Program Outcome and Assessment(s)
2019-2020 Program Outcome Assessments Year-End Reporting Form
Program Review Cycle - 2018-19

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:

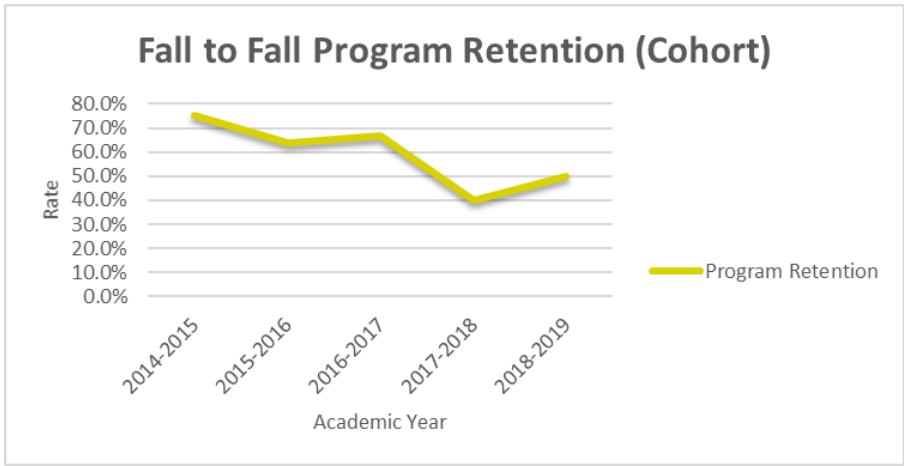Sustainable Agriculture

Program Outcome #1: Program Retention, Fall to Fall

Baseline: 68 % (*Average of three years – 2014-15; 2015-16; 2016-17; <u>fall-to-fall</u> program retention*)
Standard: 70 % Fall to Fall
Target: 72 % Fall to Fall

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: *(Actions / strategies identified in the 2018-19 program review.)*	Results / Use of Results: *(Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.)*
1	Continue to use Aviso to identify students who may be at risk. Continue to actively advise students for course selections and registration.	Aviso updates from other instructors have been successful. Active advising and making sure the student is taking a load they can handle has helped students be successful.

Year (Fall to Fall)	Program Fall Enrollment Cohort	Program Completers	Program Returners	Program Non-Completers	Program Transfers	Program Retention
Fall 2014-Fall 2015	4	0	3	0	1	75.0%
Fall 2015-Fall 2016	11	2	5	4	0	63.6%
Fall 2016-Fall 2017	6	2	2	2	0	66.7%
Fall 2017-Fall 2018	5	1	1	2	1	40.0%
Fall 2018-Fall 2019	6	1	2	3	1	50.0%

Fall to Fall Program Retention (Cohort)

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 address for next year that may affect retention.)*

Retention has increased by 10%. Strategies are working but the numbers may be a little skewed based on low enrollment.

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? If you met your standard/target, what percentage would you like to increase your standard/target?)*

We did not meet the standard due to low enrollment. We believe that with increased enrollment, our efforts will be more obvious.

2020-2021 Action / Strategy Items:
(Identify and address outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

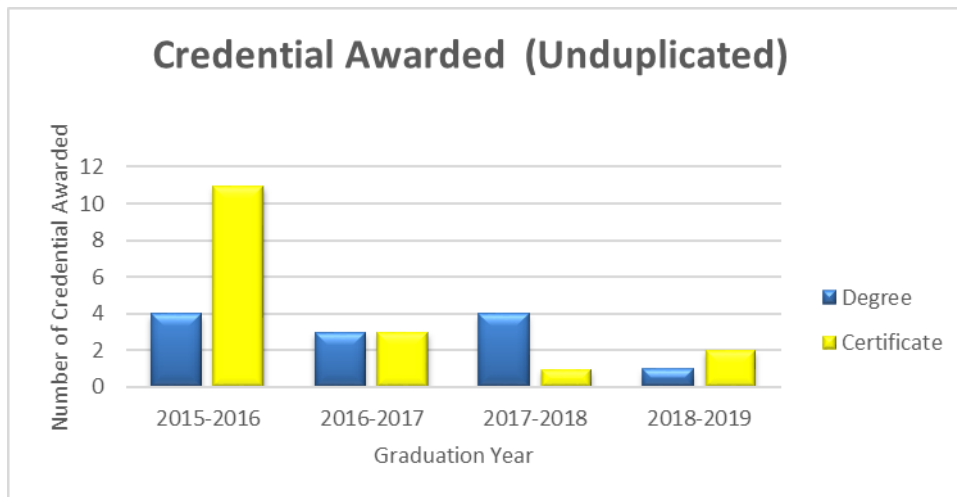| Item	Action / Strategy Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Continue to use Aviso to identify students who may be at risk. Continue to actively advise students for course selections and registration.	Fall	I will evaluate the results by finding an increase in retention.

