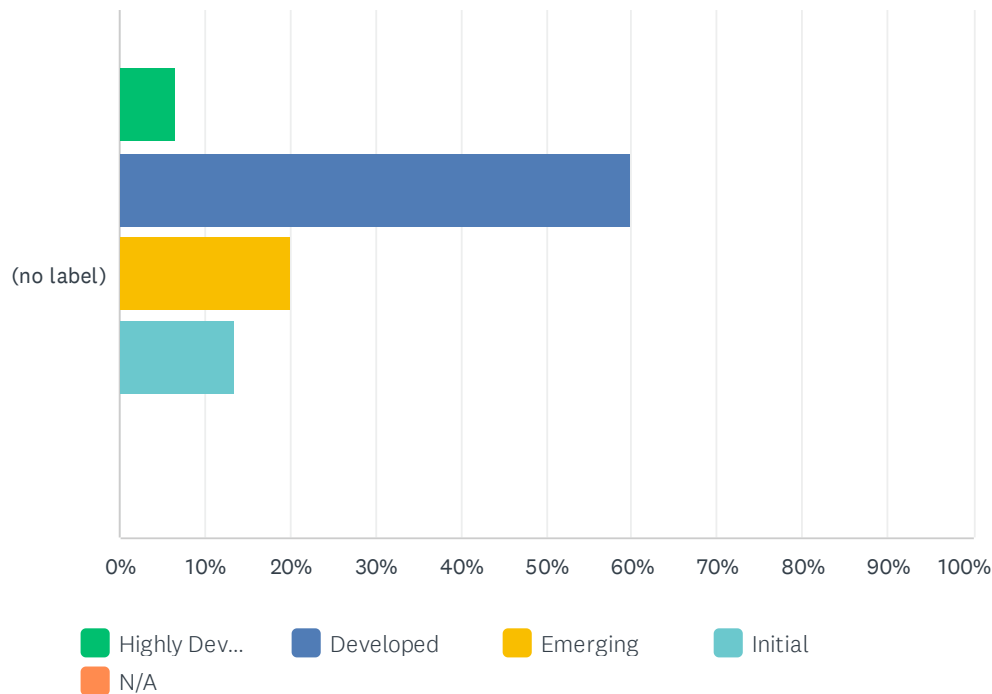
Highly Developed: Thoroughly analyzes trends in enrollment, degrees awarded, time-to-completion rates, and formulates comprehensive plans to address them.

Developed: Describes trends in enrollment, degrees awarded, time-to-completion rates, and formulates plans to address them.

Emerging: Describes trends in enrollment, degrees awarded, time-to-completion rates, and makes an attempt to plan to address them.

Initial: Minimal description of trends and/or fails to formulate plan to address them.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	6.67%	60.00%	20.00%	13.33%	0.00%	15	2.60
	1	9	3	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	Student enrollment and student completion are the greatest challenges of this program	4/18/2022 7:38 AM
2	I appreciate the direct reporting in 4C.I.2 regarding addressing the negative comments in student course surveys. A bummer to read these, but a real nice thing to not have to read	4/14/2022 4:45 PM

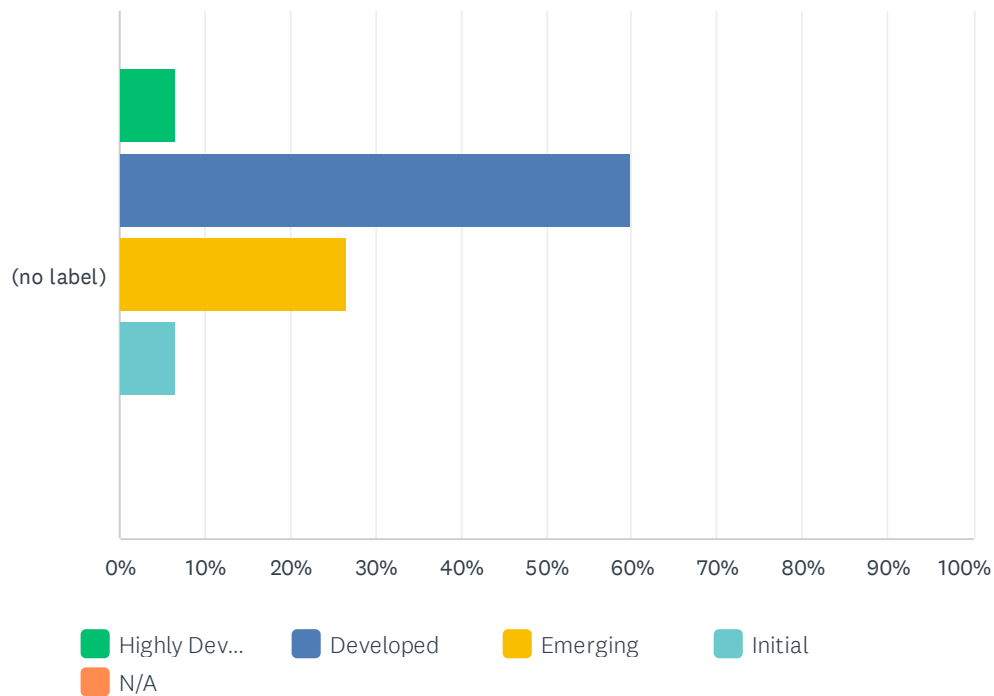
Instructional Program Review - Aviation Program

