Dean/Administrator	Program Review Committee Reader(s)	SLO Committee Reader(s)
Don Miller	Angelo Bummer Adeliza Flores Michal Shuldman Mark Tarte	

Division/Area	Programs
Arts and Humanities	American Sign Language/French/Italian
	Art/Art History
	Dance
	English
	English as a Second Language
	Humanities/Philosophy/Religious Studies
	Interior Design
	Mass Communications (Journalism/Radio)
	Music
	Photography
	Spanish
	Speech
	Theater
	Visual Communications

Executive Summary: Please describe the most important themes, trends, and developments in your division or area. Your summary should identify accomplishments, objectives and barriers to success. Your summary should be approximately 250-500 words in length.

Themes: Updating curriculum, ADT degrees and certificates, were the major accomplishments, 2) work on Student Learning Outcomes and Program Student Learning Outcomes (creation, revision, assessment) identified needs in this area, 3) following state mandates and Student Success Initiatives, 4) many full-time faculty hires, 5) need for additional administrative assistants, 6) Facilities needs, dedicated labs, art studios, student support spaces, 7) faculty participation in student life on campus (shows, art exhibits, clubs, learning communities, etc.), Tutoring Services: RAW Center, support services

Accomplishments: All major curriculum and SLO work, student support services offered, multiple measures assessment work, new equipment, partnerships, CTE program growth, new full-time faculty hires and involvement of part-time faculty in the programs, professional development training like CORA, student awards in MSCM, ARTS, SPCH, THEA, MUS

Barriers: 1) Human resources: Need for coordinators reassign time, issues with one person departments (doing all curriculum updates, program outreach, program review etc.), grants coordinators and other staff positions, online tutoring, 2) Facilities concerns: of proper dedicated labs, art studios, centralized student support spaces/proctoring center, instructional spaces, major issues with current/newly remodeled facilities, 3) Institutionalized budgets for programs (supplies, equipment), library funding, performing arts programs funding for M&O facilities usage costs, funding for low-enrolled courses required for certificates, additional FTEF in general, 4) CTE funding designation issues (i.e. piano pedagogy).

Recommendations: Please list your most important recommendations for planning in your division or area. Note any recommendations that are connected to our College's Planning Priorities or Educational Master Plan.

College Planning Priorities:

- Establish regular and ongoing processes to implement best practices to meet ACCJC standards.
- Provide necessary institutional support for curriculum development and maintenance.
 - o Priority should remain to support the immense need for constant curriculum development
- Develop processes to facilitate ongoing meaningful assessment of SLOs and integrate assessment of SLOs into college processes.
 - Assessment of at least one SLO for every course offered, connecting with part-time faculty to remind them to enter SLO data each semester (under professional responsibilities).
- Expand tutoring services to meet demand and support student success in Basic Skills, CTE, and Transfer courses.
 - o RAW Center expansion needs
 - o Grant coordinator for all student success focused grants
 - o Centralized institutional student support facility
 - o Institutionalization of student support services (RAW, tutoring, etc.)
- An addition planning priority on facilities should be developed for the next year.

Educational Master Plan:

A. EDUCATIONAL EXCELLENCE

Ensure excellence in students learning by providing quality teaching, learning support and student support services.

A1. Address the Educational Needs of a Diverse Student Population and Global Workforce

- Expand programs that support disproportionately impacted students (PUENTE, UMOJA), CTE programs increased support (broadcast technology, commercial music, CTE piano pedagogy, Veterans program
- A2. Support Existing and New Programs

Budgeting and facilities needs mentioned in multiple program review documents. In other areas, support has been given through increases in faculty and staff positions and increased FTEF (technical theater instructor, stage technician)

A3. Create Accessible Class Schedules and Supportive Services, A8. Expand Tutoring Services

- Identified need to increase student support services in terms of RAW hours, tutorial services overall.
- A4. Address Needs Basic Skills Student Needs
 - Multiple Measures Assessment and Basic Skills Student Outcomes and Transformation program grant.
- A5. Assist Underprepared Students
- A6. Focus on Workforce Readiness
 - CTE programs now focusing on strong workforce development.
- A7. Provide Student Opportunities to be Informed, Ethical and Engaged
 - Increase support for student conferences, workshops to engage in ethical discourse.

