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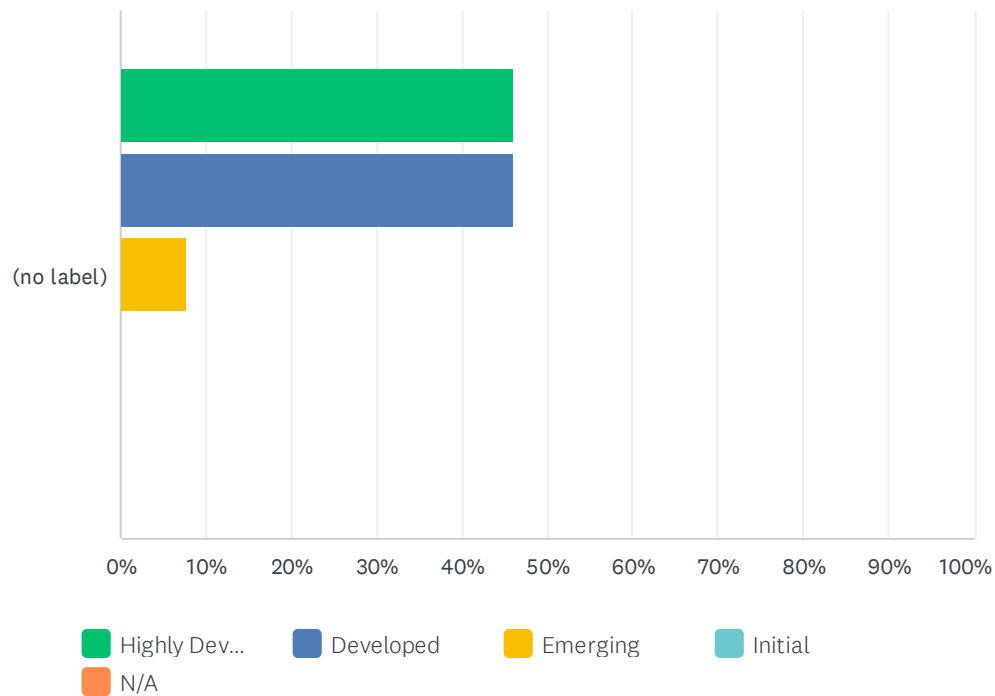LSHighly Developed: Exhibits ongoing and systematic evidence of goal achievement.Developed: Exhibits evidence of goal achievement.Emerging: Exhibits some evidence that some goals have been achieved.Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	46.15% 6	46.15% 6	7.69% 1	0.00% 0	0.00% 0	13	3.38

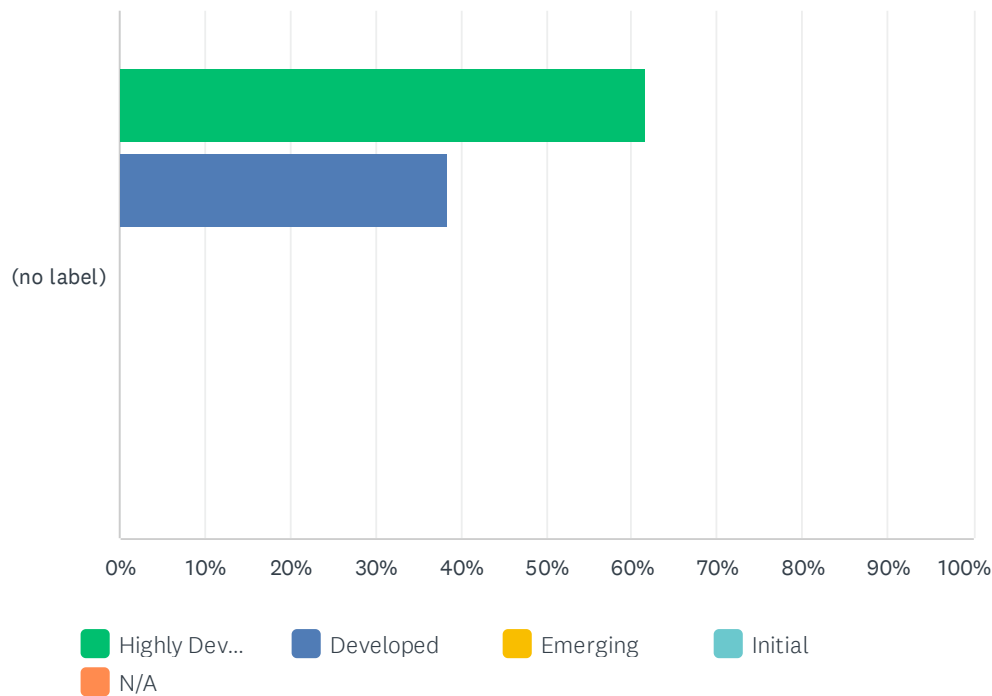| #	COMMENTS/FEEDBACK:	DATE
1	Strong focus on student post-graduate outcomes and reduction of debt. Great goals overall-enrollment challenges are understandable given pandemic.	4/27/2023 10:38 PM
2	While some of the goals have not been fully met, the program exhibits a high-level systematic approach to setting goals and accomplishing them over time. Very well done.	4/27/2023 7:55 AM
3	Clear identification of goals and status is provided.	4/26/2023 8:17 AM
4	Most goals were met with substantial evidence provided.	4/25/2023 4:00 PM
5	Strategic utilization of faculty, department navigators, community collaboration and program development are bringing the department closer to achieving all goals.	4/17/2023 5:02 PM
6	Not meeting student recruitment/enrollment targets feels largely circumstantial-with many divisions across campus experiencing similar challenges in recent years. I'm aware both ECE faculty and Education Program lead (teaching track) have done a dynamic job of engaging with local, regional, and statewide peers in a variety of activities, and have been critical to the	4/15/2023 2:17 PM