them twice over multiple terms.

3	Program responsive to student/stakeholder inputs. Samples of student completers (instructors) in presentation seem to have secured sustainable wage employment.	4/14/2022 12:38 PM
4	Student success has been challenging for the aviation program. The % of students that receive incompletes will need to continue to decrease. Program graduation rates are lower than other CTE programs.	4/14/2022 12:17 PM
5	More statistics and analysis on degrees/courses/ratings and time-to-completion would be informative.	3/25/2022 3:19 PM
6	13 graduates of program listed. First 4 have moved on to employment. The rest work for Precision. I understand that it is necessary to build hours as an instructor. A key to the program will be to transition those instructors out of Precision to be replaced by the next group of graduates.	3/22/2022 2:42 PM

Q8 BUDGET Highly Developed: Financial resources meet current needs and are projected to meet future needs. Developed: Financial resources meet current needs. Emerging: Evidence of a plan to acquire financial resources to meet current needs. Initial: Minimal evidence that financial resources meet current needs.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	6.67%	60.00%	26.67%	6.67%	0.00%	15	2.67
	1	9	4	1	0		

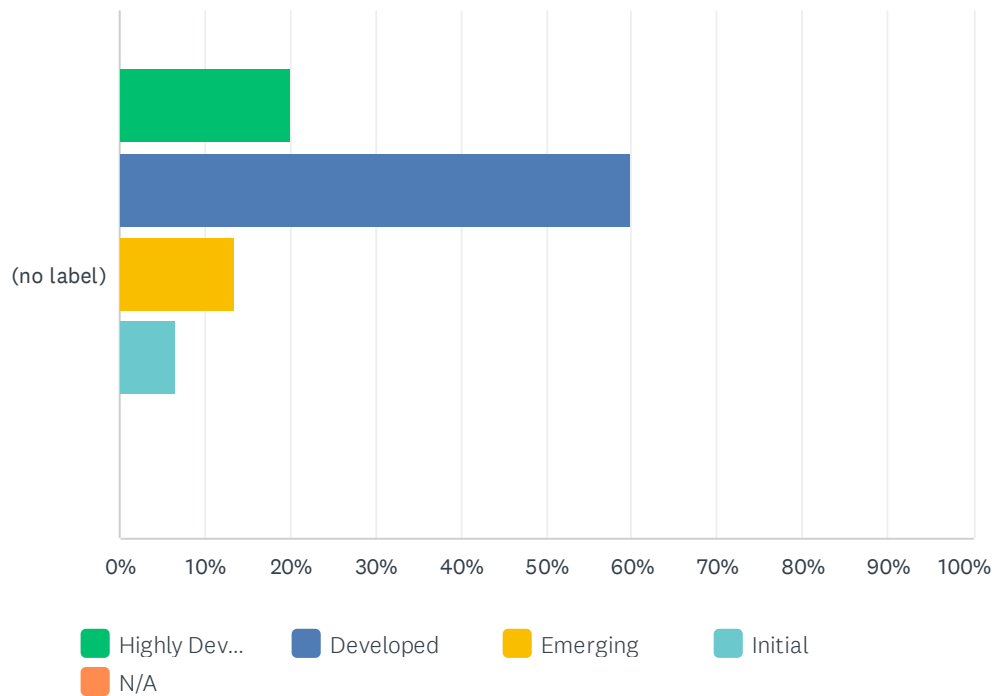
#	COMMENTS/FEEDBACK:	DATE
1	Program leadership is aware of challenges (predominantly in student volume that offsets overhead)	4/14/2022 12:38 PM