B. COMMUNITY COLLABORATION

Ensure excellence in student learning by collaborating with community partners to provide educational opportunities that best serve the needs of our students and our community.

B1. Expand K-12 Outreach

- B2. Update Programs to Serve Workforce Needs
 - Several CTE programs are engaging in curriculum updates (VCOM, PHTO, MSCM)
- B3. Develop and Strengthen Private and Public Sector Partnerships
 - Increasing work with advisory boards in all CTE areas.
- B4. Publicize the Strengths of Las Positas College

C. SUPPORTIVE ORGANIZATIONALRESOURCES

Ensure excellence in student learning by strengthening fiscal stability, providing appropriate staffing levels, meeting evolving technology needs and expanding or updating facilities.

C1. Strengthen Financial Stability

• Need identified to ncrease overall classified support staffing at the program and division levels, budgeting for program costs

C2. Build Infrastructure to Support and Implement Grants

- Recommend institutional grant manager
- C3. Provide Appropriate Staffing Levels
 - Need to increase support staff in the divisions and in several programs with part-time staffing needs (performing arts (music, theater, speech, etc.)

C4. Meet Current and Future Technology Needs

D. ORGANIZATIONAL EFFECTIVENESS

Ensure excellence in student learning by improving organizational processes and fostering professional development.

- D1. Streamline Existing Processes
- D2. Enhance Transparency and Accountability
- D3. Expand Professional Development
 - Greater funding for expanded professional development and conference attendance requested in several program reviews.
- D4. Provide Opportunities for Personnel to help each other with Professional Development
- Some possibilities identified through funding from HSI and Transformation Grants
- D5. Monitor and Analyze Student Performance

• Increase monitoring and part-time participation in SLO work.

Program Review Update Dean's Summary Fall 2016

Please describe the most important themes, accomplishments and challenges for your division/area in each of the following categories. If a category does not apply to your division/area, or if that category was not discussed in your division/area's Program Review Updates, please write "Not Applicable."

Category	Themes, Accomplishments and Challenges

Curriculum	Accomplishments:
	ACCOMPISIMENTS. ART - Annual art show installation showcased student art work. The art department should have the resources to offer enough courses for an AA-T in Art History. DANCE - Restoration of the K-12 Theater and Dance Credential should result in improvement in the skill level and experience of incoming college dance students and a prospective career path in Dance Education. Plans to update curriculum and create new curriculum; also, plans to create curriculum that supports the Theater program. ENGLISH – Placements into English 1A has doubled from 35% to 78% in the fall of 2016 after the implementation of the use of other predictors of student success (using high school GPA in addition to Accuplacer results). 10 English Faculty have received Teaching Men of Color Certification. English curriculum changes: English 12 and 19 have been leveled to address repeatability issues. English 13 will be leveled for repeatability.
	 ESL – Continued review, revision, and creation of standardized exams and improved implementation and analysis of these exams. Improved ESL orientation to facilitate student registration and creation of an ESL Student Handbook for orientation. Improvement in the consistency of curriculum materials and assessment across sections especially in the grammar courses. MASS COM - Updated and improved SLO's and curriculum. Supported the come-back of the Radio Las Positas after a year-long hiatus. Identified and began the process for deactivating courses. Collaborated with other programs on cross-listing of courses in Sp 2016 with Photography and English and on Battle of the Bandz event with Music and Theater. In SP17, student editors in Mass Com program will enroll in a Visual Communication class. Continued to receive awards from and recognition of excellence in student work by the Journalism Association of Community Colleges: General Excellence Award for Naked and a long list of individual student awards and honorable mentions. Rewriting of Mass Com 5 as a hybrid course for offering in SP 2017. Revision of the Mass Com 17 course syllabus to include new SLO. Several course outlines will be made inactive and replaced by new courses; these courses are currently going through the curriculum process. The department will then update degrees and certificates to make sure they reflect the latest curriculum. Music: New course offerings Speech: Working on transfer degrees Theatre Arts: New AD-T, Implementation of the CTE program for Stage Technician Visual Communications: Updating courses
	Challenges:
	 DANCE -Review curriculum for duplicated and outdated courses. Update current and create new curriculum for a diverse student population. Create curriculum to support the Theater Program. ENGLISH: - Begin the implementation of the Transformation Grants. Study the success rates in 1A, 2, and 7 of students who placed into 1A based on GPA. Survey faculty and students about the impact of the assessment changes. Study of basic skill student population post-assessment changes to determine needs. In FA17, the Common Assessment tool will replace the Accuplacer tests and the Umoja Program will be implemented. Implementation of lessons from CORA training. Course outline proposal for a basic skills reading and writing non-credit course in AY 2016-2017. Leveling of Eng 13 for repeatability. ESL – Mapping of CAI competencies to courses. Possible creation of a non-credit bridge course in coordination with the Chabot ESL Program and the area Adult Schools. HUM - Review and update of courses and degrees in all three disciplines in the cluster; review and update of SLO's in all three disciplines in the cluster; update of the Philosophy AA-T after course updates; review of the humanities program and courses ; review and possible revision of Humanities 44 to align better with the Program
	 Initiosophy AA-1 after course updates, review of the humanities program and courses, review and possible revision of Humanities 44 to angle better with the Program goals; evaluate the need to offer more humanities courses online or as a hybrid course followed by course proposal submissions and creation of new DE content if necessary. MASS COM - Update degrees and certificates. Continue to create/refine, assess, and map SLO's. (PP #3) Update the newspaper classes to develop a hybrid online component. Revise units (by increasing or decreasing as appropriate) for some Mass Com courses. Mass Com 5 hybrid course to be offered in SP17. Develop hybrid online classes for newspaper courses. MUS :Need state approval for Piano Certificate to be CTE, Applied Music – finding a way to offer private lessons still a challenge and not in compliance with C-ID, Repeatability restrictions for low skills students, Dependent on other departments to update their classes to develop new programs: Music (Piano Certificate), desire to offer more DE classes.
	SPCH Need to Change Rubric (Program Descriptor): SPCH to CMST (Speech to Communication Studies) SPAN indicates following California scope and sequence in the curriculum, which assists the students in learning concepts earlier, but that in so doing, they do not follow the textbook, which is problematic for student and faculty.

