

**Program Outcomes Assessment Follow-Up
2022-2023 Program Outcome (PO) Year End Reporting Form**

In response to SACSCOC 8.2, *“The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results ...”*

Name of Program: Early Childhood Education Career Track

Outcome #1: Enrollment (unduplicated)

Action Items from Program Review:

Item #	Action Items: (Action item identified in the 2021-22 program review.)	Results / Use of Results: (Provide results of the action item identified. Was the action item successful? If not, did you want to continue this action item going forward? If so, please include this action item in the 2023-2025 action items table below.)
1	Recruiting in high schools, child care centers and local childcare conferences when possible. (Assessed by: Completion of interest cards by potential students.)	Recruiting has occurred in child care centers and other related events, but not in high schools. We have modified our recruiting plan to include collaboration with the Partnership for Children, Chamber of Commerce and the Rotary Club to recruit.
2	Increase contact on social media pages to engage potential students. (Assessed by: Track the number of people viewing posts and engagement with the social media pages.)	Social media posts have increased and information provided to students about education. This will continue to be monitored and continued increase in posts. The program will continue to work with the Marketing area to build Instagram and possibly Pinterest accounts.

Baseline: 97 # (Average of total enrollment for the last three years – 2018-19; 2019-20; 2020-21)

Standard: 98 #

Target: 100 #

Program Enrollment

Program Enrollment (unduplicated)	
Academic Year (Fall, Spring, Summer)	Enrollment
2019-2020	91
2020-2021	88
2021-2022	90

All Levels

Enrollment by Ethnicity, Gender, and Age

Ethnicity & Gender	2019-2020		2020-2021		2021-2022	
	N	%	N	%	N	%
African American, Female	42	46.2%	45	51.1%	40	44.4%
American Indian/Alaskan Native, Female	1	1.1%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	32	35.2%	25	28.4%	32	35.6%
Hawaiian/Other Pacific Islander, Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	10	11.0%	16	18.2%	14	15.6%
Two or More Races, Female	3	3.3%	1	1.1%	2	2.2%
Unknown, Female	0	0.0%	1	1.1%	1	1.1%
Female Total	88	96.7%	88	100.0%	89	98.9%
African American, Male	1	1.1%	0	0.0%	1	1.1%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	2	2.2%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Male	0	0.0%	0	0.0%	0	0.0%
Unknown, Male	0	0.0%	0	0.0%	0	0.0%
Male Total	3	3.3%	0	0.0%	1	1.1%
Total	91	100.0%	88	100.0%	90	100.0%

Ethnicity & Age Range	2019-2020		2020-2021		2021-2022	
	N	%	N	%	N	%
African American, Under the age of 18	2	2.2%	0	0.0%	1	1.1%
American Indian/Alaskan Native, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	1	1.1%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	0	0.0%	0	0.0%	1	1.1%
Two or More Races, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Under the age of 18 Total	3	3.3%	0	0.0%	2	2.2%
African American, 18-24	7	7.7%	11	12.5%	13	14.4%
American Indian/Alaskan Native, 18-24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	12	13.2%	11	12.5%	12	13.3%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	4	4.4%	8	9.1%	7	7.8%
Two or More Races, 18-24	3	3.3%	0	0.0%	2	2.2%
Unknown, 18-24	0	0.0%	1	1.1%	1	1.1%
18-24 Total	26	28.6%	31	35.2%	35	38.9%
African American, 25-44	20	22.0%	22	25.0%	13	14.4%
American Indian/Alaskan Native, 25-44	1	1.1%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	16	17.6%	10	11.4%	15	16.7%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	3	3.3%	5	5.7%	5	5.6%
Two or More Races, 25-44	0	0.0%	1	1.1%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total	40	44.0%	38	43.2%	33	36.7%
African American, 45-64	13	14.3%	10	11.4%	13	14.4%
American Indian/Alaskan Native, 45-64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
Caucasian, 45-64	5	5.5%	4	4.5%	5	5.6%
Hawaiian/Other Pacific Islander, 45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	2	2.2%	1	1.1%	1	1.1%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 Total	20	22.0%	15	17.0%	19	21.1%
African American, 65+	1	1.1%	2	2.3%	1	1.1%
American Indian/Alaskan Native, 65+	0	0.0%	0	0.0%	0	0.0%
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	1	1.1%	2	2.3%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	2	2.2%	4	4.5%	1	1.1%
Total	91	100.0%	88	100.0%	90	100.0%

Provide narrative for analysis of program enrollment. *(Is enrollment increasing or decreasing? What are possible reasons for increase/decrease? Describe any action plans to improve or increase program enrollment.)*

Enrollment decreased slightly from 2020-2021, but this was most likely due to Covid. From 2021-2022, there was a slight increase, and it is expected to continue to rise as we continue to move forward with recruiting, collaborating and offer more hybrid and online courses.