	successful implementation of outcomes of referenced grants (especially as related to student success).	
7	Very goal oriented. However, there is a thing pointed out on page 3 about Goal B - The statement was "Goal B (Prosperity): Increases in wages for education students: This goal was written in error by a short-term program lead without proper knowledge of wage attainment. KCC can not control wages in the community since they are contract-driven or set by state requirements." However, from verbal statements made in the presentation, it is clear that ECE is struggling with this subject. It may not be phrased exactly the way current leadership would prefer, but the fact that the childcare industry is so low-pay that it is not a living wage, and advisors are having to steer anyone with the slightest inkling of teaching into a different program, this goal remains a significant problem. Perhaps the goal should be re-adopted as "explore ways to add income value to ECE career prospects"	4/6/2023 9:59 AM
8	Strong goals laid out and excellent follow thru.	3/28/2023 10:10 AM

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: 13   Skipped: 0

Highly Dev...   Developed   Emerging   Initial   N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	13	3.62

#	COMMENTS/FEEDBACK:	DATE
1	Clear demand for the industry demonstrated and innovative initiatives displayed to reach target population in our service districts. I especially appreciate the emphasis and focus on bi-lingual and dual credit populations.	4/27/2023 10:38 PM
2	It must be difficult to recommend an education, when careers in ECE and Paraeducation only require a High School Diploma for an entry level position.	4/27/2023 10:23 AM
3	All types of teachers and paraprofessionals are needed. It is great to see this program helping to fulfill this labor market.	4/27/2023 10:23 AM
4	Good data analysis taking place. The program team shows a clear understanding of the labor needs in the area. It is unfortunate the East Cascades region does not offer specific jobs projections data for use in planning but the team has used the available data well.	4/27/2023 7:55 AM
5	The labor market data is provided. For the education assistants, it is not as favorable, but the program is well advised.	4/26/2023 8:17 AM
6	There is overwhelming need for highly trained, licensed educators in our region and state documented.	4/17/2023 5:02 PM
7	Per what was presented and the info provided, one has context for the ideal (if ill informed) goal 4B.	4/15/2023 2:17 PM
8	The department has been highly successful in finding trends for the education market and getting their students employed.	4/7/2023 12:41 PM
9	ECE covered well. Para not so much.	3/28/2023 10:10 AM

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.
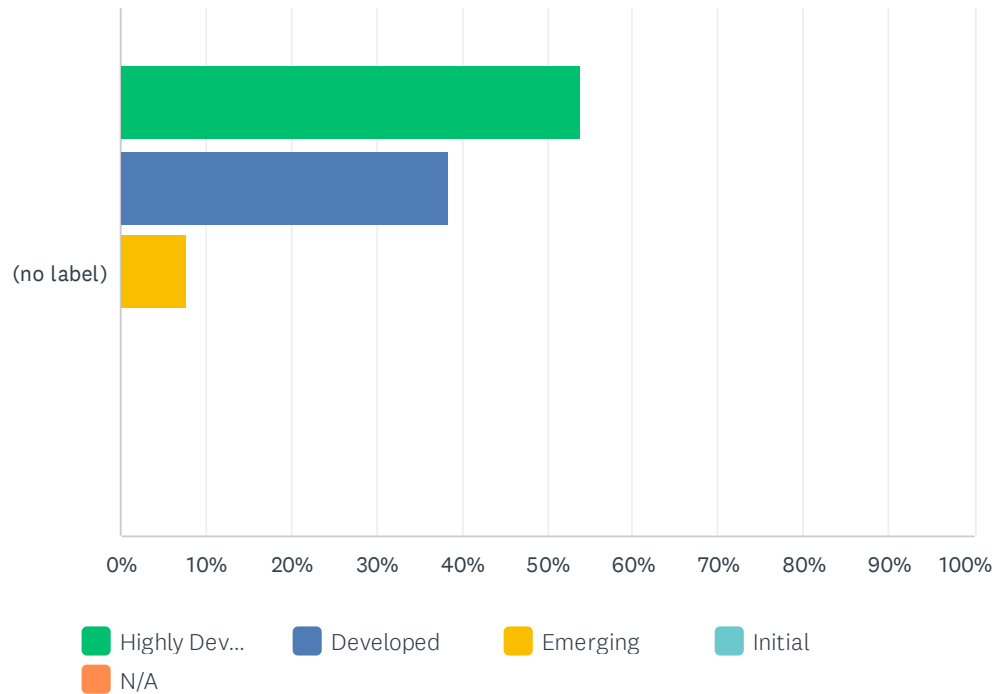
Answered: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	38.46% 5	53.85% 7	7.69% 1	0.00% 0	0.00% 0	13	3.31

