

Program Outcome and Assessment(s)
2020-21 Program Outcome Assessments Year-End Reporting Form
Program Review Cycle –2019-20

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

Program Outcome #1: Completers (unduplicated) (Degree level, highest level of attainment)

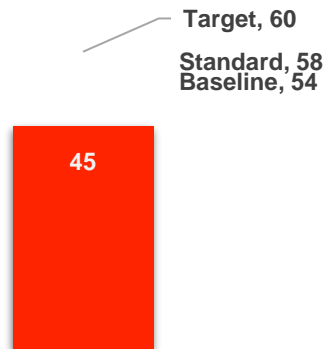
Baseline: 54 # (Average of total completers for the last three years – 2016-17; 2017-18; 2018-19)
Standard: 58 #
Target: 60 #

2020-2021 Action / Strategy Items:

Item #	Action / Strategy Items: <i>(Actions / strategies identified in the 2019-20 program review and outcome assessment.)</i>	Results / Use of Results: <i>(Provide results of the action / strategy identified. Was the action / strategy successful? How do you know?)</i>
1	The program will continue to advise students to work towards certificates and degrees and encourage them to complete graduation applications in a timely manner.	Students added certificate program classes to their course plan and to their plan of study (if it was not already listed). Students completed graduation applications by due date. This strategy was successful due to the increased awareness and demand from students to take classes related to certificates. The graduation application included at least one to all certificates offered.

Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring				
Graduation Year	Associate	Diploma	Certificate	Total
2017-2018	17		49	66
2018-2019	9		48	57
2019-2020	10		35	45

In 2019-20, Early Childhood Education Career Track **did not meet their baseline, standard, or target.**



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?)*

Analysis of the data indicated that the Early Childhood Education Career Track did not meet the baseline, standard, or target due to the transition to a revised course plan in which some students were required to add additional courses to meet graduation requirements.

The program will use the revised career track course plan to advise all current and future students.

Provide narrative for analysis of completer standard/target (*As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? State any changes you plan to make for continuous improvement.*)

The program did not meet the standard or target as a result of the data analysis. A revised standard and target will be implemented to consider the students that were affected by the revision of the course plan requirements. The program will use the revised course plan to advise all current and future students.

2021-2022 Action / Strategy Items:

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items (<i>Identify action items as a result of your program outcome assessment.</i>)	Target Date (<i>Identify your projected target date for completion of action items.</i>)	Assessment of Action Items (<i>How will you assess the results of action items?)</i>
1	Program advisors will develop a course plan for each advisee, advise students to use self-service to review course plan, advise students to follow course plan, and the student and the	Currently and ongoing.	The program will assess the results by monitoring students' course plans and by the number of students following their individual course plan.

	program's advisors will monitor students' progress.		
2	The program will also continue to offer classes to obtain certificates on regular bases.	Currently and ongoing.	The number of students enrolled in classes specifically designed for certificates.

Program Outcome #2: Program Retention, Fall to Fall

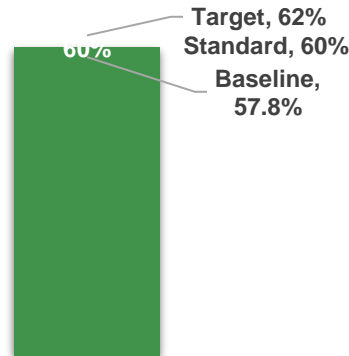
Baseline: 57.8 % (Average of three years – 2016-17; 2017-18; 2018-19; fall-to-fall program retention)
Standard: 60 % Fall to Fall
Target: 62 % Fall to Fall

2020-2021 Action / Strategy Items:

Item #	Action / Strategy Items: (Actions / strategies identified in the 2019-20 program review and outcome assessment.)	Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? How do you know?)
1	The program will continue to recruit students.	The strategy to recruit students was affected by the current pandemic (COVID19) which caused less interaction with the community to recruit. One recruitment effort (Career Fair) was completed virtually. The Wayne County Fair recruitment was not permissible. The high school and other yearly recruitment efforts were canceled due to the pandemic as well.
2	The program will follow students who have not returned from a previous semester, calling with reminders and assisting with registration if needed.	There were many students in the program who had to update their admission information to return to WCC and some students' course plan exhibited previous classes taken at WCC.

