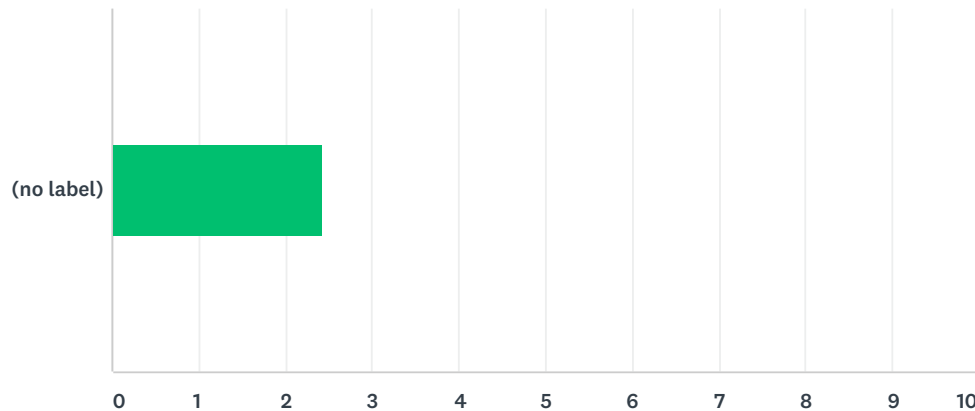


**Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS** Highly Developed: Exhibits ongoing and systematic evidence of goal achievement. Developed: Exhibits evidence of goal achievement. Emerging: Exhibits some evidence that some goals have been achieved. Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 8 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	37.50%	50.00%	0.00%	12.50%		
	0	3	4	0	1	8	2.43

#	COMMENTS/FEEDBACK:	DATE
1	There is evidence of goal achievement, although it was summarized in narrative form rather than actual evidence in the appendix.	1/21/2018 11:07 AM
2	Program review lists several goals and progress toward those goals, and I suspect the program to be developed or highly developed before long.	1/16/2018 10:21 AM
3	I was not able to evaluate this section because no evidence was provided of prior goal-setting work. This is not sufficient given that we have had the budget hearing process for the last 5 years and goals should have been set and reviewed there.	1/16/2018 8:47 AM

**Q2 LABOR MARKET PROJECTION**

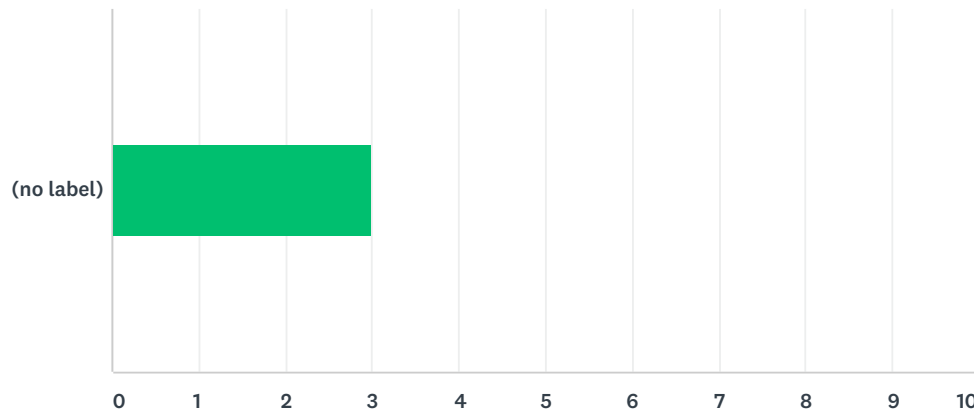
**Highly Developed:** Thoroughly explains projected market demand and potential effects on program; presents highly developed plan to address projection.