	SLOS/SACmapping SLOs deemed too bro the new version courses map to updates to certi Board, Also, th enter the workf certificate progCHALLENGE MASS COM -PLANS ART - Need to for the AA-T at them. Goals forENGLISH - PS more focus on T revising all cout department rew examine PSLO English departrESL - Revise p department finat discussion. (2) for ESL130B h homework assi Furthermore, E they are currentHUM/PHIL/RI and evaluation. PSLOs, are rev AA-T in Philos the program. (2 Aesthetics SLO this change pro discussion of the is in line with the 	Low enrollment due to corequisite requirement of a course no longer offered led to very few data collected for Mass Com 17 course. update SLO's in place for ARTS 2A. Create new SLO's. Work with part-time faculty in assessing SLO's. Need to develop and expand program SLO's and AA so department can start assessment. The Art department has recently redeveloped PSLOs for the AA-T in Studio Arts and remapped CSLOs to the future are to revise current CSLOs so that assessment will be more valuable. SLO's were re-written in Spring 2016 to match the outcomes of courses. Will look at FA16 data to see if new trends arise from the new PSLO, with PSLO's mapped to literature courses which tend to have a higher fraction of English majors. English department faculty are completing the process of rse-level SLOs to reflect the recommendations of the SLO committee and make outcome assessment more accurate, valuable, and meaningful. Also, the rote PSLOs for both AA and AA-T degrees in Spring 2016 to better match the outcomes of required English courses, and the department plans to data to see if new trends emerge as a result of this change. Considering the fact that most students who take English courses are not English majors, the nent plans to pay special attention to PSLOs mapped to literature courses, which are attended by a higher amount of English majors. ost-assessment information given to students. Revise SLO's in eLumen and create SLO's for reading. Starting Fall 2014, the ESL implemented a ul for all grammar classes, and revision and refining of grammar exams has been ongoing based on student learning outcomes assessment, analysis, and The ESL department has made steady improvements in student success during the 2015-2016 academic year. For example, SLO assessment and analysis as revealed continuous student improvements working with verb forms. This is a result of aciden is and discussion of SLO data. SL faculty have been in continuous discussions about revising SLOs in eLumen and designing reading-specific
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	ACCOMPLISHMENTS:
Pedagogy/	ART - Annual art show installation showcased student art work.
Teaching Methods	ENG - 10 English Faculty have received Teaching Men of Color Certification.
(Not limited to	ESL - Program continues to review, revise, and create standardized exams and improve the implementation and analysis of these exams.
Academic	Significant improvement in student success in assessing verb forms SLO. 9% rise in student success rate and 3% increase in completion
programs/areas)	rate.
	 HUM - Improvement from 39% (2014) to 67% (2015) of students assessing at full proficiency for the Philosophy 3 SLO, correlated with offering an additional rough-draft workshop (now a permanent fixture) and evaluative instructions. Achievement of high levels of mastery (46%) and just belw mastery (39%) in Spring 2016 for the Program SLO. MASS COM - Updated and improved SLO's and curriculum. Supported the come-back of the Radio Las Positas after a year-long hiatus.
	Resolving a conflict initiated by a Naked Publication led to a profound learning opportunity for students that went beyond what can be taught and learned in a classroom setting; it brought to fore the need for communication and education to reveal and resolve conflicting perspectives. Revision of the Mass Com 17 course syllabus to include new SLO whose assessment will more accurately measure student learning. Elimination of PSLO 32 deemed too broad for the certificate correlated with improvement in assessment results for PSLO #2.
	 PLANS ART - Work with students in ARTS 2A to improve outcomes. ENGLISH - Analysis of placement data to investigate the effects of process changes to student population. Implementation of stronger practices for teaching source discussion and documentation in all composition courses. Implementation of the Umoja Program, an Afrocentric learning community in Fall 2017. Implementation of lessons from CORA training. ESL - Revise the research projects required in Reading and Writing courses. Continue to review, revise, and create standardized exams and improve the implementation and analysis of these exams. Continue to analyze and revise classroom assignments, activities, and exams to support student success in verb forms SLO. HUM - Creation, mapping, and evaluation of a second program SLO related to assessing student proficiency in how to dialogue.