#	COMMENTS/FEEDBACK:	DATE
1	Seems sufficient for the program's needs.	4/27/2023 10:38 PM
2	Is the PD recent?	4/27/2023 10:23 AM
3	Professional development opportunities exist and are being utilized.	4/26/2023 8:17 AM
4	Intentional utilization of in-person, on-campus and virtual professional development supports.	4/17/2023 5:02 PM
5	Program success as a result of faculty education and experiences is evident. This said, the section could use clarity around whether or not referenced trainings are annual, ongoing, and/or if there's an intentional structure, recommendation, or requirement associated with various event attendance or module completion. Are any individuals working towards additional credentials (and are these goals set within the scope of planned activity)? Are certain components required to maintain current certifications/licensure?, and so on.	4/15/2023 2:17 PM
6	This department strives to be on top of all education changes and trends. Their dedication to professional development is at the highest level.	4/7/2023 12:41 PM
7	Specific professional development trainings were provided. Funding is readily available.	3/29/2023 3:43 PM
8	Appropriate educational opportunities for staff.	3/28/2023 10:10 AM

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.
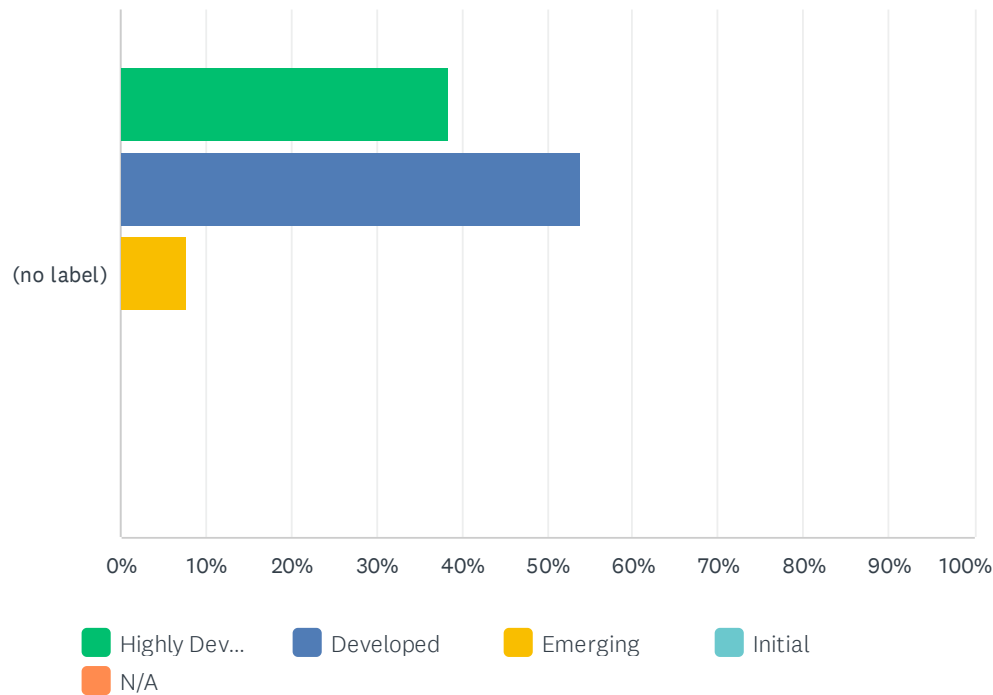
Answered: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	53.85% 7	38.46% 5	7.69% 1	0.00% 0	0.00% 0	13	3.46

#	COMMENTS/FEEDBACK:	DATE
1	Highly developed with strong credentials.	4/27/2023 10:38 PM
2	Glad you have made gains regarding program leads and hope you can find instructors to move up.	4/27/2023 10:23 AM
3	The department appears to be fully staffed.	4/26/2023 8:17 AM
4	Would it be possible/beneficial to create a full-time faculty position for an instructor who could teach education courses in Spanish, Spanish language courses, GED in Spanish, etc.?	4/25/2023 4:00 PM
5	A bilingual instructor, who could also support textbook OER translation/development, is highly needed. Could a KCC instructor be trained/recruited through the "Grow Your Own Educator" grant program?	4/17/2023 5:02 PM
6	Like every other program, the ability to attract and retain part time instructors remains a challenge. As stated verbally, teachers are idealistic upon retirement about wanting to give back to the profession, but then shortly not so interested after all.	4/6/2023 9:59 AM
7	Current needs are being met. Additional adjunct faculty are being solicited for ECE and EDU courses.	3/29/2023 3:43 PM
8	Program appears to be fully staffed. Growth in FT faculty due to program growth.	3/28/2023 10:10 AM

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.
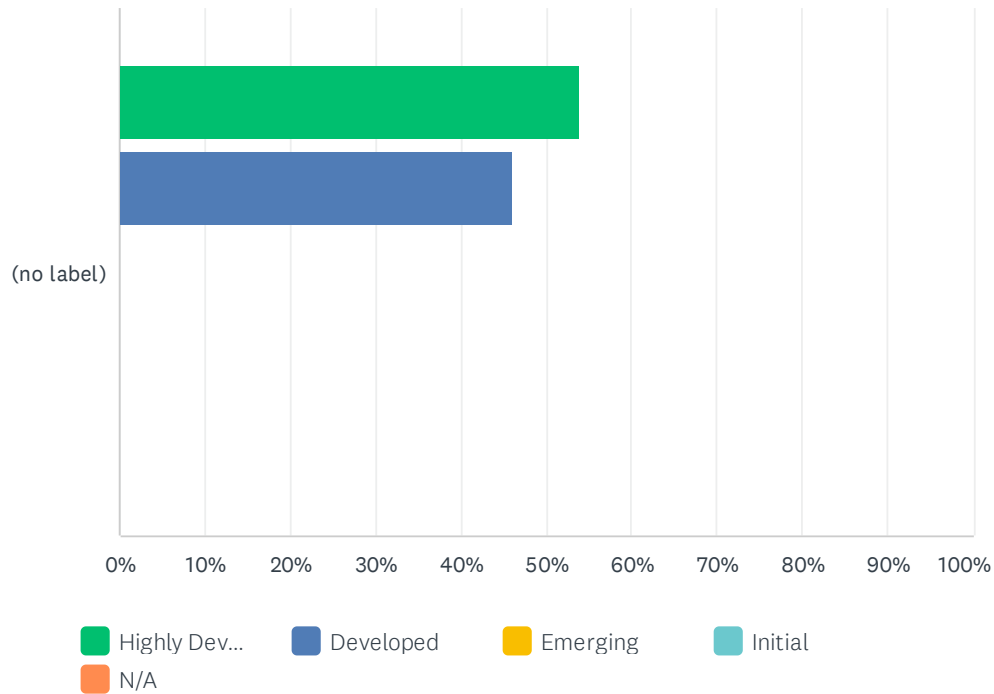
Answered: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	38.46% 5	53.85% 7	7.69% 1	0.00% 0	0.00% 0	13	3.31