**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: 8   Skipped: 0

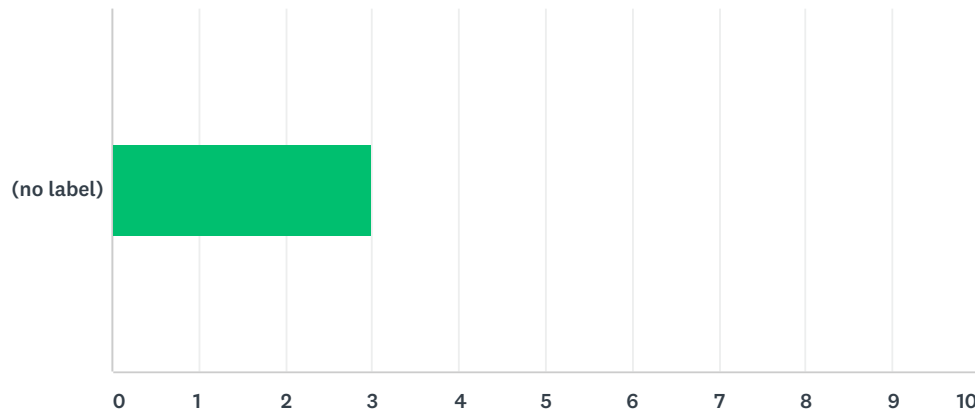


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	50.00%	25.00%	0.00%	0.00%		
	2	4	2	0	0	8	3.00

#	COMMENTS/FEEDBACK:	DATE
1	This section is compelling given the demand as expressed in charts and provided figures. I like how the program is trying to address this need with our SOU partnership and work experience. I'd like to see the review address how these things may grow to meet community need.	1/16/2018 8:47 AM

**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: 8 Skipped: 0



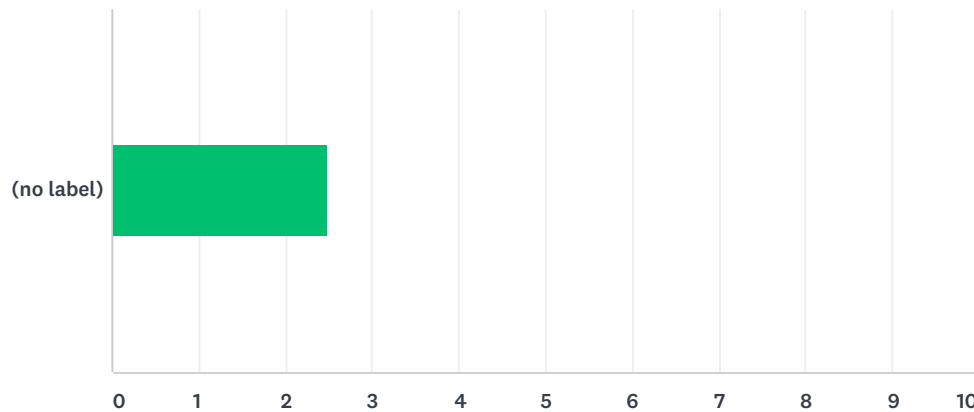
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	50.00%	25.00%	0.00%	0.00%		
	2	4	2	0	0	8	3.00

#	COMMENTS/FEEDBACK:	DATE
1	The professional development trainings attended, by FT and adjunct faculty, appear impressive.	1/16/2018 8:47 AM