Learning Support (e.g. library, tutoring)	Accomplishments: ENG - Continue to provide student support through the RAW Center. High number of faculty in leadership positions in initiatives, grants, and learning communities that serve students (RAW Center, Puente, Basic Skills Grant, Transformations Grant, Veteran's Learning Community, etc.). ESL - Increased awareness of tutorial services by ESL students due to more information presentation and visits from Pauline Trummel. Students receive more consistent information and guidance through Program faculty working more closely with Student Services. Class visits to the Tutorial Center have also increased student awareness of tutorial center; department created an ESL handbook for students and an informational commercial, both available on the ESL website; ESL orientation has been revised to allow more time for students to register for classes. ENG - RAW Center (orientation video, blackboard bank of assignments, advertising, etc.)
	Challenges: ENG: Offering RAW Center tutoring in evenings, weekends, summer, online, budget, stipend/load questions), increased library resources, institutionalization of learning communities, Facilities: proctoring center, learning support services building/center on campus SPCH program needs a library database with access to newspapers for the forensics team.
Services to Students (Not limited to Student Service programs/areas)	ACCOMPLISHMENTS: ART - Annual art show installation showcased student art work. ENG - High number of faculty in leadership positions in initiatives, grants, and learning communities that serve students (RAW Center, Puente, Basic Skills Grant, Transformations Grant, Veteran's Learning Community, and hopes to add an Umoja Learning Community in order to address the disproportionate impact for African American students. MASS COM - Supported the come-back of the Radio Las Positas after a year-long hiatus. Continued to receive awards from and recognition of excellence in student work by the Journalism Association of Community Colleges: General Excellence Award for Naked and a long list of individual student awards and honorable mentions.
	CHALLENGES: MASS COM - Need continued funding to support student travel to conferences because CTE program can no longer provide funds. After a one year hiatus, Radio Las Positas returned in Fall 2015; Spring and Fall classes have been offered; the station has hosted campus events such as Fall 2015 Halloween Party and Spring 2016 Battle of the Bands. Students have continued to earn recognition and awards for student work from the Journalism Association of Community Colleges, and although student travel to two conferences was funded through the Career and Technical Education program in 2015-16, CTE will not support student travel in 2016-17, which negatively affects this program and its students.

