Q1 ACCOMPLISHMENTS IN ACHIEVING GOALSHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	100.00% 10	0.00% 0	0.00% 0	0.00% 0	10	3.00

#	COMMENTS/FEEDBACK:	DATE
1	Even though it was identified in the presentation there were some challenges meeting all the goals that were laid out, the goals themselves seem like there was reason and rationale that went into each, and an effort is being made to fine tune efforts for success-as well as continuing to evaluate the goals themselves..	4/19/2019 9:20 AM
2	I attest there is regular data review to ensure students are being successful. I believe the correct metrics are being monitored to assess student success and that adjustments are made based upon results of analysis.	4/19/2019 5:55 AM
3	Goals were specific and measurable. Evidence of goal attainment was provided.	4/18/2019 3:37 PM
4	They met 7 out 8 goals although they have had issues with the writing & speech classes for CTE students.	4/18/2019 8:49 AM
5	Determination should be made sooner rather than later concerning WRI 117 and SPE 214. Are they viable?	4/11/2019 2:57 PM

Q2 LABOR MARKET PROJECTIONHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 2	0.00% 0	0.00% 0	80.00% 8	10	3.00

#	COMMENTS/FEEDBACK:	DATE
1	Question is not applicable to this program.	4/18/2019 8:49 AM

| 2 | Great future outlook with current full-time staff showing interest to become adjunct instructors after retirement. | 4/11/2019 3:54 PM |

Q3 RESOURCES: PROFESSIONAL DEVELOPMENTHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	30.00% 3	50.00% 5	20.00% 2	0.00% 0	0.00% 0	10	3.10

#	COMMENTS/FEEDBACK:	DATE
1	It's obvious that instructors are skilled, involved, and passionate about their respective fields, but is there a prescribed "minimum" or baseline of expectation in terms of PD (like something annually or every other year)? I note while some instructors have documented activities as recently as 2019, others are much less up to date	4/19/2019 9:20 AM
2	Regular professional development is in place.	4/19/2019 5:55 AM
3	Professional development opportunities were well documented for both full and part time faculty.	4/18/2019 3:37 PM
4	The review included a thorough overview of the professional development activities.	4/18/2019 8:49 AM
5	There were no future professional development opportunities/attendance requests listed.	4/17/2019 8:22 AM
6	Provided evidence of past CE participation. Didn't provide a plan/mechanism to ensure future CE participation and recording of future CE. However, recognized and stated that a plan/mechanism is needed.	4/11/2019 2:57 PM

Q4 RESOURCES: FACULTY MEETING INSTRUCTIONAL NEEDSHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	70.00% 7	20.00% 2	0.00% 0	0.00% 0	10	2.90

#	COMMENTS/FEEDBACK:	DATE

1	It appears that as a number of faculty retire, we will need to plan for the future. However, we have a sufficient number of highly qualified faculty.	4/19/2019 11:27 AM
2	As identified in the presentation, it sounds like there's a bit of transition within the Department currently, but a plan is in place to try and address gaps.	4/19/2019 9:20 AM
3	Plans for future discipline needs were examined and explored.	4/18/2019 3:37 PM
4	The high number of classes taught by adjuncts is the result of full-time faculty teaching for Arts & Letters.	4/18/2019 8:49 AM
5	70% meet and 30% of faculty exceed minimum degree qualifications in this department.	4/11/2019 3:54 PM
6	Currently has adequate faculty and recognizes that will be changing and has a plan in place to remedy anticipated shortcomings.	4/11/2019 2:57 PM

Q5 RESOURCES: FACILITIES AND EQUIPMENTHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	30.00% 3	70.00% 7	0.00% 0	0.00% 0	0.00% 0	10	3.30

#	COMMENTS/FEEDBACK:	DATE
1	As identified, current resources are sufficient	4/19/2019 9:20 AM
2	Facilities meet current program needs. Data was provided regarding utilization of student supports.	4/18/2019 3:37 PM
3	Standard classrooms work for these classes.	4/18/2019 8:49 AM

Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES ASSESSMENTHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	20.00% 2	80.00% 8	0.00% 0	0.00% 0	0.00% 0	10	3.20

Q7 EFFECTIVENESS: STUDENT SUCCESSHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	90.00% 9	0.00% 0	0.00% 0	0.00% 0	10	3.10

#	COMMENTS/FEEDBACK:	DATE
1	Per info provided in appendix 7 F, student satisfaction and success seems evident	4/19/2019 9:20 AM
2	Student learning outcome performance data was provided.	4/18/2019 3:37 PM
3	The department understands that dual-credit is resulting in fewer students taking some courses here.	4/18/2019 8:49 AM
4	Nice format/table	4/17/2019 8:22 AM

Q8 BUDGETHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	20.00% 2	80.00% 8	0.00% 0	0.00% 0	0.00% 0	10	3.20

#	COMMENTS/FEEDBACK:	DATE
1	No budgetary challenges identified	4/19/2019 9:20 AM
2	CMA evidence was provided.	4/18/2019 3:37 PM
3	Very lean budget mostly used for travel and memberships.	4/18/2019 8:49 AM

Q9 STRENGTHS AND WEAKNESSESHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	30.00% 3	70.00% 7	0.00% 0	0.00% 0	0.00% 0	10	3.30

#	COMMENTS/FEEDBACK:	DATE
1	Excellent examples of evidence were provided to support the program review narrative.	4/18/2019 3:37 PM
2	Committed and competent faculty. They identified the need to make course changes based on professional development and course evaluations.	4/18/2019 8:49 AM

