#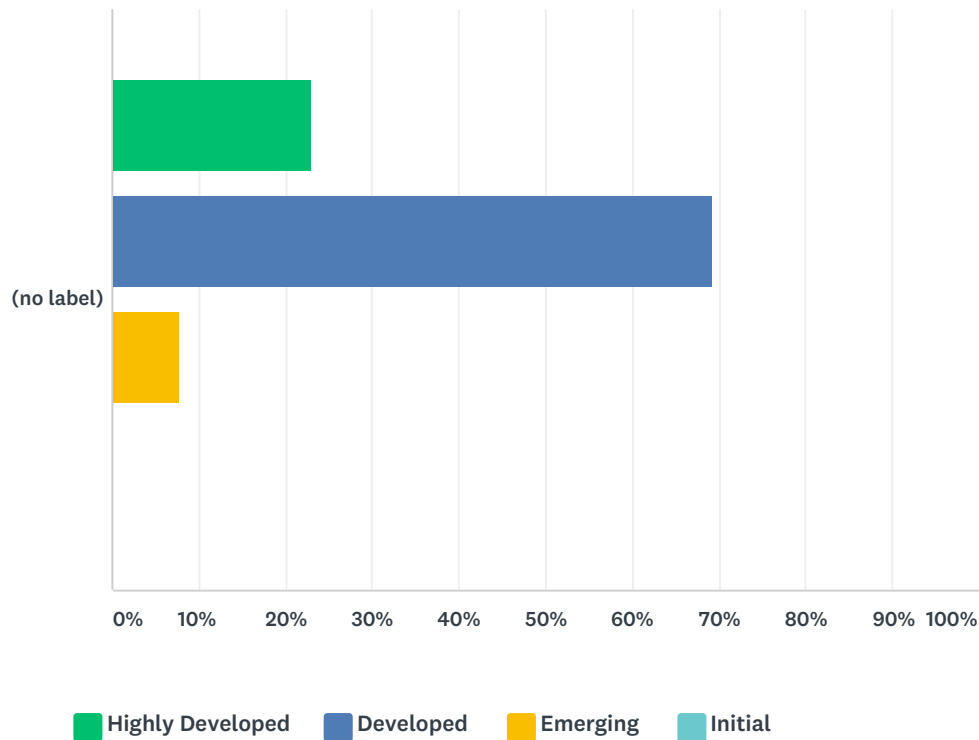 Q1 SUPPORT OF THE COLLEGE MISSIONHighly Developed: Exhibits ongoing and systematic evidence of mission achievement.Developed: Exhibits evidence that planning guides program and services selection that supports the college's mission.Emerging: Evidence that planning intermittently informs some selection of services to support the college's mission.Initial: Minimal evidence that plans inform selection the of services to support the college's mission.
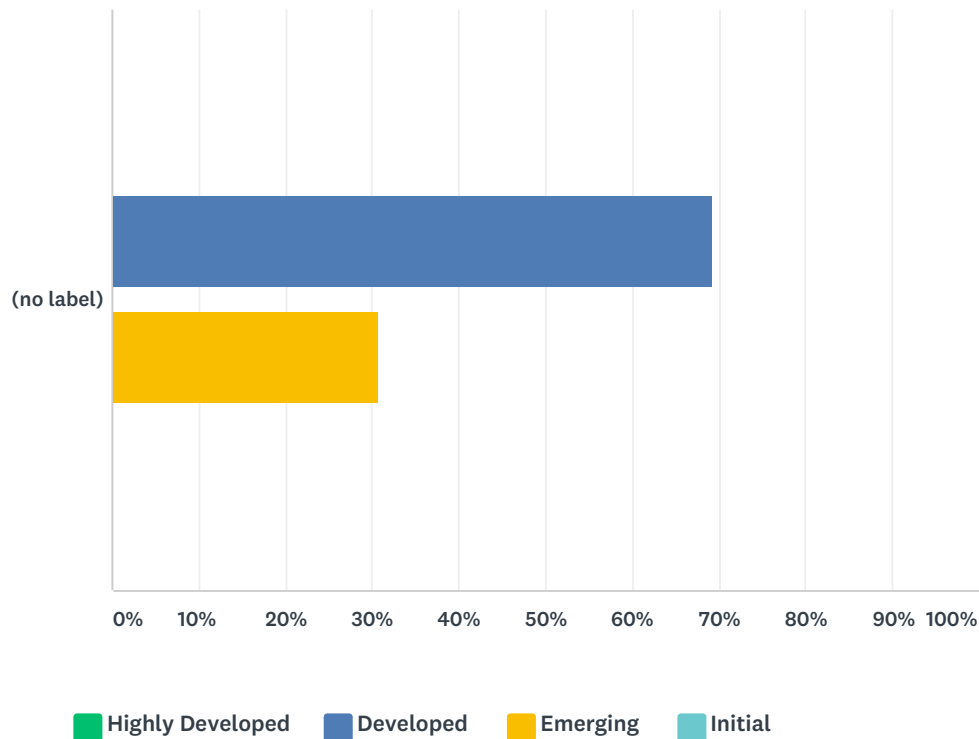
Answered: 13   Skipped: 0