Staff Development	ACCOMPLISHMENTS: ENG - 10 English Faculty have received Teaching Men of Color Certification and have help spearhead campus efforts for completion of the training.
	Challenges: MUS: Need more funding for travel to conferences

Human Resources	Accomplishments ACCOMPLISHMENTS: ART - Adjunct professors skillfully stepped up to maintain the Program after the passing of the full-time art professor and discipline coordinator in 2014. A new full-time faculty has been hired as a replacement. This new full-time instructor completed this program update to keep the Program in line with the Program Review schedule after having missed one year due to lack of full-time faculty. DANCE - A new dance faculty was hired (Note: the current faculty is retiring.). ENG - New full-time faculty hired in Fall 2016. ESL - Increased department meetings and documentation of discussion. Creation of a new-hire packet of information to facilitate integration of new hires to the program. HUM - Hiring of Elizabeth Wings-Brooks as a replacement for instructor and program cluster coordinator Candy Klaschus. MUS/THEA/VCOM: New faculty hires: Theatre Arts, Vis Com THEA: New classified hires
	Challenges ENG - Need for rectifying errors by human resources personnel resulting in serious consequences (long delay in posting resulting in inefficiencies in the hiring process and mistakes in contract and advertised salary). HUM - Influx of new part-time and full-time faculty requires increased resources for training, cooperation and strategies for program improvement. MASS COM - The Program has one full-time member to coordinate a Program that runs two publications, a radio station, and administers 4 certificates and degrees.Need new faculty due to increases in enrollment (Music) MUS/THEA - More technical support staff needed: MUS: Specialized counselor needed, support staff (admin assistant and staff accompanist) SPAN/THEA - Need for more FTES to add sections and grow programs SPCH: Vacant positions that haven't been filled (Speech Instructional Assistant) PLANS ART - Work with part-time faculty in assessing SLO's. ENG - Need to hire a grants or processing office coordinator. ESL - One full-time faculty member will retire at the end of this academic year. We have requested a replacement position. Program still needs to hire a student assistant to assist with ESL Orientation. Increase department meetings and collaboration. Work with International Student Program to improve communication. HUM - Improve coordination, organization, and planning among all faculty to facilitate accomplishment of program objectives.
	MASS COM - Increase FTEF to increase course offerings.

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Enrollment Management	 ENG - Increased English 1A section offerings from 30-39 from FA15-FA16 to accommodate a doubling of placement rate. Suspension of 104W and 105. ESL - Increased their efforts in publicizing their program to boost enrollment through community outreach and the creation of an informational commercial on their website. Increased enrollments due to improved outreach and recruitment. 3% increase in fill rate. Student access has been maintained by the Program's offering of daytime and evening sections. HUM - More evening sections were offered due to a decline in average age. The Program will monitor if evening sections attract a different age group and serve the non-traditional students. Some of these additional sections were offered at local satellite locations. MASS COM - Improved scheduling of two popular general education MASS COM courses to meet demand. Revival of Radio Las Positas Course in Fall 2015. Challenges: MUS: increase in FTES (the entire music department has approx. 1400 enrolled) and is in need of equipment and instruments, as well as tutors and instructors to handle the increase.
	 ENG - Increased English 1A section offerings from 30-39 from FA15-FA16 to accommodate a doubling of placement rate. Suspension of 104W and 105. ESL - Increased their efforts in publicizing their program to boost enrollment through community outreach and the creation of an informational commercial on their website. Increased enrollments due to improved outreach and recruitment. 3% increase in fill rate. Student access has been maintained by the Program's offering of daytime and evening sections. HUM - More evening sections were offered due to a decline in average age. The Program will monitor if evening sections attract a different age group and serve the non-traditional students. Some of these additional sections were offered at local satellite locations. MASS COM - Improved scheduling of two popular general education MASS COM courses to meet demand. Revival of Radio Las Positas Course in Fall 2015. Challenges: MUS: increase in FTES (the entire music department has approx. 1400 enrolled) and is in need of equipment and instruments, as well as tutors and instructors to handle the increase.
Community Relationships and Partnerships	 -Accomplishments ENG - Veteran's Learning Community in partnership with LLNL. ESL - The program has worked with an outreach specialist to increase outreach to the community to boost enrollment. MASS COM - Increased collaboration with other programs. Improved regular scheduling and facilitation of Mass Com Advisory Board Meetings with the help from personnel of the CTE Program. MUS: Concerts, lectures, etc. in the public and open to public, Recruitment in the community SPCH: Success of Forensics team regionally, nationally and internationally
	Challenges MUS - Lack of re-assign time for recruitment