Program Outcome #2: Completions (Graduation) (*unduplicated*)

Baseline: 9 # (*Average of three years – 2015-16; 2016-17; 2017-18*)
Standard: 10 #
Target: 11 #

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: *(Actions / strategies identified in the 2018-19 program review.)*	Results / Use of Results: *(Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.)*
1	Continue to identify potential graduates in certificate and AAS degree along with active advising of students.	We have done a better job of identifying students who are able to graduate and have placed students in the correct program for success.

Number of Completers *(unduplicated)* – Graduation Year – Summer, Fall, Spring				
Graduation Year	Degree	Diploma	Certificate	Total
2015-2016	4		11	15
2016-2017	3		3	6
2017-2018	4		1	5
2018-2019	1		2	3

Provide narrative for analysis of completion data *(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 best way to increase the graduates is to increase student enrollments. We have been recruiting heavily and have placed this program as a "Top 14" scholarship program to increase enrollment.

Provide narrative for analysis of completion standard/target *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?)*

We did not meet the standard due to low enrollment.

2020-2021 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 *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Continue to identify potential graduates in certificate and AAS degree along with active advising of students.	Fall	We will continue to identify students who are potential graduates and increase those numbers.

Program Outcome #3: Job Placement / Employment

Baseline: 74 % (*Average of three years – 2015-16; 2016-17; 2017-18 employed/more education*)
Standard: 85 %
Target: 100 %

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Continue to work with industry contacts, employers, HR representatives and advisory committee members to assist students in finding jobs.	We have been successful working with industry leaders and our graduates do not have issues finding employment.

Employment Demand						
Year	Graduates	# Employed (within 1 Yr)	# Seeking More Education (within 1 Yr)	% Employed & Seeking More Education *(add # employed and # seeking more education and divide by # of graduates)*	Unknown	Other/Comments
2015-16	15	4	2	40%	0	
2016-17	6	3	2	83%	0	
2017-18	5	4	1	100%	0	
2018-19	3	2	1	100%	0	

Provide narrative for analysis of job placement/employment data (*Based on the data, provide a narrative of your analysis of job placement / employment. Indicate factors that may have affected job placement / employment. How can your program promote higher employment of students in the field?*)

We are doing well placing students in jobs within their course of study. We continue to have more job openings than graduates. This has been one of our main recruiting strategies.

Provide narrative for analysis of job placement/employment standard/target (*As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*)

Exceeded the target. Our industry is currently looking for those ready to work with this degree.

2020-2021 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 *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Continue to work with industry contacts, employers, HR representatives and advisory committee members to assist students in finding jobs.	Fall	We will continue to see graduates placed in careers within the industry.

Program Outcome #4: Licensure and Certification Passing Rates (if applicable) Not applicable.

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

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Not applicable.	

Licensure / Certification Exam – Title

NCCCS Report	Exam Year	# Tested	# Passed	% Passing	Index Score
2016	2014-15				
2017	2015-16				
2018	2016-17				
2019	2017-18				

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

Not applicable.

Provide narrative for analysis of licensure / certification passing rates standard/target (*As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*)

Not applicable.

2020-2021 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 (*State the method of assessment; how you plan to evaluate/assess the results of the action items.*)
1	Not applicable.		

Program Outcome #5: Third-Party Credentials (if applicable) Not applicable.

Baseline: N/A # (*Average of three years – 2015-16; 2016-17; 2017-18*)
Standard: N/A #
Target: N/A #

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: (*Actions / strategies identified in the 2018-19 program review.*)	Results / Use of Results: (*Provide results of the action / strategy identified. Was the action / strategy successful? If not, did you want to continue this action / strategy going forward? If so, please include this action / strategy in the 2020-21 action / strategies table below.*)
1	Not applicable.	

Third-Party Credentials

Academic Year Fall, Spring, Summer	Credentials for Program of Study	# Tested (duplicated)	# Passed
2015-2016			
2016-2017			
2017-2018			
2018-2019			

Provide narrative for analysis of third-party credentials data (*Based on the data, provide a narrative of your analysis of third-party credentials. Are there other industry-recognized credentials that need to be addressed for the program of study? What are other means to promote program third-party credentials.*)

Not applicable.

Provide narrative for analysis of third-party credentials standard/target (*As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*)

Not applicable.

2020-2021 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 (*State the method of assessment; how you plan to evaluate/assess the results of the action items.*)
1	Not applicable.		

Program Outcome #6: Other Assessment (if applicable)

2019-2020 Action / Strategy Items:

Item #	Action / Strategy Items: *(Actions / strategies identified in the 2018-19 program review.)*	Results / Use of Results: *(Were outcomes met? Was the action / strategy successful? If not, what actions / strategies will you employ to reach the target outcome?)*
1	Remove PLO #4 and shift PLO #2 to 2020-21. PLO #4 mirrors ILO #1 & #2. To balance collecting and assessing, we will move PLO #2 to 2020-21.	This has been successful in eliminating duplicity.

2020-2021 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 *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Remove PLO #4 and shift PLO #2 to 2020-21. PLO #4 mirrors ILO #1 & #2. To balance collecting and assessing, we will move PLO #2 to 2020-21.	20-21	We will continue our PLO cycle to assess student success.