#	COMMENTS/FEEDBACK:	DATE
1	Seems sufficient for the program.	4/27/2023 10:38 PM
2	Current facilities support programming. KCC will be building a child care center that will allow for a learning lab and student work experience and practicum opportunities on campus.	3/29/2023 3:43 PM
3	Outlines support areas of campus. LRC, tutoring, testing	3/28/2023 10:10 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: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	53.85% 7	46.15% 6	0.00% 0	0.00% 0	0.00% 0	13	3.54

#	COMMENTS/FEEDBACK	DATE
1	Great work here.	4/27/2023 10:38 PM
2	Education should understand the need for completing assessment.	4/27/2023 10:23 AM
3	Assessments are utilized to adapt practices, courses and programs to be more effective.	4/17/2023 5:02 PM
4	Blueprint for success in place..	3/28/2023 10:10 AM

Q7 EFFECTIVENESS: STUDENT SUCCESSHighly Developed: Thoroughly analyzes trends in enrollment, degrees awarded, time-to-completion rates, and formula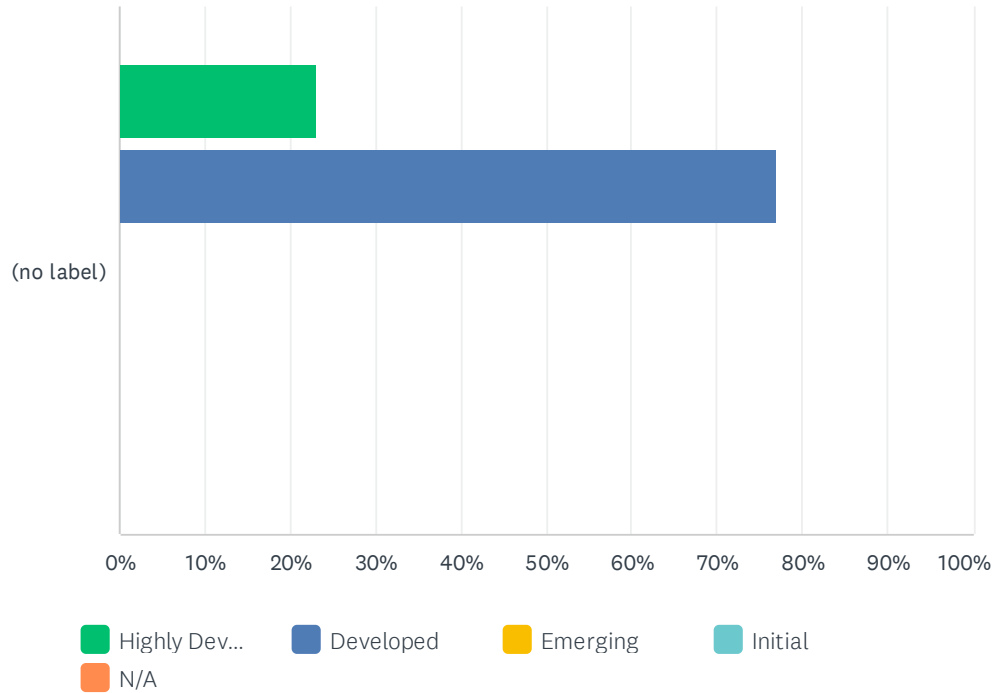tes comprehensive plans to address them.Developed: Describes trends in enrollment, degrees awarded, time-to-completion rates, and formulates plans to address them.Emerging: Describes trends in enrollment, degrees awarded, time-to-completion rates, and makes an attempt to plan to address them.Initial: Minimal description of trends and/or fails to formulate plan to address them.