■ Highly Developed   ■ Developed   ■ Emerging   ■ Initial

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	23.08% 3	69.23% 9	7.69% 1	0.00% 0	13	3.15

#	FEEDBACK:	DATE
1	The respondent showed a strong grasp on the population being served and how the TRiO department fits the mission at KCC.	11/8/2019 2:14 PM
2	Creates access for students for tutoring and advising.	11/8/2019 12:11 PM
3	The documentation and the successful reward of the grants demonstrates that the program is developed. Proud to have this program at KCC.	11/8/2019 9:23 AM
4	TRiO is a right down the middle of the plate when it comes to lining up with the college mission.	11/7/2019 10:01 AM
5	TRIO offers the services, but work still needs to be done on student success.	11/5/2019 8:17 AM
6	They are doing great work for their students which are KCC students.	10/23/2019 12:19 PM

Q2 ACCOMPLISHMENTS IN ACHIEVING STRATEGIC GOALSHighly

Developed: Exhibits ongoing and systematic evidence of goal achievement.Developed: Exhibits evidence that planning guides services selection that supports goal achievement.Emerging: Evidence that planning intermittently informs some selection of services to support the goal achievement.Initial: Minimal evidence that plans inform selection of services to support goal achievement.

Answered: 13   Skipped: 0

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	69.23% 9	30.77% 4	0.00% 0	13	2.69

#	FEEDBACK:	DATE
1	Still work being done in this area.	11/8/2019 2:14 PM
2	Needing to develop an action plan on how to meet their goal to improve graduation rates.	11/8/2019 12:11 PM
3	Great work with persistence, graduation, and SAP. Due to the TRIO student population, the goals will always be difficult to meet.	11/8/2019 9:23 AM
4	TRiO still struggles with strategic goals. What is written here is mentioned once then not again. Program Review definitely points out this need.	11/5/2019 1:10 PM
5	TRIO SSS has not met the goals as required by the grant.	11/5/2019 8:17 AM
6	Still working on achieving their strategic goals. Keep up the good work!	11/5/2019 7:04 AM
7	Be sure to identify completion goals each year	11/1/2019 8:33 AM
8	TRIO SSS strategic plan supports TRIO's goals	10/23/2019 12:19 PM

Q3 PERSONNEL SUMMARYHighly Developed: Employs a sufficient

number of qualified personnel to maintain its support and operations functions, and job duties accurately reflect duties, responsibilities and authority of the position. Developed: Employs an adequate number of qualified personnel to maintain its support and operations functions, and job duties accurately reflect the majority of job duties, responsibilities and authority of the position. Emerging: Has a plan to employ an adequate number of qualified personnel to maintain its support and operations functions, and job duties accurately reflect the majority of job duties, responsibilities and authority of the position. Initial: Staffing is insufficient to meet the needs of the program.

Answered: 13   Skipped: 0
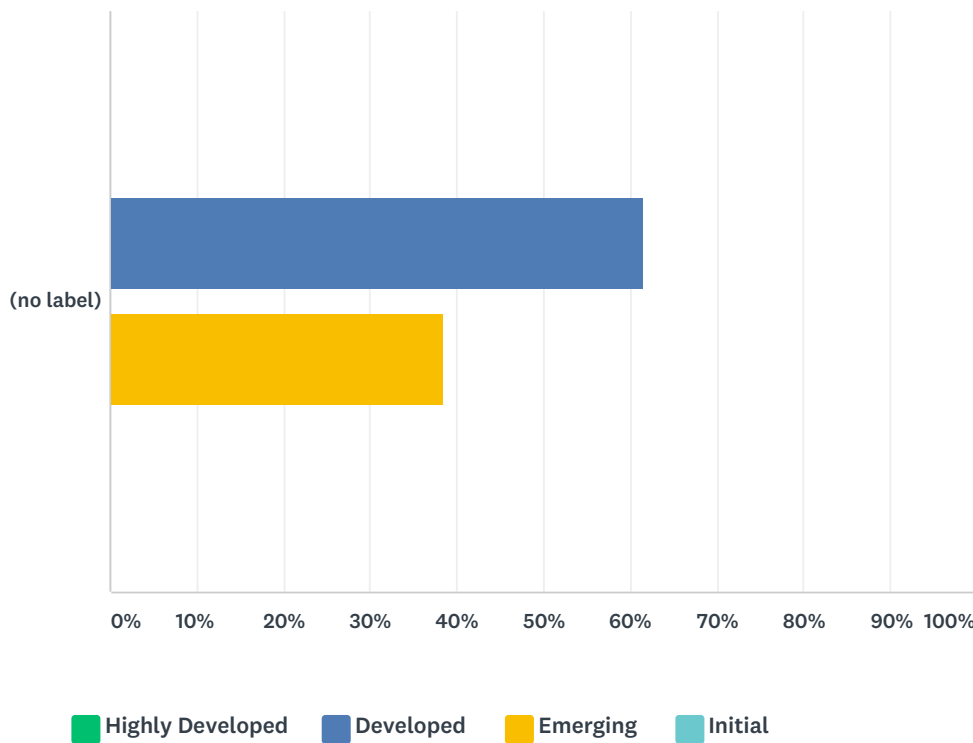
Highly Developed   Developed   Emerging   Initial