Q10 NEW GOALS AND PLANHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	30.00% 3	70.00% 7	0.00% 0	0.00% 0	0.00% 0	10	3.30

#	COMMENTS/FEEDBACK:	DATE
1	Goals are meaningful and could lead to increased student success rates.	4/18/2019 3:37 PM
2	New goals have already been set (see Strategic Plan 2.0)	4/18/2019 8:49 AM

Q11 OVERALL PROGRAM EVALUATIONHighly 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: 10   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	90.00% 9	0.00% 0	0.00% 0	10	3.10

#	COMMENTS/FEEDBACK:	DATE
1	The Communication Team did a great job of digging into the Program Review.	4/19/2019 5:55 AM
2	Great group of well-qualified instructors. Review included pertinent data.	4/18/2019 8:49 AM
3	this department sets the gold standard for disciplines - highly aware of their internal operations and future needs. Department planning and discussions are excellent	4/12/2019 9:33 AM

Q12 Should this academic program review be accepted by CIIC or sent back to the program lead for further work?

Answered: 10   Skipped: 0

ANSWER CHOICES	RESPONSES	
Accept program review document	100.00%	10
Send back to program lead	0.00%	0
TOTAL		10

Q13 Please highlight the strengths of the program.

Answered: 10   Skipped: 0

#	RESPONSES	DATE
1	Highly-qualified faculty who are truly interested in the success of the students. The one credit lab class is amazing!	4/19/2019 11:27 AM
2	Highly committed Instructors, proven outcomes, satisfied students	4/19/2019 9:20 AM
3	The review focuses on student learning and success. The department demonstrates a commitment to student success.	4/19/2019 5:55 AM
4	Faculty are responsive to student success rates. Faculty participate in regular professional development. The professional l development is well documented. Many data sets were provided and used for the day to day operations of the program. Excellent organization and documentation of program review materials.	4/18/2019 3:37 PM
5	Student success rate and stable enrollment	4/18/2019 3:33 PM
6	Well-qualified instructors.	4/18/2019 8:49 AM
7	The Communications Department is a cornerstone to success at KCC and the department personnel help with that success.	4/17/2019 8:22 AM
8	the greatest strength of this department is also its greatest weakness. this department has very talented and capable staff who know the importance of internal communications and planning.	4/12/2019 9:33 AM
9	The biggest strength to this program is the qualified instructors who all enjoy their work.	4/11/2019 3:54 PM
10	Dedicated and qualified personnel. Continually analyzing courses and making necessary adjustments to maximize outcomes.	4/11/2019 2:57 PM

Q14 Please outline weaknesses of the program.

Answered: 10   Skipped: 0

#	RESPONSES	DATE

1	Integrating the technical writing classes into CTE.	4/19/2019 11:27 AM
2	Currently in transition. Inconsistent Professional Development and implementation of best practices across program/pool	4/19/2019 9:20 AM
3	.	4/19/2019 5:55 AM
4	concerns were expressed regarding need for an intentional sustainability plan for anticipated vacancies within the department.	4/18/2019 3:37 PM
5	None	4/18/2019 3:33 PM
6	Lots of adjuncts.	4/18/2019 8:49 AM
7	Losing a great teacher! Having heard from students, the communication department is losing an amazing instructor. However, Academic Affairs benefits from that individual. Hopefully the communications department can find another instructor who will be able to fill large shoes.	4/17/2019 8:22 AM
8	the success of this department relies on the talents and capabilities of its current staff. These talented and capable people in this department could retire or move on in a heartbeat as has happened twice in recent memory. If all choose to do so simultaneously for personal reasons, the collective genius would be lost.	4/12/2019 9:33 AM
9	Some course credits do not transfer credits to Oregon universities.	4/11/2019 3:54 PM
10	Structured CE tracking.	4/11/2019 2:57 PM

Q15 Please make recommendations for program improvement.

Answered: 10   Skipped: 0

#	RESPONSES	DATE
1	Please continue to pursue the technical communications degree and/or certificate.	4/19/2019 11:27 AM
2	Opportunities to think about systems and platforms for cross sharing of ideas and best practices. Baseline guidance for ongoing	4/19/2019 9:20 AM
3	.	4/19/2019 5:55 AM
4	This is an excellent example of a discipline program review.	4/18/2019 3:37 PM
5	None at this time	4/18/2019 3:33 PM
6	Keep up the good work!	4/18/2019 8:49 AM
7	None at this time. Keep up the good work!	4/17/2019 8:22 AM
8	Investigate sustainability and succession planning for uninterrupted future success.	4/12/2019 9:33 AM
9	Additional DE courses might help boost enrollment numbers.	4/11/2019 3:54 PM
10	Determine need for WRI 117 and SPE 214 and move forward accordingly.	4/11/2019 2:57 PM

Q16 Please enter your name.

Answered: 10   Skipped: 0

#	RESPONSES	DATE
1	Joanna Lyons-Antley	4/19/2019 11:27 AM
2	Peter Lawson	4/19/2019 9:20 AM
3	Bill Jennings	4/19/2019 5:55 AM
4	Jamie Jennings	4/18/2019 3:37 PM

5	Tracy Heap	4/18/2019 3:33 PM
6	Margot Casson	4/18/2019 8:49 AM
7	Edis	4/17/2019 8:22 AM
8	Tom Nejely	4/12/2019 9:33 AM
9	Ian Kautzman	4/11/2019 3:54 PM
10	Rick Ball	4/11/2019 2:57 PM