Answered: 13   Skipped: 0

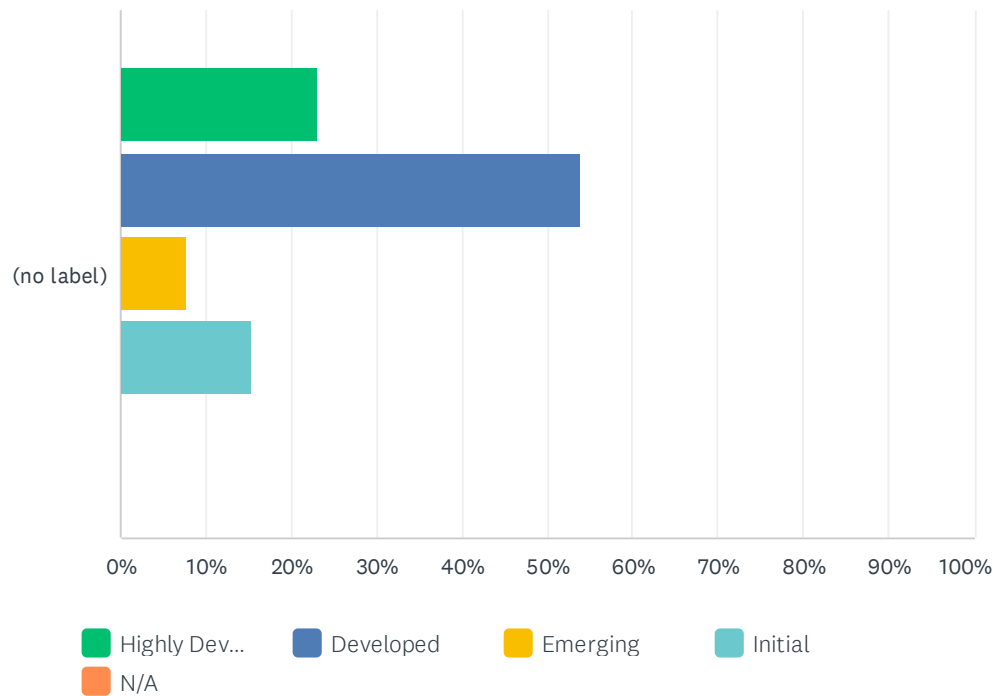|	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	23.08% 3	76.92% 10	0.00% 0	0.00% 0	0.00% 0	13	3.23

#	COMMENTS/FEEDBACK:	DATE
1	Nice to hear about your students' success in the presentation, but the numbers still seem very small considering the community's need and your navigators..	4/27/2023 10:23 AM
2	The program is meeting the needs of employers and offering an excellent opportunity for advancement to staff currently employed in the field. The team is continuing good work on getting students on a degree path at KCC and the transfer of students to SOU programming to complete degrees.	4/27/2023 7:55 AM
3	The education program serves a variety of students, some do not follow a traditional certificate/degree pathway, while others do. Ongoing work to adapt and align KCC programming for successful student transfer to SOU is evident.	4/17/2023 5:02 PM
4	Student proficiency results and feedback in particular demonstrates effective engagement across programming (though program review response graphics need a "denominator" reference to indicate cohort/survey group size for context). Paraeducator program employment/placement rates are significant.	4/15/2023 2:17 PM
5	EDU students are successful but often transfer to SOU before graduating from KCC. There is good student success rates for student enrolled in the KCC/SOU 2 + 2.	3/29/2023 3:43 PM
6	K 12 KCC SOU path is in place. This leads to long term recruitment and completion. Graduation numbers and employment in field looks good. Cohort growth is very encouraging.	3/28/2023 10:10 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.
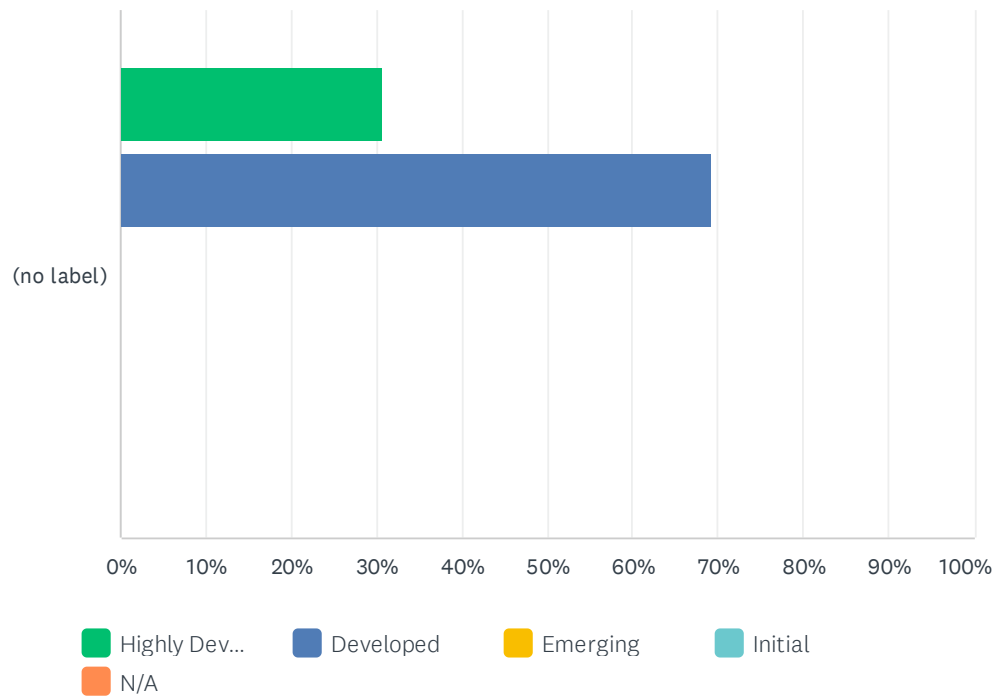
Answered: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	23.08% 3	53.85% 7	7.69% 1	15.38% 2	0.00% 0	13	2.85