Instructional Program Review - Aviation Program

2	Additional funds will be needed to maintain growth and development in the future.	4/14/2022 12:20 PM
3	This program struggles with viability as it has a negative margin, and has significant potential liability.	4/14/2022 12:17 PM
4	It appears that the program is subsidized.	3/22/2022 2:42 PM

Q9 STRENGTHS AND WEAKNESSES Highly Developed: Strengths and weaknesses are described accurately and thoroughly. Developed: Most strengths and weaknesses are described accurately and thoroughly. Emerging: Some strengths and weaknesses are described accurately and thoroughly. Initial: Minimal evidence that strengths and weaknesses are described accurately and thoroughly.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	20.00%	60.00%	13.33%	6.67%	0.00%	15	2.93
	3	9	2	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Program clearly understands its situation and potential	4/18/2022 7:38 AM
2	A strong partnership and a very desired program of study are a strength. The cost to fly which then becomes a cost to learn is very inhibitive.	4/14/2022 4:45 PM
3	Partnership with Precision is a real strength and the 85/15 rule is a real weakness. The high cost of the program is limiting civilian students and work needs to be done to grow this area of the program.	4/14/2022 12:20 PM
4	this area of the report could use further explanation and refinement. There are many strengths	4/14/2022 12:17 PM

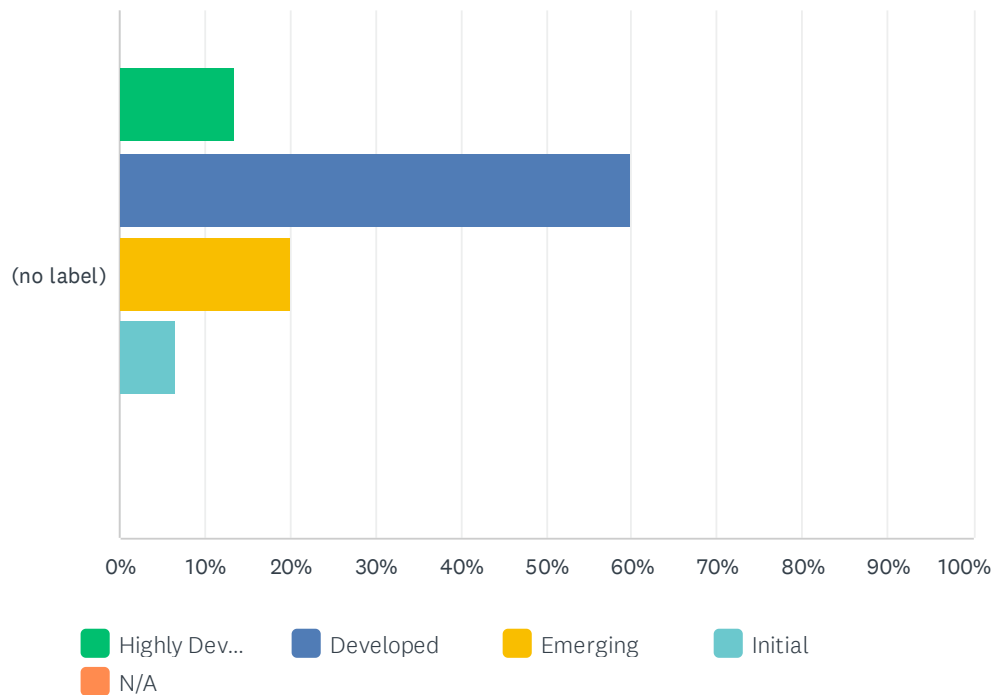
Instructional Program Review - Aviation Program

to this program. The director, precision, our strong partner, link to military educational resources etc for students. the challenges were reviewed very specifically in the history of the programming, staffing, facilities, student success etc.