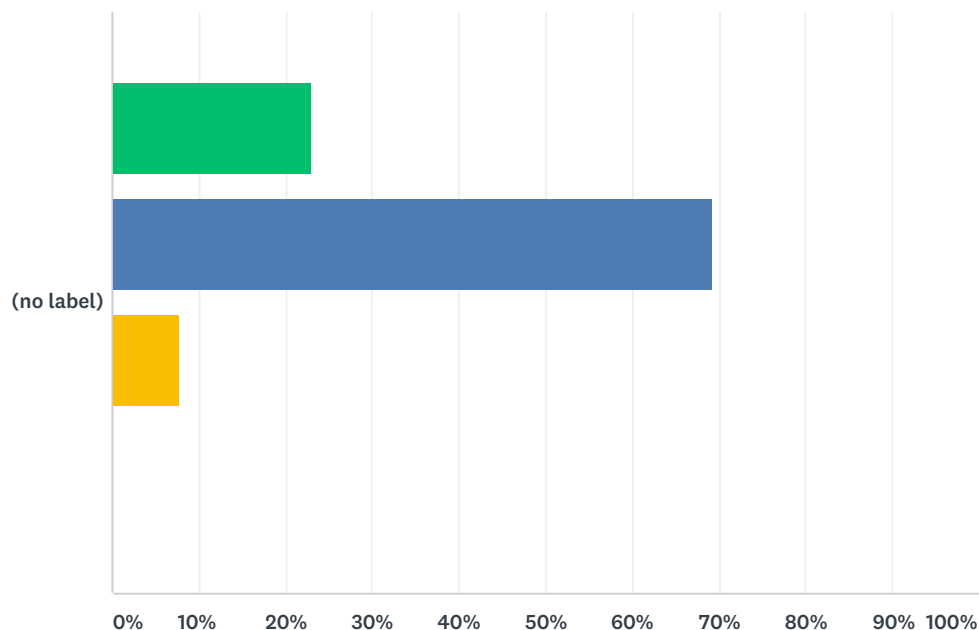|	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	61.54% 8	38.46% 5	0.00% 0	13	2.62

#	OTHER (PLEASE SPECIFY)	DATE
1	The respondent understands the limitations and challenges to meet balance staffing and budget realities. This does not make choices any easier but it does indicate the program is functioning at the highest level it can.	11/8/2019 2:14 PM
2	The need for more tutors for students was noted many times. The current staff can handle the advising of the students but there is a great need to add more tutors.	11/8/2019 12:11 PM
3	Interested to see how you can utilize resources with the tutoring center.	11/8/2019 9:23 AM
4	Tutors appear to be the positions in need. I presume the amount available is dictated by the budget in the grant.	11/7/2019 10:01 AM

5	TRiO appears to be uncomfortable with the tutoring situation, thus answering "no" to the question of adequate staffing. This situation as described in writing needs to be remedied. Cutting back on staff as described seems counter-intuitive and not part of a long-range plan for success. Refer back to strategic planning.	11/5/2019 1:10 PM
6	The review states that there are funding issues for staffing tutors. Ideas were presented, but have not been implemented yet.	11/5/2019 8:17 AM
7	Because of TRiO being grant based, they cannot hire more tutors that are needed. However, it is possible that they can work with the LRC to utilize KCC tutors to provide the additional tutoring needs.	11/5/2019 7:04 AM
8	Use comparative information if you are trying to justify additional staffing and supports Ex. TRiO programs of similar size normally have	11/1/2019 8:33 AM