#	COMMENTS/FEEDBACK:	DATE
1	Nice not to recognize any budgetary challenges (5C).	4/27/2023 10:23 AM
2	No budgetary challenges offered in review.	4/27/2023 7:55 AM
3	Adequate funding exists and is strategically used.	4/26/2023 8:17 AM
4	Less reliance on grant funding would make the staffing and program more sustainable, promoting effective expansion to meet regional and state educator workforce needs.	4/17/2023 5:02 PM
5	The ECE/EDU budget is enhanced by having two complimentary grants that provide additional staffing supports and scholarships for students.	3/29/2023 3:43 PM
6	If cohort growth is sustainable the program loss in FY 21/22 should flip back to positive. Grant support, I assume offsets the operating loss?	3/28/2023 10:10 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.
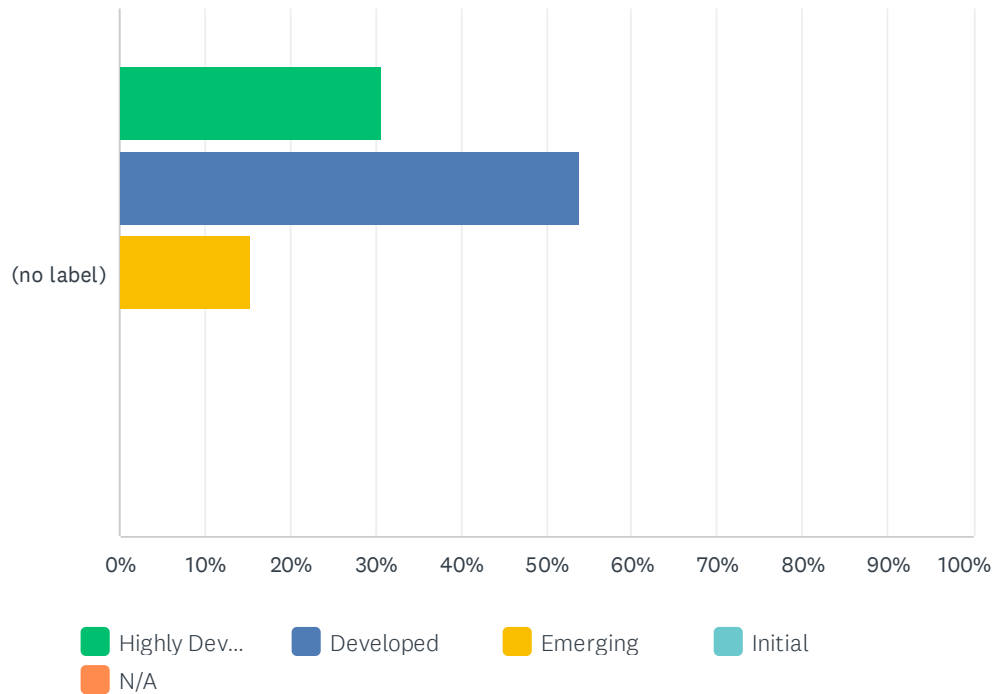
Answered: 13   Skipped: 0

| | Highly Dev... | Developed | Emerging | Initial |
| N/A |

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	30.77% 4	69.23% 9	0.00% 0	0.00% 0	0.00% 0	13	3.31

#	COMMENTS/FEEDBACK:	DATE
1	Strengths - Great program, students are succeeding and gaining employment. Very exciting. Articulation to SOU is another great strength and gives our students an opportunity (with a lot of encouragement) to gain higher income attainment, Weaknesses - Use your campus resources, especially with the need for materials in Spanish. There are many departments that can help. Sustainability appears to be another weakness since the program relies of grants	4/27/2023 10:23 AM
2	Strengths and weaknesses are being assessed regularly and were well presented in the review.	4/27/2023 7:55 AM
3	The strengths and weaknesses are well described.	4/26/2023 8:17 AM
4	The strengths of this program are many. I felt they actually could have added many more strengths to their presentation, including the numerous hours spent on creating pathways for students.	4/7/2023 12:41 PM
5	Weak spots are well identified, but potential solutions are needed and the New Goals do not address any of the identified weaknesses	4/6/2023 9:59 AM
6	Seamless transfer. High employment rates. Appropriate staffing with one ECE and one EDU full time faculty. Strong advisory committees. Community presence.	3/29/2023 3:43 PM
7	Strengths, Great structure to programs. Grant funding a plus. Dedicated, professional faculty. Concerns would be status of Kelly and loss to program. Navigators in K12 grant dependency. It is also noted in presentation, but not in document that, there is SOU program uncertainty. Is there a plan in place for a new partner should SOU become nonviable option?	3/28/2023 10:10 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: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	30.77% 4	53.85% 7	15.38% 2	0.00% 0	0.00% 0	13	3.15