2023-2025 Action Items:

Item	Action Items <i>(What actions can be taken to increase enrollment in your program?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
1	Continue recruiting at Child Care Centers and high schools. Include social media posts for recruiting.	Surveys and completed interest cards by potential and new students
2	Collaborate with the Chamber of Commerce and the Partnership for Children to recruit students to the field of education. Include social media posts for recruitment.	Surveys and completed interest cards by potential and new students.

Outcome #2: Retention**Action Items from Program Review:**

Item #	Action Items: <i>(Action item identified in the 2021-22 program review.)</i>	Results / Use of Results: <i>(Provide results of the action item identified. Was the action item successful? If not, did you want to continue this action item going forward? If so, please include this action item in the 2023-2025 action items table below.)</i>
1	Advise students to ensure they follow up on registration. (Assessed by: Utilize retention reports and stop-out lists to monitor registration and completion rates.)	Retention reports and stop-out lists have been useful in monitoring completion rates.

Baseline: 53.7 % *(Average of last three years – 2018-19; 2019-20; 2020-21; program retention)*
Standard: 55 %
Target: 57 %

Fall to Fall	Retention Rate
Fall 2019 to Fall 2020	55.2%
Fall 2020 to Fall 2021	59.4%
Fall 2021 to Fall 2022	61.0%

All Levels

Retention by Ethnicity, Gender, and Age

Ethnicity & Gender	Fall 2019 to Fall 2020		Fall 2020 to Fall 2021		Fall 2021 to Fall 2022	
	N	%	N	%	N	%
African American, Female	18	48.6%	21	55.3%	17	47.2%
American Indian/Alaskan Native, Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	13	35.1%	13	34.2%	15	41.7%
Hawaiian/Other Pacific Islander, Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	5	13.5%	4	10.5%	3	8.3%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	36	97.3%	38	100.0%	35	97.2%
African American, Male	0	0.0%	0	0.0%	1	2.8%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	1	2.7%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Male	0	0.0%	0	0.0%	0	0.0%
Unknown, Male	0	0.0%	0	0.0%	0	0.0%
Male Total	1	2.7%	0	0.0%	1	2.8%
Total	37	100.0%	38	100.0%	36	100.0%

Ethnicity & Age Range	Fall 2019 to Fall 2020		Fall 2020 to Fall 2021		Fall 2021 to Fall 2022	
	N	%	N	%	N	%
African American, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
African American, 18-24	3	8.1%	4	10.5%	5	13.9%
American Indian/Alaskan Native, 18-24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	4	10.8%	3	7.9%	6	16.7%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	3	8.1%	3	7.9%	2	5.6%
Two or More Races, 18-24	0	0.0%	0	0.0%	0	0.0%
Unknown, 18-24	0	0.0%	0	0.0%	0	0.0%
18-24 Total	10	27.0%	10	26.3%	13	36.1%
African American, 25-44	9	24.3%	10	26.3%	5	13.9%
American Indian/Alaskan Native, 25-44	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	8	21.6%	8	21.1%	7	19.4%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	1	2.7%	0	0.0%	0	0.0%
Two or More Races, 25-44	0	0.0%	0	0.0%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total	18	48.6%	18	47.4%	12	33.3%
African American, 45-64	6	16.2%	6	15.8%	7	19.4%
American Indian/Alaskan Native, 45-64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
Caucasian, 45-64	2	5.4%	2	5.3%	2	5.6%
Hawaiian/Other Pacific Islander, 45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	1	2.7%	0	0.0%	1	2.8%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 Total	9	24.3%	8	21.1%	10	27.8%
African American, 65+	0	0.0%	1	2.6%	1	2.8%
American Indian/Alaskan Native, 65+	0	0.0%	0	0.0%	0	0.0%
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	0	0.0%	1	2.6%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	0	0.0%	2	5.3%	1	2.8%
Total	37	100.0%	38	100.0%	36	100.0%

Provide narrative for analysis of program retention data. *(Based on the data, provide a narrative of your analysis of retention. Indicate factors that may have affected your retention. State any changes you plan to make to improve retention.)*

In the area of retention, the Baseline, Standard and Target have all been exceeded. Faculty have become more intentional in identifying students who are struggling and working with them individually to be successful in their courses. Assignments have been broken down into smaller parts when needed, and several courses have moved from completely online to hybrid so that students have a face-to-face component with instructors.

2023-2025 Action Items:

Item	Action Items <i>(What actions can be taken to increase program retention?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
1	Implement in the courses time management skills and add assignment deadlines with grade deductions.	Increase in assignments completed by deadlines stated in the course syllabi, track completion with grade sheets.
2	Faculty will meet on a regular basis to discuss strategies to assist students who are struggling.	Schedule twice a month meetings with program faculty to review overall student grades to determine if strategies are working well.