Q4 STAFF 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

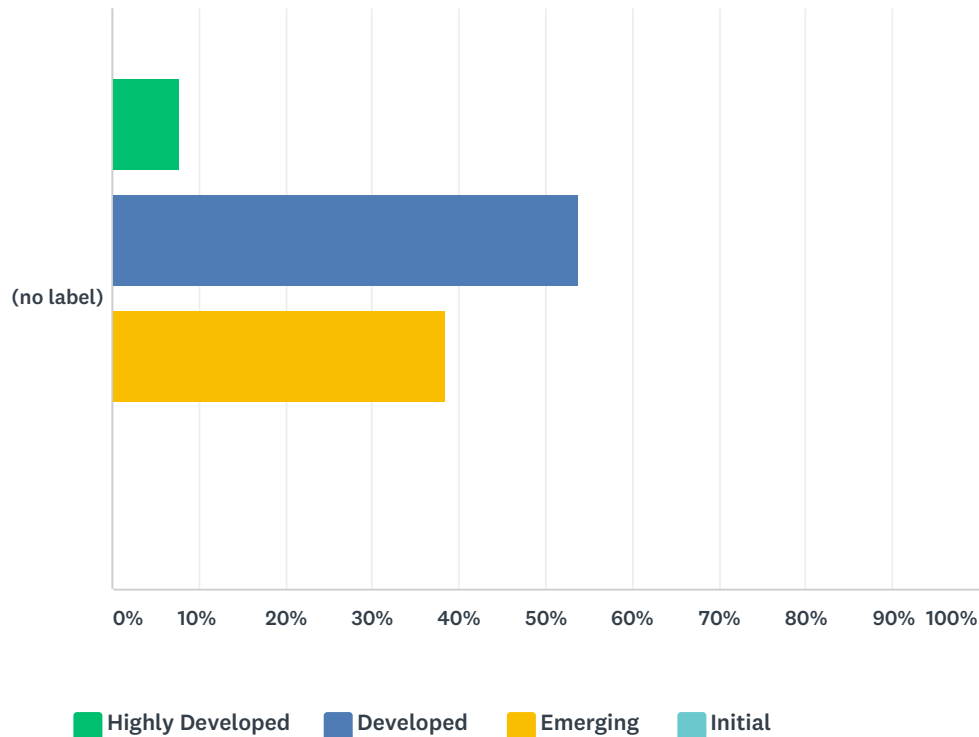|	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	23.08% 3	69.23% 9	7.69% 1	0.00% 0	13	3.15

#	FEEDBACK:	DATE
1	Both staff members have attended professional development and earned certifications that continue their knowledge of their grant. Do the tutors do professional development?	11/8/2019 12:11 PM

2	The program review defined what development was required, and what had been done.	11/5/2019 8:17 AM
3	Use comparative information if you are trying to justify additional trainings Ex. TRiO programs of similar size normally have ..... Demonstrate intentionality, what student need are you trying to address with your professional development	11/1/2019 8:33 AM
4	long range plans	10/23/2019 12:19 PM

Q5 FACILITIES AND EQUIPMENTHighly Developed: Facilities and resources meet current and future needs of the college.Developed: Facilities and resources meet current needs of the collegeEmerging: Evidence of a plan to have facilities and resources meet current and future needs of the college.Initial: Minimal evidence that facilities and resources meet current and future needs of the college.

Answered: 13   Skipped: 0

■ Highly Developed ■ Developed ■ Emerging ■ Initial

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	7.69% 1	53.85% 7	38.46% 5	0.00% 0	13	2.69

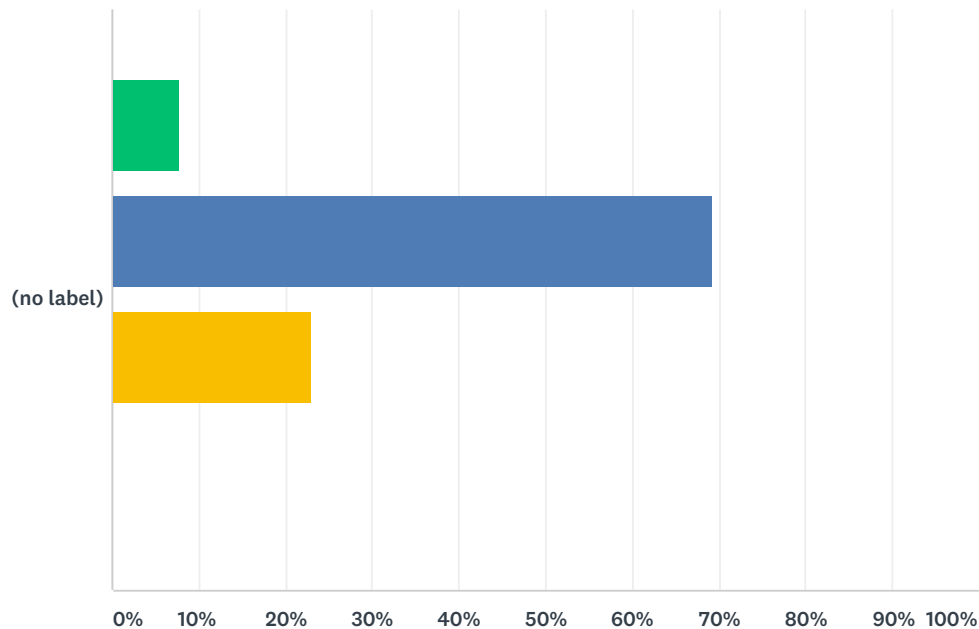| #	FEEDBACK:	DATE
1	While I don't know if the suggested changes can be accomplished, I appreciate having a solution in mind and a willingness to press the idea forward.	11/8/2019 2:14 PM
2	Their new space meets some of their needs but is still too small to create the best environment for study (quiet, enough computers).	11/8/2019 12:11 PM
3	I am unsure what the projected headcount would be at time zones if space was not an issue. Would it then be reasonable to have a space that size for a single specific population? There are some blocks of time where classrooms are available that could be used for tutoring to help expand the amount of room.	11/7/2019 10:01 AM