Year (Fall to Fall)	Program Fall Enrollment Cohort	Program Completers	Program Retained	Program Stop Outs	Program Transfers	Program Retention Rate
Fall 2017-Fall 2018	81	17	32	27	5	60.5%
Fall 2018-Fall 2019	79	6	37	30	6	54.4%
Fall 2019-Fall 2020	62	11	26	19	6	60%

In 2019-20, Early Childhood Education Career Track met their baseline and standard but missed their target by 2%.



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

Analysis of the data indicates that the baseline and standard were met and may have been affected by more student practical experiences and additional achievement coach and instructor/advisor coordination with assisting students.

The program will continue to refer students for academic skills and promote taking ACA 111 or ACA 122 early in the student’s college experience.

Provide narrative for analysis of program retention standard/target *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? State any changes you plan to make for continuous improvement.)*

The program met the baseline and standard but did not meet the target by 2%. The program will continue to work with achievement coaches and refer students for academic skills (if needed).

2021-2022 Action / Strategy Items:

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items <i>(Identify action items as a result of your program outcome assessment.)</i>	Target Date <i>(Identify your projected target date for completion of action items.)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
1	The program will refer student for academic skills and to their achievement coach when the student exhibit a need for additional assistance.	Students who are not passing midway of the semester will be referred.	The program will document referred students and track if students followed through with the referral along with rather the students improved or continued to struggle.

2	The program will continue to recruit students.	May 2022	The program will document recruitment efforts and document the number of new students entering the program.
---	--	----------	---

Program Outcome #3: Job Placement / Employment

This assessment was recommended for deletion due to the lack of a standardized method of measurement. The Planning Council approved the deletion on September 24, 2020.

Program Outcome #4: Labor Market Data

This assessment was recommended for deletion due to the lack of a standardized method of measurement. The Planning Council approved the deletion on September 24, 2020.

Program Outcome #5: Licensure and Certification Passing Rates (if applicable) (NCCCS Performance Measure)

Baselines were set based upon WCC's average college performance of the measure. Standards and targets were set using WCC's performance of the NCCCS Performance Measure results and are the same as those set in the WCC Strategic Plan for Institutional Effectiveness.

Baseline: N/A % (Average of three years – identify last three licensure years)
Standard: N/A %
Target: N/A %

2020-2021 Action / Strategy Items:

Item #	Action / Strategy Items: (Actions / strategies identified in the 2019-20 program review and outcome assessment.)	Results / Use of Results: (Provide results of the action / strategy identified. Was the action / strategy successful? How do you know?)
1	Not applicable.	

Licensure / Certification Exam – (Title of License or Exam)

NCCCS Report	Exam Year	# Tested	# Passed	% Passing	Index Score
2017	2015-16				
2018	2016-17				
2019	2017-18				
2020	2018-19				

Provide narrative for analysis of licensure / certification passing rates data (Based on the performance measure data, provide a narrative of your analysis of licensure / certification. Are you satisfied with your program licensure or certification rates? State any changes you plan to make for continuous improvement.)

Not applicable.

Provide narrative for analysis of licensure / certification passing rates standard/target (Standards and targets were set using WCC's performance of the NCCCS Performance Measure results and are the same as those set in the WCC Strategic Plan for Institutional Effectiveness.)

Not applicable.

2021-2022 Action / Strategy Items:

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items (Identify action items as a result of your program outcome assessment.)	Target Date (Identify your projected target date for completion of action items.)	Assessment of Action Items (How will you assess the results of action items?)
1	Not applicable.		

Program Outcome #6: Third-Party Credentials (if applicable)

This assessment was recommended for deletion due to the lack of a standardized method of measurement. The Planning Council approved the deletion on September 24, 2020.

