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: Sustainable Agriculture Technology

Outcome #1: Enrollment (unduplicated)

Action Items from Program Review:

Item #	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2021-22 program review.)	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	Increase our social media presence by	We are still increasing the number of people who are
	posting weekly on Facebook. (Assessed by:	following our page. It has been effective in that new
	Results will be measured by insights and	people are following us and sharing our posts. We
	interactions of posts on Facebook.)	have posted about graduate highlights, lab trips taken
		and local agriculture news. I will continue to increase
		the frequency of posts.

Baseline: 9 # (Average of total enrollment for the last three years – 2018-19; 2019-20; 2020-21)

Standard: 10 # Target: 11 #

Program Enrollment

Program Enrollment (unduplicated)				
Academic Year (Fall, Spring, Summer)	Enrollment			
2019-2020	8			
2020-2021	12			
2021-2022	10			

All Levels

Enrollment by Ethnicity, Gender, and Age

	2019-2020		2020-2021		2021-2022	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female American Indian/Alaskan Native,	0	0.0%	3	25.0%	3	30.0%
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female Hawaiian/Other Pacific Islander,	3	37.5%	0	0.0%	3	30.0%
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	1	8.3%	0	0.0%
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	3	37.5%	4	33.3%	6	60.0%
African American, Male American Indian/Alaskan Native,	2	25.0%	3	25.0%	2	20.0%
Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male Hawaiian/Other Pacific Islander,	2	25.0%	4	33.3%	1	10.0%
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	1	12.5%	1	8.3%	1	10.0%
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	5	62.5%	8	66.7%	4	40.0%
Total	8	100.0%	12	100.0%	10	100.0%

	2019-2020		2020-2021		2021-2022	
Ethnicity & Age Range	N	%	N	%	N	%
African American, Under the age of		2 22/		2 22/		2.20/
18 American Indian/Alaskan Native.	0	0.0%	0	0.0%	0	0.0%
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,		0.070		0.070		0.070
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%
African American, 18-24	1	12.5%	1	8.3%	0	0.0%
American Indian/Alaskan Native, 18-24	0	0.00/	_	0.00/	_	0.00/
	_	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	3	37.5%	1	8.3%	1	10.0%
Hawaiian/Other Pacific Islander, 18-	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	1	12.5%	1	8.3%	1	10.0%
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	5	62.5%	3	25.0%	2	20.0%
African American, 25-44 American Indian/Alaskan Native,	1	12.5%	5	41.7%	2	20.0%
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	2	25.0%	4	33.3%	2	20.0%
Hawaiian/Other Pacific Islander, 25-		25.070	7	33.370		20.070
44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	0	0.0%	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	-	37.5%	9	75.0%	4	40.0%
African American, 45-64	0	0.0%	0	0.0%	3	30.0%
American Indian/Alaskan Native,		0.070		0.070		00.070
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	0	0.0%	0	0.0%	1	10.0%
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	0	0.0%	0	0.0%	4	40.0%
African American, 65+	0	0.0%	0	0.0%	0	0.0%
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%	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	0	0.0%	0	0.0%	0	0.0%
Total	8	100.0%	12	100.0%	10	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 is holding steady. Social media posts and word of mouth seem to be the best way to encourage students to enter the program.

2023-2025 Action Items:

Item	Action Items (What actions can be taken to increase enrollment in your program?)	Assessment of Action Items (How will you assess the results of action items?)
1	Use social media to highlight student (both current and former) and advertise events and exciting news happening in the program.	Current and former students will be contacted and interviewed monthly for social media posts.

Outcome #2: Retention

Action Items from Program Review:

Item #	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2021-22 program review.)	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	Active advising of students. (Assessed by:	Students are contacted regularly through Moodle,
	Students will be contacted by email or text	text, and email. This communication happens weekly
	when they reach a critical number of	with those who are in danger of failing the course. As
	absences. Students are also contacted	soon as priority registration emails are sent out from
	when registration periods are about to	the college, I send a reminder via email to each class to
	open.)	remind them to see their advisor before their priority
		registration is open.