4	As written, the section on facilities/space is very puzzling. TRiO just received a new facility. Yet as verbally described, the space is a social "womb" that student find comfortable to hang out in. This would indicate TRiO will have an unending need for more space. Long term planning for space utilization is needed. Refer back to strategic plan.	11/5/2019 1:10 PM
5	It was expressed that the space is to small and noisy. No plan was presented on how to improve that.	11/5/2019 8:17 AM
6	Although TRiO has sufficient space, the noise level seems to be the main issue.	11/5/2019 7:04 AM
7	The TRiO staff was actively engaged in the planning for the new updated facilities. Use comparative information if you are trying to justify additional staffing resources	11/1/2019 8:33 AM

Q6 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

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	7.69% 1	69.23% 9	23.08% 3	0.00% 0	13	2.85

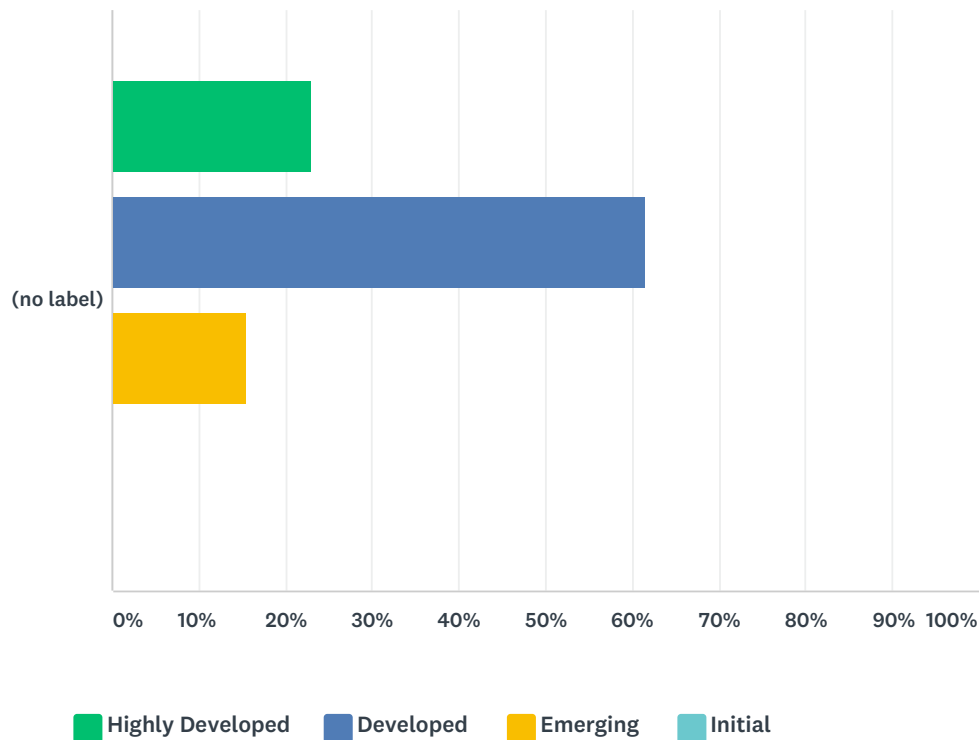| #	FEEDBACK:		DATE
1	While not all staffing/budget needs are being met due to constrained grant funding it is apparent that the TRiO team is doing well with what they have.		11/8/2019 2:14 PM
2	Their grant provides what they need except for the hiring of more tutors.		11/8/2019 12:11 PM
3	Evidence of closely managing program resources and asking other departments for assistance.		11/8/2019 9:23 AM

4	It feels like this fits inside of the grant ask	11/7/2019 10:01 AM
5	Finances as written seem to be dictated by the grant, but then there's a mysterious piece about the college's role in funding. The conclusion, puzzling, is that there's not enough funding. Funding is an important part of planning.	11/5/2019 1:10 PM
6	TRiO is grant-based so the funds cover their needs.	11/5/2019 7:04 AM
7	Need additional funds for sustainable growth	10/23/2019 12:19 PM