#	COMMENTS/FEEDBACK:	DATE
1	What are the goals? Are the goals stated measurable?	4/27/2023 10:23 AM
2	Thoughtful goal setting with a look forward.	4/27/2023 7:55 AM
3	Good goals generally, that would benefit from time lines and associated descriptions of/backgrounds for the targeted, data driven measurables. As an example, ECE Career Pathway Certificate in Spanish might reference demographics of local provider employment (which is referenced earlier as a recruitment pool for some program participants) and/or as linked to KCC institutional intent to become an HSI in the next 10 years. Might provide a procurement timeline for the research/attainment of Spanish textbooks/ and associated OER materials (is this over the course of the next KCC 3 to 5 Year Strategic Plan? Within 12 months of the Program review?, et al.)	4/15/2023 2:17 PM
4	The new goals are great, and appropriate but they do not address any identified weaknesses.	4/6/2023 9:59 AM
5	New goals are clear and in support of program mission. Keep those cohort and completion numbers growing.	3/28/2023 10:10 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.
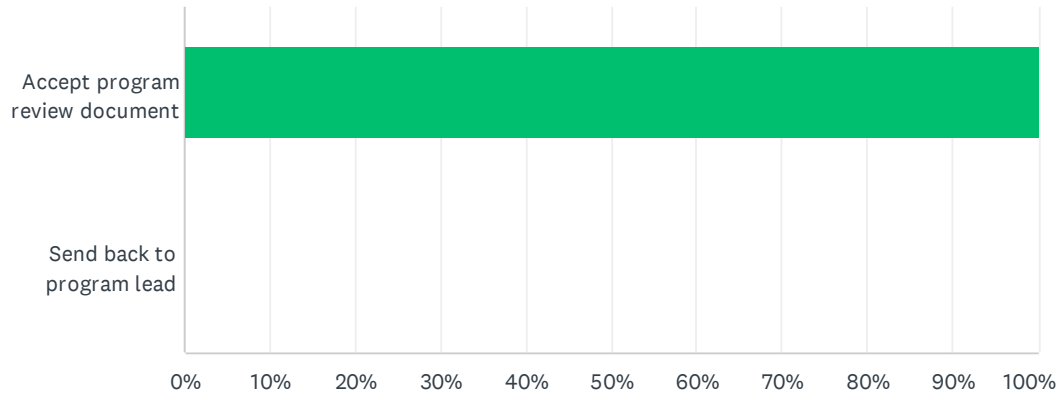
Answered: 13   Skipped: 0

Highly Dev...   Developed   Emerging   Initial
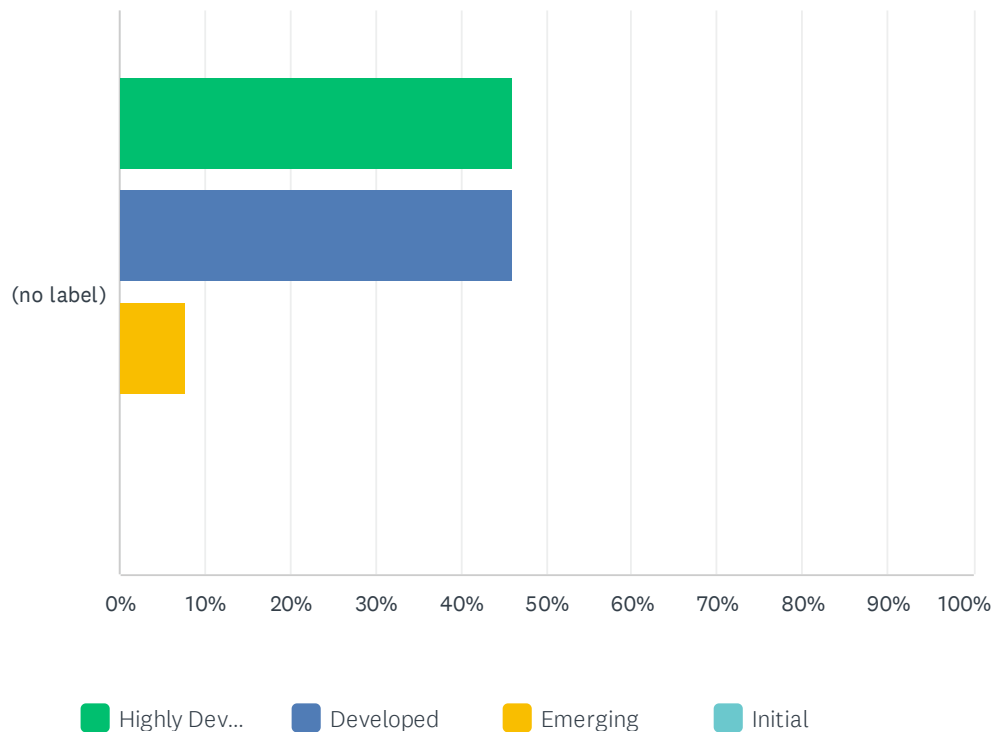
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	46.15% 6	46.15% 6	7.69% 1	0.00% 0	13	3.38

#	COMMENTS/FEEDBACK:	DATE
1	Clear benefit to our service district and important part of our KCC community. I appreciate the work Peggy has done with SOU to ensure a seamless transition to that partner institution for our 2+2 students.	4/27/2023 10:38 PM
2	High student success. Mature staff. Established programming in our community. External grants. Scholarships and recruitment programs in the community for both traditional and nontraditional student populations.	3/29/2023 3:43 PM
3	Program appears to be healthy and is in growth mode due to staff efforts. Plans are clear and well put together.	3/28/2023 10:10 AM

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

Answered: 13   Skipped: 0

ANSWER CHOICES	RESPONSES	
Accept program review document	100.00%	13
Send back to program lead	0.00%	0
TOTAL		13