**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: 8    Skipped: 0

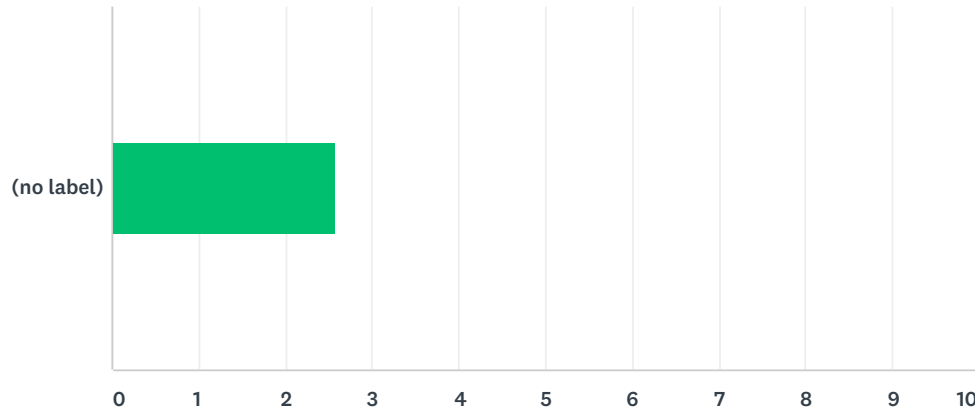


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	12.50%	50.00%	12.50%	25.00%	0.00%	8	2.50
	1	4	1	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	The faculty support (FT) does not appear adequate for the needs of this program, particularly now that the FT faculty is an interim Dean. This will need to be addressed.	1/16/2018 8:47 AM
2	Wondering what needs are being addressed. What data/research is being used to determine the instructional needs? After presenting the needs, then I can determine if the review provides evidence that faculty are in fact meeting those needs.	1/11/2018 3:14 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: 8 Skipped: 0

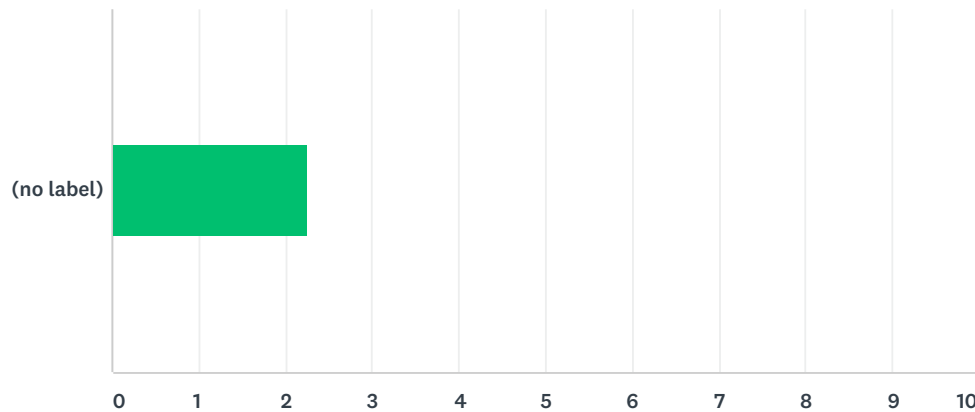


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	12.50%	25.00%	50.00%	0.00%	12.50%		
	1	2	4	0	1	8	2.57

#	COMMENTS/FEEDBACK:	DATE
1	Program could benefit from the establishment of an on-campus pre-school that would serve as a learning lab.	1/21/2018 11:07 AM
2	The growing technological support for faculty is impressive. The LRC support (tutoring, library, and testing) is clear and adequate. What appears to need development is the learning lab that requires a real classroom experience.	1/16/2018 8:47 AM

**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.

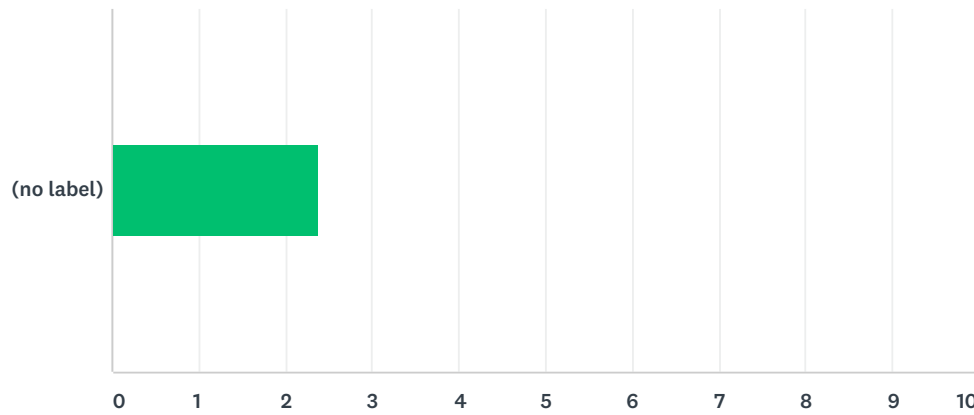
Answered: 8 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	37.50%	50.00%	12.50%	0.00%	8	2.25
	0	3	4	1	0		