Q7 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 Developed   ■ Developed   ■ Emerging   ■ Initial

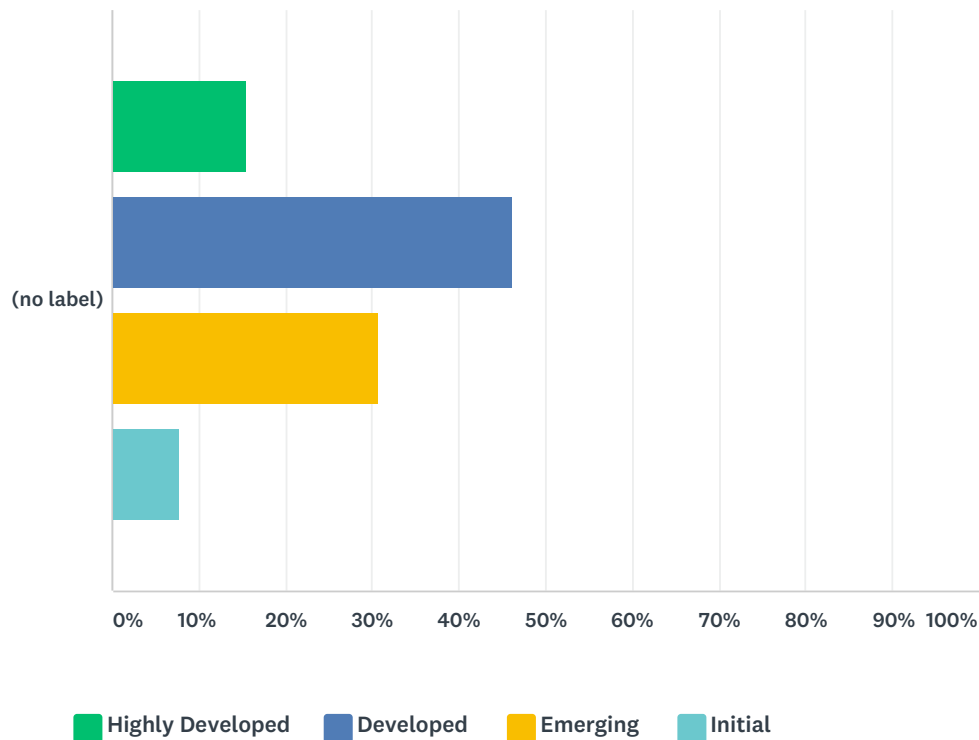|	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	23.08% 3	61.54% 8	15.38% 2	0.00% 0	13	3.08

#	FEEDBACK:	DATE
1	The TRiO staff has a handle on the strengths and weaknesses in the program, and knows what needs to be changes going forward.	11/8/2019 2:14 PM
2	The most convincing argument regarding strengths was in section 2. Interesting that the students are drawn to the "smaller, familiar space in Trio" and students also report there is not enough room.	11/8/2019 9:23 AM

3	Completion rate is a weakness. Reasons were given why they are low, but nothing presented on a plan to improve.	11/5/2019 8:17 AM
4	It would have been better to read about TRiO's weakness as a department rather than what is outside of their control. TRiO's strengths are well defined.	11/5/2019 7:04 AM
5	What are you doing to foster independence with your students? REview of qulity of services should be completed. More services does not always equate to better services.	11/1/2019 8:33 AM
6	Need future updating	10/23/2019 12:19 PM

Q8 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

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	15.38% 2	46.15% 6	30.77% 4	7.69% 1	13	2.69