5	The strength of the program is its survival through all of the challenges.	4/14/2022 12:07 PM
6	Very brief summary of program strength. It appears that the 85/15 requirement is a huge issue. I see no concrete plan to address this. If not fixed this will be a big issue for continued VA funding and compliance. Would also like to understand how the lawsuit will impact program and KCC if it fails.	3/22/2022 2:42 PM

Q10 NEW GOALS AND PLAN Highly Developed: Multiyear planning process with evidence of use of assessment data in planning. Developed: Multiyear planning process with some assessment data. Emerging: Short-term planning process recently implemented. Initial: Minimal evidence of planning process.

Answered: 15 Skipped: 0



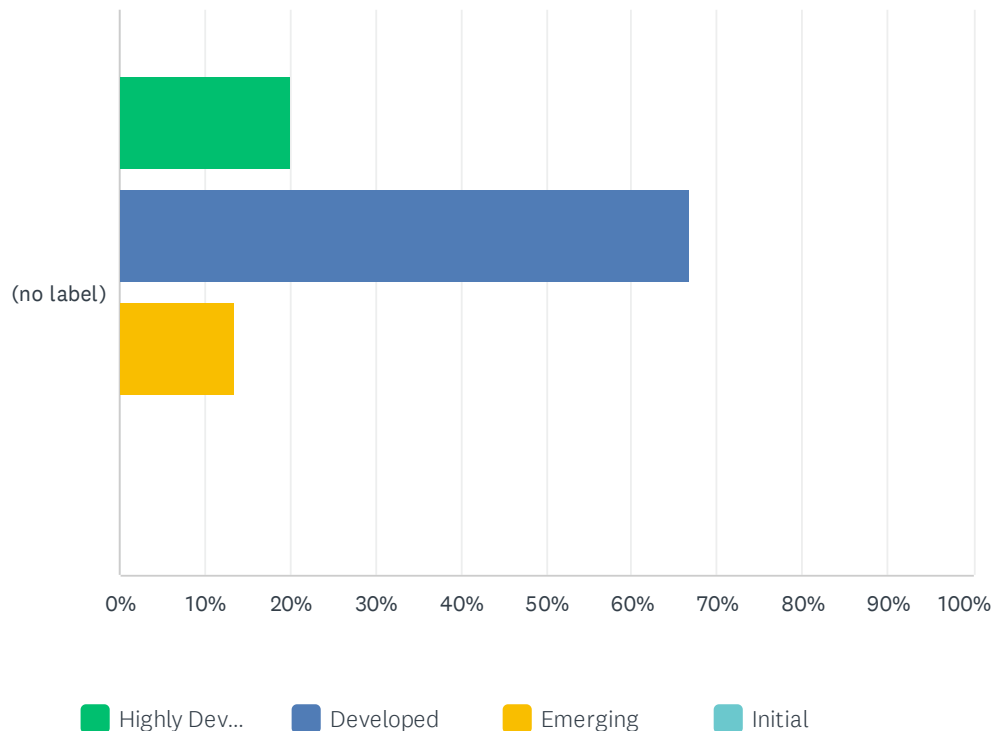
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	60.00%	20.00%	6.67%	0.00%	15	2.80
	2	9	3	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	New Strategic Plan is unflinchingly honest	4/18/2022 7:38 AM
2	3.0 look to be well thought out, contain (presumably achieve-able) metrics and timelines though it could speak more to/expand on collaborative overlap with KCC departments (i.e. KCC Marketing Team, Dual Credit team, et al)	4/14/2022 12:38 PM
3	New goals being set and planning has begun.	4/14/2022 12:20 PM

4	JR Scott has provided very specific and relevant goals that are both short term and long term.	4/14/2022 12:17 PM
5	Circled back to the beginning of the report 1A Strategic plan 3.0 5 new goals are clear and measurables are noted. Where is the PLAN?	3/22/2022 2:42 PM

Q11 OVERALL PROGRAM EVALUATION Highly Developed: Evidence of ongoing systematic use of planning in selection of programs and services. Developed: Program exhibits evidence that planning guides program and services selection that supports the college. Emerging: There is evidence that planning intermittently informs some selection of services to support the college. Initial: Minimal evidence that plans inform selection the of services to support the college's mission.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	20.00%	66.67%	13.33%	0.00%	15	3.07
	3	10	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	This program is very methodical and planning-driven.	4/18/2022 7:38 AM
2	A great to the point review of the program.	4/14/2022 4:45 PM
3	This program review was well organized, well documented and in addition included a very interesting power point presentation. JR Scott did an excellent job in documenting all facets of the aviation program operations.	4/14/2022 12:17 PM
4	The Aviation Program has put incredible effort into overcoming federal and tuition challenges.	3/25/2022 3:19 PM