**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: 8 Skipped: 0

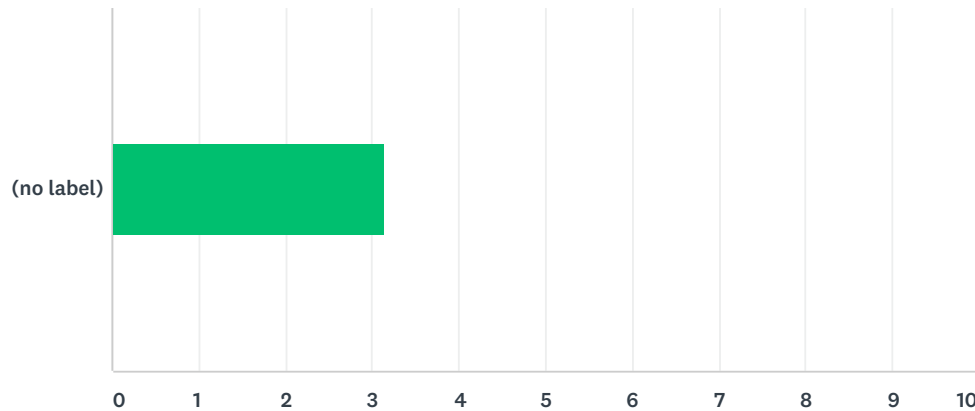


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	12.50%	12.50%	75.00%	0.00%	0.00%		
	1	1	6	0	0	8	2.38

#	COMMENTS/FEEDBACK:	DATE
1	The plan to address enrollment trends is very general and is comprised of one action once per term.	1/21/2018 11:07 AM
2	The high touch approach in advising is impressive, especially given current staffing levels. Enrollment increases are phenomenal in support of community need. Looks like there is a growing awareness of the importance of completion. Hopefully more students can be encouraged to pursue FT enrollment in the program.	1/16/2018 8:47 AM
3	I read 1 plan that addresses enrollment.	1/11/2018 3:14 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: 8 Skipped: 0



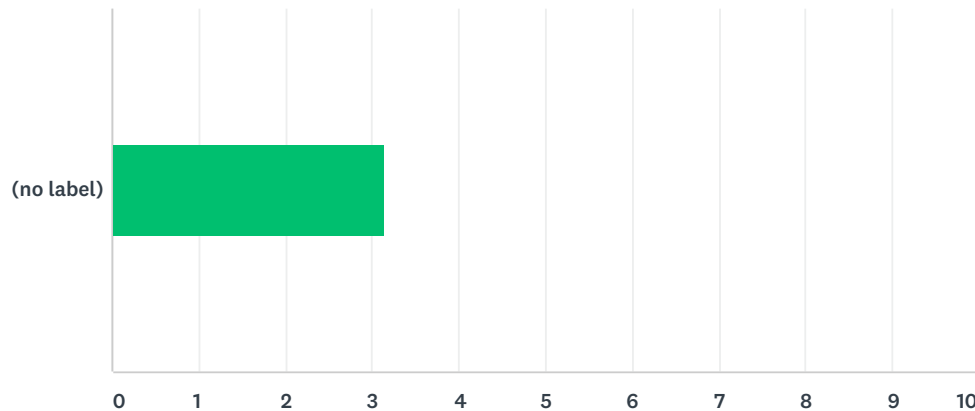
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	37.50%	37.50%	25.00%	0.00%	0.00%	8	3.13
	3	3	2	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Current needs are not being met because the program is in need of an on-site pre-school, and that is not in the budget, nor is there a plan to add this to the program's budget at this time. The rest of the program is functioning well, so I've marked this category as "emerging" to take that into consideration.	1/21/2018 11:07 AM
2	The CMA is healthy but this relates to an area for future development - FT instructor staffing. The budget presentations should be tied more explicitly to goals, in particular growth for continued community need and program sustainability.	1/16/2018 8:47 AM