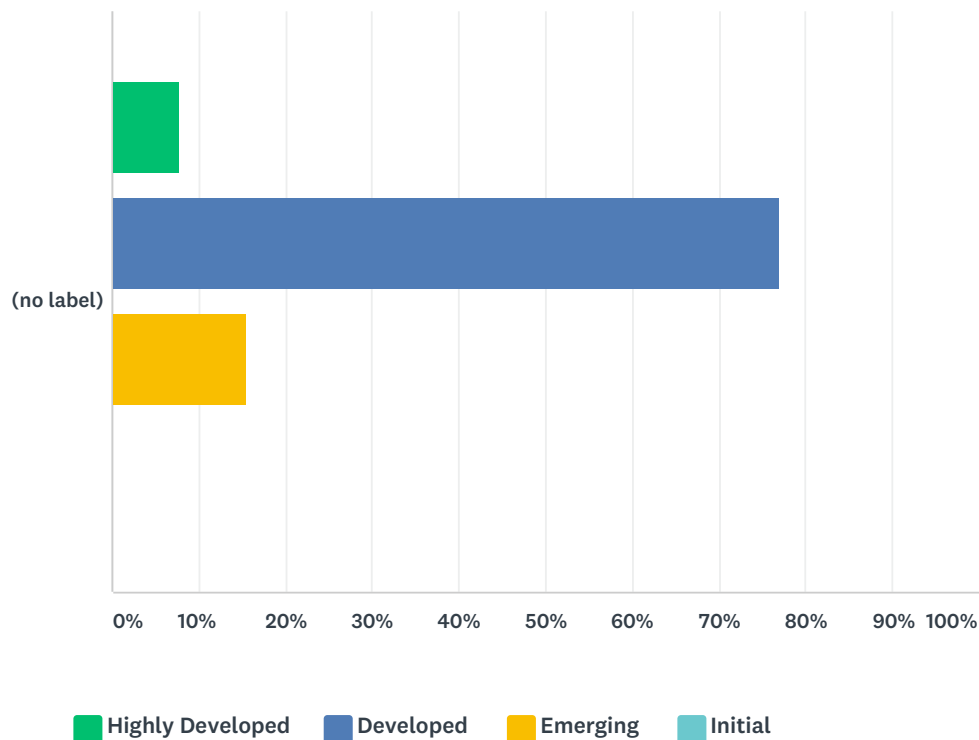| #	FEEDBACK:	DATE
1	Looks like they are waiting for the grant renewal time to arrive in order to continue their work in planning for new goals for the coming years.	11/8/2019 12:11 PM
2	Evidence of anticipating the future needs of the students and changes in the grant.	11/8/2019 9:23 AM
3	I would like to think TRiO has better planning than a hope, wing and prayer. Visiting other TRiO programs is not a bad idea, but needs to be part of a thoughtful plan.	11/5/2019 1:10 PM

4	Although the grant is being re-evaluated this year, I would have liked to have seen anticipated goals.	11/5/2019 7:04 AM
5	A variety of data reources were provided and examined.	11/1/2019 8:33 AM
6	Need to look at	10/23/2019 12:19 PM

Q9 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.
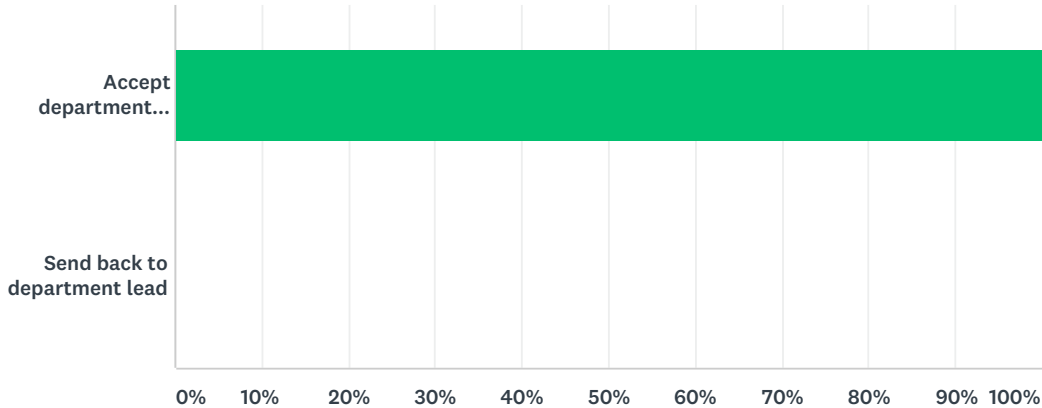
Answered: 13   Skipped: 0

Highly Developed   Developed   Emerging   Initial

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	7.69% 1	76.92% 10	15.38% 2	0.00% 0	13	2.92

#	FEEDBACK:	DATE
1	There is evidence of good planning and the use of data to help students be more successful.	11/7/2019 10:01 AM
2	Completion rate doesn't meet the grant requirements. The demographics do not match the demographics of the college, and no explanation of the differences.	11/5/2019 8:17 AM

Q10 Should this non-instructional department review be accepted by CIIC or sent back to the department lead for further work?

Answered: 13   Skipped: 0

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

Q11 Please highlight the strengths of the department.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Strengths include the dedicated staff, stable funding, and good facilities within which to serve students.	11/8/2019 2:14 PM
2	TRiO makes very important connections with students and gives them opportunities for college visits, extra advising, and tutoring.	11/8/2019 12:11 PM
3	Delivering services to students that probably would not succeed without them and proven rates of retention and persistence.	11/8/2019 9:23 AM
4	Relationships - one of the key components of student retention - is at the heart of everything TRiO does.	11/8/2019 8:14 AM
5	Close relationships with students built on appreciative advising methods.	11/8/2019 7:43 AM
6	Focusing on student success and maintaining that focus.	11/7/2019 10:01 AM
7	It appears that TRiO has far more successes than they are willing to admit.	11/5/2019 1:10 PM
8	The department serves an at risk demographic, and provides services to allow this demographic to be successful. The students feel comfortable in this learning environment.	11/5/2019 8:17 AM
9	Comprehensive- Knowledgeable staff	11/5/2019 7:50 AM
10	TRiO is very involved with their students and provides a great service. I commend them on looking out for their students and always looking for ways to improve their services.	11/5/2019 7:04 AM
11	New facilities, staff training, data based decision making.	11/1/2019 8:33 AM
12	Dedicated staff, very service orientated and committed to student success.	10/24/2019 6:21 AM
13	Service to students that need it and deserve it.	10/23/2019 12:19 PM