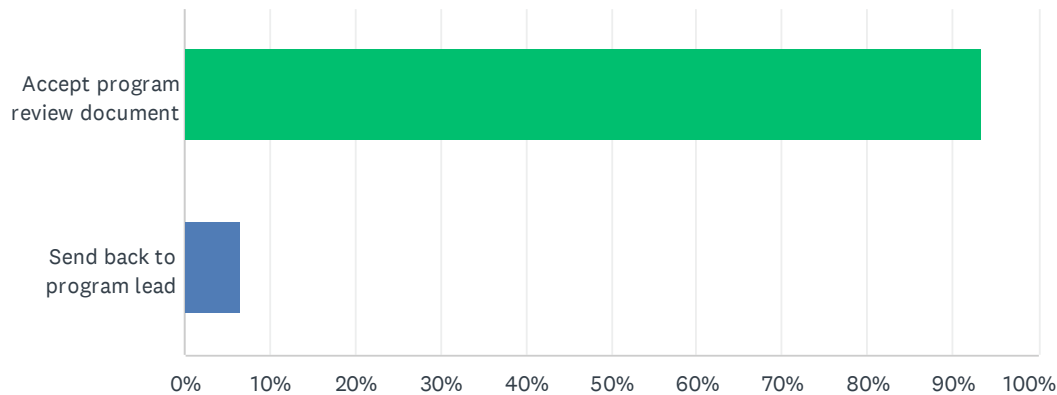
Instructional Program Review - Aviation Program

There are also great examples of forward thinking in expanding the availability of the program for community pilots, and remote learning agreements for local/state high schoolers.

5	Program makes me nervous. The review did not lower my concern. Information was provided but it does not tie together or explain a complicated program with some big challenges.	3/22/2022 2:42 PM
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Q12 Should this academic program review be accepted by CIIC or sent back to the program lead for further work?

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Accept program review document	93.33%	14
Send back to program lead	6.67%	1
TOTAL		15

Q13 Please highlight the strengths of the program.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Collaborative partnerships that allow this sophisticated program to exist at the college.	4/18/2022 9:12 AM
2	The program is partnered with a established company in aviation.	4/18/2022 8:27 AM
3	The program director has been extremely good and planning and organizational detail. Precision has been an outstanding partner.	4/18/2022 7:38 AM
4	Dedicated program lead and supportive administrative team.	4/15/2022 4:19 PM
5	A very organized program. Also, the program has benefited from strong planning.	4/14/2022 4:45 PM
6	Quality staff, high sector demand	4/14/2022 12:38 PM
7	An excellent team overall	4/14/2022 12:20 PM
8	Staff, alignment with industry recognized licensure, strong partner, improved facilities, improved technology supports.	4/14/2022 12:17 PM
9	The support to students to complete the program is excellent.	4/14/2022 12:07 PM

Instructional Program Review - Aviation Program

10	Effective partnership with Precision Aviation and quality advising for students.	4/8/2022 3:40 PM
11	High student success rate with students completing their degree and finding employment afterwards. The partnership with Precision Aviation is positive and provides needed support for flight training.	4/5/2022 1:32 PM
12	This program has it's own very unique challenges that the team has met head on and continues to fight for the students.	4/4/2022 12:49 PM
13	The program has great growth potential, and is seeing expansion through effective, thoughtful leadership.	3/25/2022 3:19 PM
14	It appears we have a competent training partner. Some heavy investment is in place.	3/22/2022 2:42 PM
15	Well organized, with a good grasp on future trends.	3/18/2022 1:17 PM