Baseline: 55.1 % (Average of last three years – 2018-19; 2019-20; 2020-21; program retention)

 Standard:
 56 %

 Target:
 57 %

Fall to Fall	Retention Rate
Fall 2019 to Fall 2020	80.0%
Fall 2020 to Fall 2021	42.9%
Fall 2021 to Fall 2022	33.0%

All Levels

Retention by Ethnicity, Gender, and Age

			Fall 202	0 to Fall	Fall 202	1 to Fall
	Fall 2019 to F	all 2020	2021		2022	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female	0	0.0%	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%	1	100.0%
Hawaiian/Other Pacific Islander,						
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%	1	100.0%
African American, Male	2	50.0%	1	33.3%	0	0.0%
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	25.0%	1	33.3%	0	0.0%
Hawaiian/Other Pacific Islander,						
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	1	25.0%	1	33.3%	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	4	100.0%	3	100.0%	0	0.0%
Total	4	100.0%	3	100.0%	1	100.0%

Ethnicity & Age Range Affican American, Under the age of 18 Asian, Linder the age of 18 Asian, Linder the age of 18 Asian, Under the age of 18 Asian, Inder		Fall 2019 to F	all 2020		0 to Fall 21	_	1 to Fall 22
African American, Under the age of 18 American Indian/Alaskan Native, Under the age of 18 American Indian/Alaskan Native, Under the age of 18 Asian, Under the age of 18 Caucasian, Under	Ethnicity & Age Range						
American Indian/Alaskan Native, Under the age of 18	, , ,						
Under the age of 18	of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18 Caucasian, Clatino, Under the age of 18 Caucasian, Clatino, Under the age of 18 Caucasian, Under the age of 18 Caucasian, Clatino,	'						
Caucasian, Under the age of 18 Hawalian/Other Pacific Islander, Under the age of 18 Hispanic/Latino, Under the age of 18 Two or More Races, Under the age of 18 Under the age of 18 Under the age of 18 0 0.0% 0 0.0% 0 0.0% 0 0.0% Under the age of 18 0 0.0% 0 0.0% 0 0.0% 0 0.0% Under the age of 18 0 0.0% 0 0.0% 0 0.0% Under the age of 18 0 0.0% 0 0.0% 0 0.0% Under the age of 18 0 0.0% 0 0.0% 0 0.0% African American, 18-24 American Indian/Alaskan Native, 18-24 1 25.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 18-24 0 0.0% 0 0.0% 0 0.0% Caucasian, 18-24 1 25.0% 1 33.3% 1 100.0% Hispanic/Latino, 18-24 1 25.0% 1 33.3% 0 0.0% Two or More Races, 18-24 0 0.0% 0 0.0% 0 0.0% African American, 25-44 Total 1 25.0% 1 33.3% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-44 0 0.0% 0 0.0% 0 0.0% African American, 25-40 0 0.0% 0 0.		_		-			
Hawaiian/Other Pacific Islander, Under the age of 18 Unknown, Under the age of 18 Total Under the age of 18 Under the a	1	-		-		_	
Under the age of 18		0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	,	0	0.00/	0	0.00/	0	0.00/
18		-	0.0%	U	0.0%	U	0.0%
age of 18 Unknown, Under the age of 18 Unknown, Under the age of 18 Total Unknown, Under the age of 18 Total Under the age of 18 Total Under the age of 18 Total O 0,0% O 0,0% O 0,0% O 0,0% O 0,0% African American, 18-24 Asian, 18-24 O 0,0% O 0,0% O 0,0% O 0,0% O 0,0% Asian, 18-24 O 0,0% O 0,0%	-		0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18 Total	Two or More Races, Under the						
Under the age of 18 Total African American, 18-24 American Indian/Alaskan Native, 18-24 Nasian, 18-24 O 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 18-24 O 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 18-24 O 0.0% 0 0.0% 0 0.0% Asian, 18-24 O 0.0% 0 0.0% 0 0.0% Asian, 18-24 O 0.0% 0 0.0% 0 0.0% Caucasian, 18-24 O 0.0% 0 0.0% 0 0.0% Caucasian, 18-24 O 0.0% 0 0.0% 0 0.0% O 0.0% I 33.3% 1 100.0% I 100.0% O 0.0% O 0.0	age of 18	0	0.0%	0	0.0%	0	0.0%
African American, 18-24 American Indian/Alaskan Native, 18-24	Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 18-24	Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
18-24	, -	1	25.0%	0	0.0%	0	0.0%
Asian, 18-24 As	· · · · · · · · · · · · · · · · · · ·						
Caucasian, 18-24 Hawaiian/Other Pacific Islander, 18-24 1 25.0% 1 33.3% 1 100.0% Hawaiian/Other Pacific Islander, 18-24 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 18-24 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% O 0.0% African American, 25-44 American Indian/Alaskan Native, 25-44 O 0.0% O 0.		_		0		0	
Hawaiian/Other Pacific Islander, 18-24	· ·	-		0		0	
18-24		1	25.0%	1	33.3%	1	100.0%
Hispanic/Latino, 18-24	1	0	0.00/	0	0.00/	0	0.00/