Q12 Please outline weaknesses of the department.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Not enough funding to provide the level of tutoring the staff feels is effective or needed, a space that can be noisy and disruptive at times for students, and some goals that do not align with capabilities.	11/8/2019 2:14 PM
2	The grant parameters may be difficult to resolve. The students seem to leave early because they can't continue in the program if they are co-enrolled or no longer meet their qualifications.	11/8/2019 12:11 PM
3	Very few. Need to work with other departments to share resources, including the tutoring center.	11/8/2019 9:23 AM
4	TRiO is very limited in what they can afford/accomplish due to the rules of their grant.	11/8/2019 8:14 AM
5	Budgetary constraints with respect to tutors and staff.	11/8/2019 7:43 AM
6	It appears students transfering prior to completion is a challenge.	11/7/2019 10:01 AM
7	Lack of systematic planning and use of data.	11/5/2019 1:10 PM
8	The program review provided reasons why metrics were not being met, but no plans on what was being done to fix the problem.	11/5/2019 8:17 AM
9	We always want to look ahead into the future, which I think we are doing and continue to look for ways to reach more students	11/5/2019 7:50 AM
10	Grant-funded so there is no wiggle room for additional tutors.	11/5/2019 7:04 AM
11	Lacks comparable information to justify statements for need. I am not so sure TRiO is intended to be a one stop shop. Connecting students with existing services and supports could be emphasized and explored. The completion metrics for our TRiO program are commensurate with all TRiO programs in Oregon. Perhaps comparable TRiO success rates should be examined.	11/1/2019 8:33 AM
12	Tutor availability	10/24/2019 6:21 AM
13	Look to funds needed for future	10/23/2019 12:19 PM

Q13 Please make recommendations for department improvement.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Realistic adjustments to goals that meet the spirit of the grant outcomes.	11/8/2019 2:14 PM
2	They need more space to be able to connect with more students and the need for more tutors is vital.	11/8/2019 12:11 PM
3	Explore additional grant availability.	11/8/2019 9:23 AM
4	If possible, TRiO may need to seek outside sources of funding. Having students make regular connections with a tutor outside the TRiO area would also be helpful. This would likely have to be deliberate and planned since students in the program are resistant to change.	11/8/2019 8:14 AM
5	none at this time	11/8/2019 7:43 AM
6	Enstilling the importance of earning a pathway, certificate, or associate on your way to the next degree.	11/7/2019 10:01 AM
7	Better planning. Ask for help in planning. Better data. Ask for help in getting data. Never count beans again.	11/5/2019 1:10 PM
8	Focus more on outcomes, instead of just services.	11/5/2019 8:17 AM
9	NA	11/5/2019 7:50 AM

10	Work more with the LRC to provide additional tutoring services (this was one of the main focuses of the program review). Find ways to create a quiet space for students who want to study.	11/5/2019 7:04 AM
11	Explore strategies to foster student indepdendence from supports. Examine the quality of services being provided as opposed to quanitity of services.	11/1/2019 8:33 AM
12	A slightly larger space would benefit the program. Currently, students prefer to use the space for extended periods. Unfortunately, once full, additional students don't have room to study in TRIO where they feel comfortable. Also, a slightly larger space would allow for a few more computers.	10/24/2019 6:21 AM
13	Look to funds needed for future	10/23/2019 12:19 PM

Q14 Please enter your name.

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	Charles Massie	11/8/2019 2:14 PM
2	Peggy Bullock	11/8/2019 12:11 PM
3	David Edgell	11/8/2019 9:23 AM
4	Jeanne LaHaie	11/8/2019 8:14 AM
5	Tracy F Heap	11/8/2019 7:43 AM
6	Bill Jennings	11/7/2019 10:01 AM
7	Tom Nejely	11/5/2019 1:10 PM
8	Paul Breedlove	11/5/2019 8:17 AM
9	Tricia Fiscus	11/5/2019 7:50 AM
10	Edis	11/5/2019 7:04 AM
11	Jamie Jennings	11/1/2019 8:33 AM
12	Rick Ball	10/24/2019 6:21 AM
13	Chris Stickles	10/23/2019 12:19 PM