**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: 8 Skipped: 0

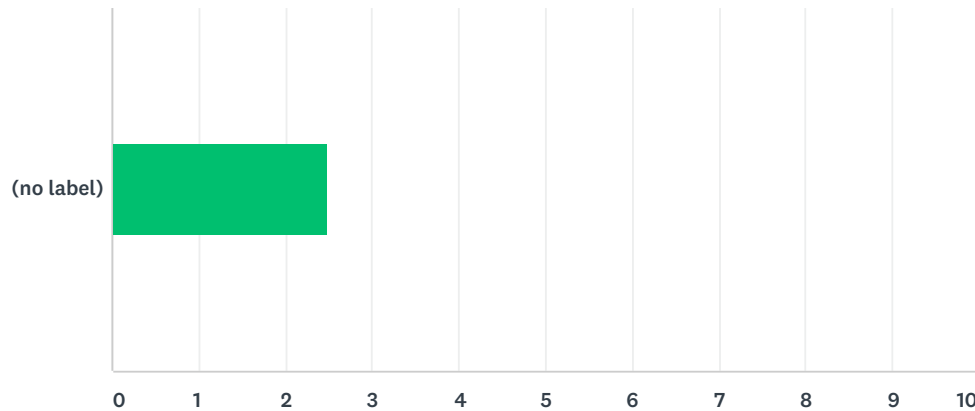


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	62.50%	12.50%	0.00%	0.00%		
	2	5	1	0	0	8	3.13

#	COMMENTS/FEEDBACK:	DATE
1	The review read thorough overall and especially shined in addressing college support, professional development, and technology. More information could have been provided about prior assessment and goals efforts, as connected to the budget hearing process. The labor market need, and the commitment towards students work experience, are two program strengths that were called out.	1/16/2018 8:47 AM

**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: 8 Skipped: 0

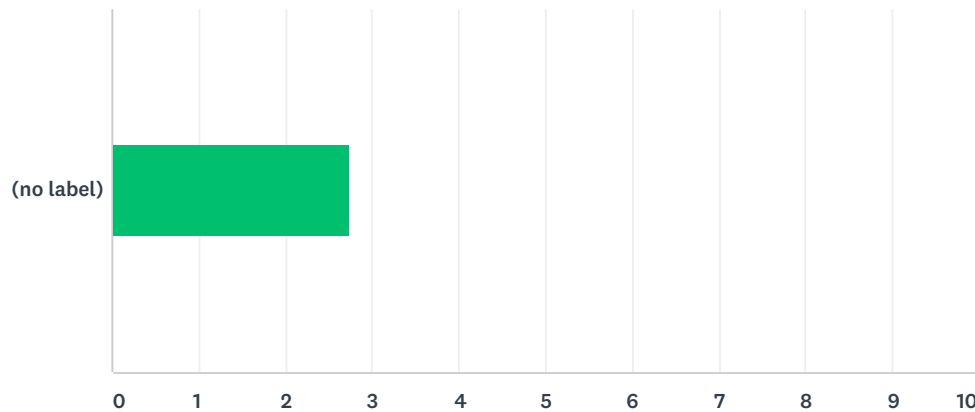


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	12.50%	37.50%	37.50%	12.50%	0.00%	8	2.50
	1	3	3	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	The goals read like action items and could be broader and more bold as indicated by community need. They do not appear to be 3-years in length but more short-term.	1/16/2018 8:47 AM

**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: 8 Skipped: 0

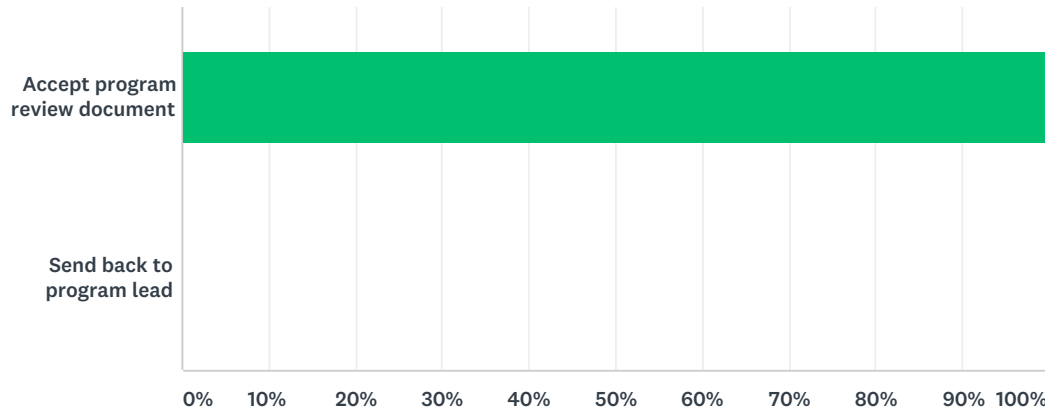


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	75.00%	25.00%	0.00%	8	2.75
	0	6	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	The Education program has so much potential and much of this can be seen in the program review. Nice work!	1/16/2018 8:47 AM