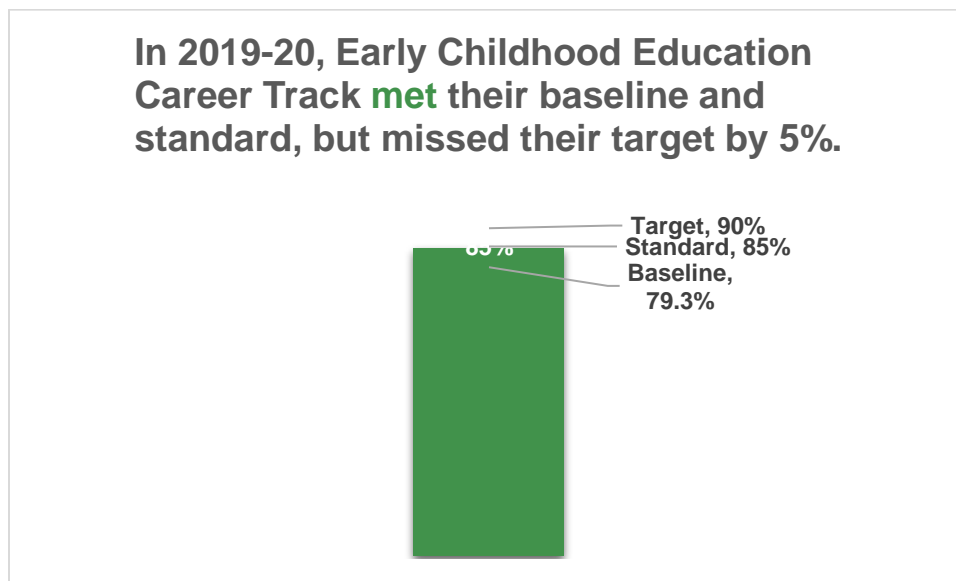
Program Outcome #7: Program Success Rate (all delivery methods)
(Duplicated based on number of courses taken by students in the program.) (Program Success Rate tab)

Baseline: 79.3 % (Average program success students for three years – 2016-17; 2017-18; 2018-19)
Standard: 85 %
Target: 90 %

2020-2021 Action / Strategy Items:

Item #	Action / Strategy Items: <i>(Actions / strategies identified in the 2019-20 program review and outcome assessment.)</i>	Results / Use of Results: <i>(Provide results of the action / strategy identified. Was the action / strategy successful? How do you know?)</i>
1	The program will continue to work and engage with students who seem to be struggling. Students will be referred to Academic Skills and to Achievement Coaches for assistance.	Students used resources provided at WCC (computer lab, library, and/or worked with their achievement coach).
2	Offer a variety of delivery options for courses to meet the needs of traditional and nontraditional students.	Students enrolled in all course delivery options.

Academic Year Fall, Spring, Summer	Program Enrolled Students	Program Success Students	Program Success Rate
2017-2018	391	300	77%
2018-2019	105	84	80%
2019-2020	284	240	85%



Provide narrative for analysis of student success in program courses *(Are students more successful in program courses in face-to-face, online, hybrid, or blended methods of course delivery? Do you plan to make any changes to course offerings based upon your analysis of the data?)*

Students performance rate of success with seated, hybrid/blended, and/or online course offerings were seemly the same.

Provide narrative for analysis of student success in program courses standard/target *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? State any changes you plan to make for continuous improvement.)*

The program met the baseline and standard but missed the target by 5%. The program will offer additional courses via the online format to meet students need who have obligations during the day and/or night.

2021-2022 Action / Strategy Items:

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items <i>(Identify action items as a result of your program outcome assessment.)</i>	Target Date <i>(Identify your projected target date for completion of action items.)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
1	The program will continue to work and engage with students who seem to be struggling. Program will refer student for academic skills and to their achievement coach when the student exhibit a need for additional assistance.	Students who are not passing midway of the semester will be referred.	The program will document referred students and track if students followed through with the referral along with rather the students improved or continued to struggle.

Program Outcome #8: Other Assessment (if applicable)

Analysis of other assessments. *(Have you performed other assessments to evaluate the effectiveness of your program, to include surveys, self-assessments, or other assessment instruments used to evaluate the program. If so, please explain how information collected from the(se) assessments will be used to improve the program.)*

2020-2021 Action / Strategy Items:

Item #	Action / Strategy Items: <i>(Actions / strategies identified in the 2019-20 program review and outcome assessment.)</i>	Results / Use of Results: <i>(Provide results of the action / strategy identified. Was the action / strategy successful? How do you know?)</i>
1	The Program will use updated Program Learning Outcomes to assess coursework and success rates.	The program was able to implement updated program learning outcomes to obtain data to monitor the program’s success in a timely manner.

2021-2022 Action / Strategy Items:

(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action / Strategy Items <i>(Identify action items as a result of your program outcome assessment.)</i>	Target Date <i>(Identify your projected target date for completion of action items.)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
1	Program Outcome 1: Completers	May 2022	Results from data from graduation and certificate completion rate.
2	Program Outcome 2: Program Retention	May 2022	Results from retention data of students enrolled in 2021 verses results from data of the same students enrolled in 2022
3	Program Outcome 7: Program Success Rate	May 2022	Results from data on repeated or failed classes in program.