Outcome #3: Completers (unduplicated by highest level of attainment)**Action Items from Program Review:**

Item #	Action Items: (Action item identified in the 2021-22 program review.)	Results / Use of Results: (Provide results of the action item identified. Was the action item successful? If not, did you want to continue this action item going forward? If so, please include this action item in the 2023-2025 action items table below.)
1	Remind students via phone calls and emails to apply for graduation in a timely manner. (Assessed by: Compare eligibility for graduation with the application completion, using a spreadsheet.)	A spreadsheet was not developed, but a review of all student plans was used to remind students to apply for graduation. Emails were sent as reminders as well.

Baseline: 46 # (Average of total completers for the last three years – 2019-20; 2020-21; 2021-22)

Standard: 50 #

Target: 55 #

Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring	
Graduation Year	Total Completers
2020-2021	53
2021-2022	40
2022-2023	38

All Levels

Completers by Ethnicity, Gender, and Age

Ethnicity & Gender	2020-2021		2021-2022		2022-2023	
	N	%	N	%	N	%
African American, Female	26	49.1%	18	45.0%	11	28.9%
American Indian/Alaskan Native, Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	20	37.7%	15	37.5%	18	47.4%
Hawaiian/Other Pacific Islander, Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	6	11.3%	4	10.0%	7	18.4%
Two or More Races, Female	0	0.0%	1	2.5%	1	2.6%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	52	98.1%	38	95.0%	37	97.4%
African American, Male	0	0.0%	1	2.5%	1	2.6%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	1	1.9%	1	2.5%	0	0.0%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Male	0	0.0%	0	0.0%	0	0.0%
Unknown, Male	0	0.0%	0	0.0%	0	0.0%
Male Total	1	1.9%	2	5.0%	1	2.6%
Total	53	100.0%	40	100.0%	38	100.0%

Ethnicity & Age Range Table	2020-2021		2021-2022		2022-2023	
	N	%	N	%	N	%
African American, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
African American, 18-24	5	9.4%	5	12.5%	3	7.9%
American Indian/Alaskan Native, 18-24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	8	15.1%	4	10.0%	6	15.8%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	4	7.5%	2	5.0%	2	5.3%
Two or More Races, 18-24	0	0.0%	1	2.5%	1	2.6%
Unknown, 18-24	0	0.0%	0	0.0%	0	0.0%
18-24 Total	17	32.1%	12	30.0%	12	31.6%
African American, 25-44	14	26.4%	8	20.0%	5	13.2%
American Indian/Alaskan Native, 25-44	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	12	22.6%	10	25.0%	10	26.3%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	1	1.9%	2	5.0%	5	13.2%
Two or More Races, 25-44	0	0.0%	0	0.0%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total	27	50.9%	20	50.0%	20	52.6%
African American, 45-64	6	11.3%	4	10.0%	3	7.9%
American Indian/Alaskan Native, 45-64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
Caucasian, 45-64	1	1.9%	2	5.0%	2	5.3%
Hawaiian/Other Pacific Islander, 45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 Total	7	13.2%	6	15.0%	5	13.2%
African American, 65+	1	1.9%	2	5.0%	1	2.6%
American Indian/Alaskan Native, 65+	0	0.0%	0	0.0%	0	0.0%
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	1	1.9%	0	0.0%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	2	3.8%	2	5.0%	1	2.6%
Total	53	100.0%	40	100.0%	38	100.0%

Provide narrative for analysis of completers. *(Based on the data, provide a narrative of your analysis of completions. Indicate factors that may have affected your completions. How might you increase the number of completers in your program?)*

The program did not meet the Baseline, Standard and Target for completers, and the numbers have dropped. This seems to be a result of the drop in number of students attending college during the 2020-2021 school year due to Covid.

2023-2025 Action Items:

Item	Action Items <i>(What actions can be taken to increase student completion in your program?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
1	Use student data to plan courses that better meet the needs of student schedules so that they can attend classes for the entire semester or complete courses in condensed courses.	Use of Tableau and internal tracking of course success and retention sheets.
2	Utilize phone calls and emails to remind students to apply for graduation in a timely manner. Implement reminders in the Capstone Course as well.	Document contacts with students in a spreadsheet.

Approvals

- Using DocuSign (electronic signature), the Office of Institutional Effectiveness (IE) will review and approve the Program/Service Outcome Assessment when completed by the responsible program/service personnel.
- Using DocuSign (electronic signature), appropriate Department Chair, Division Dean, Director, and/or AVP is asked to read and approve the Program/Service Outcome Assessment.

IE Acceptance / Date: Dorothy Moore 11/28/2023

Department Chair, Dean, Director, and/or AVP / Date: Janeil Marak 11/28/2023