Two or More Races, 18-24 Unknown, 18-24 18-24 Total Two or More Races, 18-24 Unknown, 18-24 Two or More Races, 45-64 Asian, 45-64 Asian, 45-64 Asian, 45-64 Caucasian, 45-64 Asian, 45-64 Caucasian, 45	1.5 = 1	-		-		_	
Unknown, 18-24	' ' ' '					_	
18-24 Total 3 75.0% 2 66.7% 1 100.0%	•	_		-			
African American, 25-44 American Indian/Alaskan Native, 25-44 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 Unknown, 25-44 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 25-44 0 0 0.0% 0 0.0% 0 0.0% Unknown, 25-44 0 0 0.0% 0 0.0% 0 0.0% 25-44 Total 1 25.0% 1 33.3% 0 0.0% African American, 45-64 American Indian/Alaskan Native, 45-64 Caucasian, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 45-64 Caucasian, 45-64 0 0.0% 0 0.0% 0 0.0% Caucasian, 45-64 Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ Caucasia	· · · · · · · · · · · · · · · · · · ·					-	
American Indian/Alaskan Native, 25-44						-	
25-44	· · · · · · · · · · · · · · · · · · ·	1	25.0%	1	33.3%	U	0.0%
Asian, 25-44 Asian, 25-44 Caucasian, 25-44 Asian, 25-44 Caucasian, 25-44 Asian, 25-44 Caucasian, 45-64 Caucasian,	·	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 O 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0%		-		-			
Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 O 0.0% African American, 45-64 American Indian/Alaskan Native, 45-64 Asian, 45-64 O 0.0%	· ·	_		-			
25-44		J	0.070	Ü	0.070		0.070
Two or More Races, 25-44	25-44	0	0.0%	0	0.0%	0	0.0%
Unknown, 25-44	Hispanic/Latino, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total 1 25.0% 1 33.3% 0 0.0% African American, 45-64 American Indian/Alaskan Native, 45-64 Asian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 Unknown, 45-64 O 0.0%	Two or More Races, 25-44	0	0.0%	0	0.0%	0	0.0%
African American, 45-64 American Indian/Alaskan Native, 45-64 Asian, 45-64 Caucasian, 45-64 Caucasian, 45-64 Coucasian, 65+ Couca	Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 45-64	25-44 Total	1	25.0%	1	33.3%	0	0.0%
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 0 0.0% 0 0.0% 0 0.0% 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% 0 0.0% Two or More Races, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% African American, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% 0	African American, 45-64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64 Caucasian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 O 0.0% African American, 65+ American Indian/Alaskan Native, 65+ American Indian/Alaskan Native, 65+ O 0.0%	· · · · · · · · · · · · · · · · · · ·						
Caucasian, 45-64 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 45-64 0 0.0%		0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 45-64	· ·	0	0.0%	0	0.0%	0	0.0%
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% 0 0.0% Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% African American, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% American Indian/Alaskan Native, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0%	· ·	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	· · · · · · · · · · · · · · · · · · ·	0	0.00/	0	0.00/	0	0.00/
Two or More Races, 45-64							
Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% African American, 65+ 0 0.0% 0 0.0% 0 0.0% 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% 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%	' ' ' '						
45-64 Total 0 0.0% 0 0.0% 0 0.0% African American, 65+ 0 0.0% 0 0.0% 0 0.0% 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% 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%	· ·		1				
African American, 65+ 0 0.0% 0 0.0% 0 0.0% American Indian/Alaskan Native, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0%							
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Asian, 65+ Caucasian, 65+ O O O O O O O O O O O O O O O O O O O		0	0.0%	0	0.0%	0	0.0%
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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% 0 0.0% 0 0.0%	•	0	0.0%	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 0 0.0% 0 0.0% 0 0.0%	Hispanic/Latino, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total 0 0.0% 0 0.0% 0 0.0%		0	0.0%	0	0.0%	0	0.0%
	Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
Total 4 100.0% 3 100.0% 1 100.0%	65+ Total	0	0.0%	0	0.0%	0	0.0%
	Total	4	100.0%	3	100.0%	1	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.)