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

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Accept program review document	100.00%	8
Send back to program lead	0.00%	0
TOTAL		8

## Q13 Please highlight the strengths of the program.

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	Alignment and articulation are both strong. Access to local preschools is a strength.	1/21/2018 11:07 AM
2	There is a job market for these students. Also they are supported by many grants. This helps them have a strong budget.	1/17/2018 7:52 PM
3	There appears to be goals outlined for each area so a comparison will be more accurate next time there is a review.	1/17/2018 7:14 AM
4	Needs of the community are being addressed, and students are being mentored effectively.	1/16/2018 10:21 AM
5	CWE for students Labor need Progress on enrollment and completion focus	1/16/2018 8:47 AM
6	High enrollment Great job outlook/demand	1/16/2018 5:06 AM
7	We offer SOU coursework on KCC's campus so that local students do not have to leave the area for teacher education and licensure. This articulation agreement allows for two courses per term to be offered in the evening hours so that working students can attend.	1/11/2018 3:14 PM
8	The firm financial footing of the program as well as the great articulation agreements are the main strengths of the program.	1/10/2018 10:28 AM

## Q14 Please outline weaknesses of the program.

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	The lack of an on-campus learning lab. Just beginning PLO assessment.	1/21/2018 11:07 AM
2	It will be good when it has a lead again who is full time.	1/17/2018 7:52 PM
3	Because there are not previous reviews from past years it is difficult to see the progress of some areas.	1/17/2018 7:14 AM
4	Both the shortage of part time instructors and the high numbers of part time students are problematic.	1/16/2018 10:21 AM
5	Lab space Goals - too narrow and short-term Better connection between goals and budget Need a dedicated FT faculty member	1/16/2018 8:47 AM
6	Lack of full time faculty lead	1/16/2018 5:06 AM
7	The need for more adjunct instructors. Listing the established instructional needs.	1/11/2018 3:14 PM
8	Some weaknesses of the program include the need for more full-time instructors, which would potential lead to increasing completion rates and/or increasing the number of full-time (as opposed to part-time) students enrolled in the program. Also a dedicated lab space is needed - the lack of one is hindering the ability of ECE students to secure cooperative work experience.	1/10/2018 10:28 AM

## Q15 Please make recommendations for program improvement.

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	Work to develop a budget to create an on-campus learning lab/pre-school. This should be the program's number one priority.	1/21/2018 11:07 AM
2	As stated above I believe having a full time lead will help take it to the next level.	1/17/2018 7:52 PM
3	Overall I felt it was outlined well.	1/17/2018 7:14 AM
4	Develop a multi-year plan for addressing trends in progress toward degree.	1/16/2018 10:21 AM
5	More specific growth plan to meet community need	1/16/2018 8:47 AM
6	Hire a full time faculty lab, perhaps two one for ECE one for EDU	1/16/2018 5:06 AM
7	Pulling and analyzing data to be able to create a plan to meet instructional needs.	1/11/2018 3:14 PM
8	Hiring additional full time faculty and creating ECE lab space.	1/10/2018 10:28 AM

## Q16 Please enter your name.

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	Franklin Clark	1/21/2018 11:07 AM
2	Allison Bryson	1/17/2018 7:52 PM
3	Robin Sundseth	1/17/2018 7:14 AM
4	Jeanne LaHaie	1/16/2018 10:21 AM
5	Julie Murray-Jensen	1/16/2018 8:47 AM
6	jamie jennings	1/16/2018 5:06 AM
7	Nicole Mace	1/11/2018 3:14 PM
8	Robin Jeffrey	1/10/2018 10:28 AM