	PLANS: DANCE - Increase enrollment through outreach . Create curriculum to support the Theater Program .
External Factors	ENG - Faculty and program are involved in the management and implementation of Basic Skills and Transformations Grants. MSCM - Continued recognition of excellence in student work by the Journalism Association of Community Colleges. CTE grant awarded to archive The Express and Naked publications.
	CHALLENGES: MSCM- Loss of advertising contract. MUS - State CTE designation for Piano Pedagogy Certificate needed
	Accomplishments
Financial/ Budgetary	ENG/SPCH - Successful grants and fundraising (English with Basic Skills Student Outcomes Transformation Grant, RAW center, Speech for Forensics) ESL - Now receiving remuneration for grading incoming student assessments. MSCM - Continues to develop ways to raise funds for the program. Receipt of \$6000 CTE grant to archive The Express and Naked.
	Challenges: ENG - Decreased funding and looking for funding have been a constant struggle for the RAW Center despite its services falling under the College priorities. RAW funding should be institutionalized and should fall under the umbrella of Tutorial Services Program. Full funding of the library, vital to the English Program, should be institutionalized. Guaranteed funding for the veteran-oriented English 1A course is needed. Funding for hiring a grants or processing office coordinator. Budget for tutors: (no online dedicated tutor for RAW center and no set budget making it difficult to schedule hours appropriately) ESL: the department supports institutionalizing funding for the library
	MASS COM - Need continued funding to support student travel to conferences because CTE program can no longer provide funds. Need to procure additional local ad sales due to loss of advertising contract. MUS - Budget for maintenance of supplies/equipment (instruments) SPAN - One person departments have difficult time managing admin work without reassign time (Spanish) SPCH - Limited library funds (Speech needs access to newspaper database for Forensics program)
	 M&O fees for hosting events (Speech, Theater, Music, Dance) Funding for courses with low enrollment: Theatre Arts, Visual Communications

Use of Technology (Instructional and Student Services)	PLANS: ESL - Need to revamp and update the ESL website including adding a place to post department minutes.
Facilities, Supplies, and Equipment (Including Software)	Accomplishments: MUS/VCOM - New equipment purchased via grants, internal funding etc: Music (pianos), Vis Com (digital tablets) Challenges: ART - Lack of studio space to accommodate all of the students taking various courses and limiting long-term projects due to lack of room to keep them. Need for a larger gallery space to exhibit student work. Need for new studio materials such as easels, plaster casts, etc. Lighting and technical problems that negatively impact solid slide viewing when art history classes are scheduled in classrooms not designed for viewing slides. DANCE - Limited dance space and having to share studio space with non-dance classes which have different expectations for upkeep and maintenance of room. This also limits the time availability for dance classes. Repair or replacement of sound system components. ENG - Need dedicated facilities for English/Language Arts including basic skills program. No replacement plan for building 400, the English Center, after it is demolished. Need for additional lab rooms with student computers to accommodate the growth in the number of English 1A sections offered. This would also help instructors find a place to assist students in the higher-level composition classes. Need for a proctoring center for students making up and re-taking exams and for students in DE courses. May benefit the whole campus. ESL - Loss of classroom space has had a negative impact on when courses can be offered. Need for a centralized Academic Support Center, inability to offer late-start courses impedes student access; the department supports the creation of a centralized support center for students that would house all academic support services. MASS COM - Lack of dedicated space for Radio Las Positas. Need for a new Media Lab. Need for new radio equipment to replace older and update older equipment. Need for new newspaper publishing equipment such as computers, headphones for transcribing, cameras, etc. MUS/SPAN/THEA - Need more routine supplies to match student

center, Tutorial center, and Computer Lab (and possibly Math X and/or Library)" (Aligns with 4th 2016-2017 Planning Priority). MASS COM - Pursue opportunities to increase finances through advertising, sponsorships, fundraising, grants, and college funding. Propose to use Measure A funds to build a recording studio, a radio station, a video production area, an adjacent classroom, relocation of Media Lab. Some of these may be shared with the Music Program. Propose through the IER process or other equipment request processes to purchase new microphones, cart, new soundproofing material, headphones for transcription, new computers, and new cameras. Implement the CTE archiving grant.