Retention is not good in Sustainable Agriculture. I am working harder to keep in touch with students who are only taking one or two classes in the program and trying to keep them focused on their goals through active advising.

2023-2025 Action Items:

Item	Action Items (What actions can be taken	Assessment of Action Items (How will you assess the
	to increase program retention?)	results of action items?)
1	Active advising of students. (Assessed by:	Students are contacted regularly through Moodle, text,
	Students will be contacted by email or text	and email. This communication happens weekly with
	when they reach a critical number of	those who are in danger of failing the course. As soon
	absences. Students are also contacted	as priority registration emails are sent out from the
	when registration periods are about to	college, I send a reminder via email to each class to
	open.)	remind them to see their advisor before their priority
		registration is open.

Outcome #3: Completers (unduplicated by highest level of attainment)

Action Items from Program Review:

Item #	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2021-22 program review.)	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	Active advising. (Assessed by: Students will	Each student has a paper file in my office that shows
	be advised when they are nearing	their target graduation date. Students are given a copy
	completion of a certificate or AAS degree.	during advising periods to show their progress toward
	Each student can view their progress on	their expected graduation date.
	Self-Service and are also given a paper copy	
	to verify and follow.)	

Baseline: 2 # (Average of total completers for the last three years – 2019-20; 2020-21; 2021-22)

Standard: 3 #
Target: 4 #

Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring					
Graduation Year Total Completers					
2020-2021	3				
2021-2022	2				
2022-2023	2				

All Levels

Completers by Ethnicity, Gender, and Age

	2020-2021		2021-2022		2022-2023	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female American Indian/Alaskan Native,	0	0.0%	0	0.0%	0	0.0%
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female Hawaiian/Other Pacific Islander,	1	33.3%	0	0.0%	1	50.0%
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	0	0.0%	0	0.0%
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	1	33.3%	0	0.0%	1	50.0%
African American, Male	0	0.0%	2	100.0%	0	0.0%
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	33.3%	0	0.0%	1	50.0%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	1	33.3%	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	2	66.7%	2	100.0%	1	50.0%
Total	3	100.0%	2	100.0%	2	100.0%

		-2021	2021-		2022-	
Ethnicity & Age Range Table	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%
onder the age of 10	U	0.070		0.070	O	0.070
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	0	0.0%	0	0.0%	0	0.0%
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	1	33.3%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 18-	'	00.070		0.070	O	0.070
24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	1	33.3%	0	0.0%	0	0.0%
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	2	66.7%	0	0.0%	0	0.0%
African American, 25-44	0	0.0%	2	100.0%	0	0.0%
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	1	33.3%	0	0.0%	1	50.0%
Hawaiian/Other Pacific Islander, 25-	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	0	0.0%	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	1	33.3%	2	100.0%	1	50.0%
African American, 45-64	0	0.0%	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%	1	50.0%
Hawaiian/Other Pacific Islander, 45-	0	0.00/	_	0.00/	0	0.00/
64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64 Two or More Races, 45-64	0	0.0% 0.0%	0	0.0% 0.0%	0	0.0% 0.0%
Unknown, 45-64	0 0	0.0%	0	0.0%	0	0.0%
45-64 Total	0	0.0%	0	0.0%	1	50.0%
African American, 65+	0	0.0%	0	0.0%	0	0.0%
Allican American, 00	O	0.070		0.070	O	0.070
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%	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	0	0.0%	0	0.0%	0	0.0%
Total	3	100.0%	2	100.0%	2	100.0%
Total	· ·	. 33.370	_	. 55.576	_	. 55.576

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?)

Completers are holding steady. Giving them a physical, hands-on visual of their academic plan helps them set goals on how and when they will complete their education.

2023-2025 Action Items:

Item	Action Items (What actions can be taken to increase student completion in your program?)	Assessment of Action Items (How will you assess the results of action items?)
1	Active advising.	Students will be advised when they are nearing completion of a certificate and/or the AAS degree. Each student's plan is completed on paper to give them a visual of their progression. Self-service is also helpful, and plans will begin to be built within each new student's digital file.

Approvals

- 1. 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.
- 2. 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		
Department Chair, Dean, Director, ar	nd/or AVP / Date: Dr. Erwie White	1/4/2024	