Q14 Please outline weaknesses of the program.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	VA rules and the expense of the program hinder the ability for it to grow.	4/18/2022 9:12 AM
2	The expense of the program both to the college and the students.	4/18/2022 8:27 AM
3	The Program is fully aware of the 85/15 dilemma, and continues to struggle with how to attract high school students into the aviation field given the cost.	4/18/2022 7:38 AM
4	Low enrollment	4/15/2022 4:19 PM
5	The cost of the program to the student is troublesome. The cost is justified, it is just a tough nut to crack.	4/14/2022 4:45 PM
6	High program costs to "civilian" students with little offset to address these barriers. Instructor attrition (and retiring director)	4/14/2022 12:38 PM
7	Tuition costs and the lack of financial supports for civilian students.	4/14/2022 12:20 PM
8	85/15 enrollment requirements are a constant challenge to comply with put restrictions on enrollment. Cost of programming is growing exponentially.	4/14/2022 12:17 PM
9	A possible weakness maybe the transitioning the program to a new manager as JR retires.	4/14/2022 12:07 PM
10	There seems to be several issues related to the VA.	4/8/2022 3:40 PM
11	The 85/15 rule is difficult to meet.	4/5/2022 1:32 PM
12	Cost and recruiting students seem to be weaknesses of this program.	4/4/2022 12:49 PM
13	The 85/15 rule is restricting potential student enrollment. Program expense and limited access to civilian scholarships is also a weakness.	3/25/2022 3:19 PM
14	Outgoing director will make some issues of continuity. 85/15 issue could be a program killer. Pending lawsuit.	3/22/2022 2:42 PM
15	Cost of program.	3/18/2022 1:17 PM

Q15 Please make recommendations for program improvement.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
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Instructional Program Review - Aviation Program

1	Keep working to bring in non-VA enrollment.	4/18/2022 9:12 AM
2	Expand aviation offerings to K12. More introductory flights. Expand marketing and recruitment.	4/18/2022 8:27 AM
3	everything the program already knows: the #1 driver is how to scholarship new non-VA aviation students. The cost is extremely prohibitive. In the industry, the traditional non-military route is the mentor system, whereby an older experienced pilot takes a kid under his wing and donates flight time. The Program may need to tap into local flying clubs, especially Lake County, as \$100,000 price tag on this program is and will continue to be prohibitive. The program CANNOT thrive without funding supports for new non-VA students.	4/18/2022 7:38 AM
4	N/A	4/15/2022 4:19 PM
5	Continue to find opportunities to bring in more new students to the program.	4/14/2022 4:45 PM
6	Secure Sponsorships to establish throughways to regional carriers (i.e. Alaska/Horizon).	4/14/2022 12:38 PM
7	Keep moving forward.	4/14/2022 12:20 PM
8	special grant or scholarship sources would dramatically improvement enrollment opportunities for non-military students.	4/14/2022 12:17 PM
9	None at this time	4/14/2022 12:07 PM
10	I am hopeful that the new Program Director will meet with support staff/admins on campus to successfully continue the program. Thank you for all of your great work over the years, JR!	4/8/2022 3:40 PM
11	None	4/5/2022 1:32 PM
12	Finding ways to recruit more students to be as profitable as possible would be a great goal.	4/4/2022 12:49 PM
13	A solution to civilian enrollment barriers (cost) needs to be found in order increase the number of military students.	3/25/2022 3:19 PM
14	Imperative to have a corporate connection and pipeline for graduates. To meet the needed 15% civilian full price student, there must absolutely be a path to employment.	3/22/2022 2:42 PM
15	Continue to look for ways to reduce tuition costs.	3/18/2022 1:17 PM

Q16 Please enter your name.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Jeanne LaHaie	4/18/2022 9:12 AM
2	Paul Breedlove	4/18/2022 8:27 AM
3	Thomas Nejely	4/18/2022 7:38 AM
4	Rick Ball	4/15/2022 4:19 PM
5	Bill Jennings	4/14/2022 4:45 PM
6	Peter Lawson	4/14/2022 12:38 PM
7	Charles Massie	4/14/2022 12:20 PM
8	Jamie Jennings	4/14/2022 12:17 PM
9	Jo Cochran	4/14/2022 12:07 PM
10	Rochelle Daniel	4/8/2022 3:40 PM
11	Kelley Fritz	4/5/2022 1:32 PM
12	Joni Hansen	4/4/2022 12:49 PM

Instructional Program Review - Aviation Program

13	Holly Owens	3/25/2022 3:19 PM
14	Mike Homfeldt	3/22/2022 2:42 PM
15	Ian Kautzman	3/18/2022 1:17 PM