Q13 Please highlight the strengths of the program.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Clear benefit to our service district and important part of our KCC community. I appreciate the work Peggy has done with SOU to ensure a seamless transition to that partner institution for our 2+2 students.	4/27/2023 10:38 PM
2	High teacher/student ratio. Demonstrated need in the community.	4/27/2023 10:23 AM
3	A much needed program. Students have opportunities to go beyond their Associate degree in order to gain higher income attainment. The need for all types of teachers is high.	4/27/2023 10:23 AM
4	Well led program with strong dedication across the entire team.	4/27/2023 7:55 AM
5	The program is well staffed with committed faculty. The need for the program in our community is very real. The work with partnering four year colleges is great to provide an easy to approach step for our students.	4/26/2023 8:17 AM
6	Highly experienced and dedicated faculty with community connections. The instructors are truly incredible!	4/25/2023 4:00 PM
7	Full-time faculty, navigators to help students, adapting and expanding programming to meet student and employer needs.	4/17/2023 5:02 PM
8	Dynamic leads, years of experience, commitment to student success, and linkage to program resources beyond the GL	4/15/2023 2:17 PM

9	Peggy and Kelly strive to help their students learn what they need to know to be successful and employed. Their years of experience, their contacts in the field, and their dedication to their students' success are truly wonderful.	4/7/2023 12:41 PM
10	This program has helped fill a significant need in the community for a very long time. The need will increase as long as Boomer age teachers continue to retire.	4/6/2023 9:59 AM
11	Staffing expertise and experience. Community supports. Grants for both ECE and EDU students	3/29/2023 3:43 PM
12	Committed faculty. Strong plan. Growth in numbers. Procurement of grant funding.	3/28/2023 10:10 AM
13	Very qualified personnel	3/24/2023 2:44 PM

Q14 Please outline weaknesses of the program.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Finding consistent adjuncts faculty is an opportunity for growth	4/27/2023 10:38 PM
2	Siloed and a lack of evidence for grooming program lead replacements.	4/27/2023 10:23 AM
3	Not having adjuncts who can teach in Spanish and lack of materials in Spanish.	4/27/2023 10:23 AM
4	Providing consistent instruction for bi-lingual (Spanish/English) has been a challenge. Reliance on grant funding makes planning challenging on a year-to-year basis.	4/27/2023 7:55 AM
5	It is unfortunate the pay for education assistants is as low as it is while the demand is high. Similarly, the need to have well educated assistants in our k-12 schools is of high value to our community. This is not a fault of the program, but difficult for the reader to digest.	4/26/2023 8:17 AM
6	There appears to be challenges with consistently securing a Spanish instructor. The program also relies strongly on grant funding, which is not guaranteed.	4/25/2023 4:00 PM
7	Bilingual educator and bilingual learning materials are needed.	4/17/2023 5:02 PM
8	evolving landscape and challenges of the respective professions (i.e. wages comparable to other tech/trades professions)	4/15/2023 2:17 PM
9	I didn't see any weaknesses.	4/7/2023 12:41 PM
10	The lack of a pool of part time instructors is a real need. Likewise, the lack of family living wages in Early Childhood is a significant, unaddressed problem.	4/6/2023 9:59 AM
11	Need for child care center. concern regarding SOU low enrollment.	3/29/2023 3:43 PM
12	Uncertainty and dependency on grant funding. SOU program in decline.	3/28/2023 10:10 AM
13	Need contingency plan if ECE isn't able to retain current lead in 2024.	3/24/2023 2:44 PM

Q15 Please make recommendations for program improvement.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Continued recruitment of adjuncts is an opportunity here.	4/27/2023 10:38 PM
2	Student recruitment and completion.	4/27/2023 10:23 AM
3	Don't silo yourselves! You have a whole campus of colleagues who will help you in any way they can!	4/27/2023 10:23 AM

4	No specific program recommendations, the work is being done well. Increased institutional financial support will be needed to continue the growth of the program in the near term.	4/27/2023 7:55 AM
5	Continue to work with the local schools to provide solid trained professionals. The schools are are one of our county's largest employers in the region. This is important for our youth and for our economy.	4/26/2023 8:17 AM
6	Keep up the excellent work! Continue exploring options to support Spanish speaking students and students who may want to start their own businesses.	4/25/2023 4:00 PM
7	Continue doing the great work you are doing at KCC and in our communities.	4/17/2023 5:02 PM
8	Continue to clarify goal setting (including professional development and program elements) to include timelines and data driven metrics.	4/15/2023 2:17 PM
9	Keep it up! You're doing great!	4/7/2023 12:41 PM
10	For your improvement Plan address funding streams and staffing pools first and foremost. Succession planning for F/T faculty	4/6/2023 9:59 AM
11	Expand adjunct pool. Continue to seek out grant funding opportunities.	3/29/2023 3:43 PM
12	Program is on a good trend in numbers. Continue to do the things that are fueling that growth.	3/28/2023 10:10 AM
13	N/A	3/24/2023 2:44 PM

Q16 Please enter your name.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Zach Jones	4/27/2023 10:38 PM
2	David Edgell	4/27/2023 10:23 AM
3	Edis	4/27/2023 10:23 AM
4	Charles Massie	4/27/2023 7:55 AM
5	Bill Jennings	4/26/2023 8:17 AM
6	Rochelle Daniel	4/25/2023 4:00 PM
7	Holly Owens	4/17/2023 5:02 PM
8	Peter Lawson	4/15/2023 2:17 PM
9	Joni Hansen	4/7/2023 12:41 PM
10	Tom Nejely	4/6/2023 9:59 AM
11	Jamie Jennings	3/29/2023 3:43 PM
12	Mike Homfeldt	3/28/2023 10:10 AM
13	Rick Ball	3/24/2023 2:44 PM