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| **Discipline: Alcohol & Other Drug Studies** | **Date: 12/4/2015** |
| **Instructional Discipline Reviewed (Each discipline is required to complete a Program Review.)** |  |

**DEFINITION**

Program Review and Planning is the means by which faculty, staff, and/or administrators complete a self-evaluation of an academic discipline, program, or service.  The self-evaluation includes an analysis of both quantitative and qualitative data on how the academic discipline, program, or service is supporting the mission and strategic planning of Palomar College in meeting the educational and career interests of students.  Through the review of and reflection on key program elements, such as program data and student learning outcomes, Program Review and Planning defines the curriculum changes, staffing levels, activities, and/or strategies necessary to continue to improve the academic discipline, program, or service in support of student success.  The Program Review and Planning process also ensures short-term and long-term planning and identification of the resources necessary to implement identified goals and priorities.

**Purpose of Program Review and Planning:**

Program Review and Planning for Years 2 and 3 provides a “check-in” on the Year 1 Comprehensive PRP. The PRP documents the vision and planning for a program or discipline. It also provides information for the development of the College’s Strategic Plan goals and annual objectives, documents overarching themes/issues occurring across academic programs and instruction, identifies the needs for resource allocations, and identifies department needs for developing the annual Staffing Plan update.

[**Palomar College Mission**](http://www.palomar.edu/about/goals.aspx)

Our mission is to provide an engaging teaching and learning environment for students of diverse origins, experiences, needs, abilities, and goals. As a comprehensive community college, we support and encourage students who are pursuing transfer-readiness, general education, basic skills, career and technical training, aesthetic and cultural enrichment, and lifelong education. We are committed to helping our students achieve the learning outcomes necessary to contribute as individuals and global citizens living responsibly, effectively, and creatively in an interdependent and ever-changing world.

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| **List everyone who participated in completing this Program Review and Planning Document.****Nicole Rose and Dillon Emerick** |

**STEP I. Evaluation of Program & SLOAC Data.** In this section, examine and analyze updated program data, the results of SLOACs, and other factors that could influence your program/discipline’s plans for the current year. Consider trends and any changes in the data as they relate to this year’s analysis.

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| 1. **Analysis of Program Data. Review and comment on any significant changes or noted concerns since last year’s PRP.**

**(For enrollment, WSCH, & FTEF data, use Fall term data only).** * + [Enrollment, Enrollment Load, WSCH, and FTEF](https://sharepoint2.palomar.edu/sites/IRPA/SitePages/Productivity%20Metric%20Summary.aspx)
	+ [Course Success and Retention Rates](https://sharepoint2.palomar.edu/sites/IRPA/SitePages/Success%20and%20Retention.aspx)
	+ [Degrees and Certifications](https://sharepoint2.palomar.edu/sites/IRPA/SitePages/Degrees%20and%20Certifications.aspx)

Despite lower college enrollments overall, AODS Enrollment has **increased** by 19. Success rates seem steady at 76.8%, which is only a small drop from the previous year (78.7%). Distance Education had the lowest success rate at 67.9%. There are only two DE classes in AODS, so the sample is rather small to draw clear conclusions. Census load is down 4.6% from the previous year, despite the slight increase in students (45). However, WSCH/FTEF has increased from 448.75 to 485! AODS is not drawing a lot of ethnic minorities (except Hispanic). AODS success rates for Hispanic students is 10% higher than the college average, which is notable. Going forward, perhaps outreach efforts might especially target lower represented minority students. Anecdotal data suggests that there is an increased need for students to obtain and retain full time employment while they are students as the cost of living seems to be constantly increasing. Many students have to take fewer classes to accommodate their ability to succeed in their employment and in their education. Not as many students are able to take a full course load like in the past. Since AODS classes are mostly offered one night a week, there isn’t as much flexibility to fit the classes into any type of schedule. Many of the AODS students do not have traditional 8-5 jobs.Retention rates are down from 92.6% to 88.9%. Total awards for AODS certificates increased from 17 in 2013-2014 to 26 is 2014-2015. As stated in last year’s PRP the faculty and department encouraged students to complete their 11 courses to obtain the certificate. Perhaps this is the explanation of the increase. The AODS coordinator also started an orientation process in order to get students certified in the field.There was also an increase in AA/AS completion: 2013-2014 had 7 students, while 2014-2015 had 13. This is an impressive increase. Perhaps ongoing outreach efforts to increase student enrollment are having some success.  |

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| 1. **SLOACs. Using the comprehensive SLOAC reports and faculty discussions as a guide, summarize your planned SLOAC activities for courses and programs for the current academic year. Link to SLOAC resources:** <http://www2.palomar.edu/pages/sloresources/programreview/>

The interem AODS coordinator and department chair have met with the Department SLO coordinator to form a picture of the program’s SLO assessment needs. Some of the work needed is cosmetic, TracDat has been updated making the need for updates more recognizable than in the past. Also, we are to understand that the improved TracDat will more easily facilitate these changes. Some classes have indeed been assessed recently. Now that the department chair and interim coordinator have a clearer understanding of the changes and updates needed, the department chair and interim coordinator will meet in early spring to develop timelines and assess SLOs where required (and revisit GLO/ILO mapping). |

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| 1. **Other Relevant Data and Information.**
2. **Review other data and/or information that you included in last year’s assessment of your program (see Step II.C). (Examples of other data and factors include, but are not limited to: external accreditation requirements, State and Federal legislation, four-year institution directions, technology, equipment, budget, professional development opportunities). Describe other data and/or information that you have considered as part of the assessment of your program. If there is additional information you are using to assess your program this year, also describe that information here.**

Palomar College's AODS curriculum is directed by the California Association of Alcohol and Drug Educators (CAADE) accreditation standards. California’s certification process has been revamped this year. There were once more than 10 ceritfying bodies for counselors, this has been condensed into one (CCAPP). CCAPP has already approved Palomar’s AODS program, this certification is good for three years. Both major certifying boards (CCAPP and CAADE) have approved our educational plan. Looking to the future, the AODS program should consider preparing students to transfer to a CSU program, as a bachelor's degree may be the minimum educational requirement for being certified as a alcohol and drug counselor. The program coordinator and department faculty plan to be actively involved in professional organizations and certifying agencies in order to be aware and prepare for any changes1. **Given this updated information, how are your current and future students impacted by your program and planning activities? Note: Analysis of data is based on both quantitative (e.g., numbers, rates, estimates, results from classroom surveys) and qualitative (e.g., advisory group minutes, observations, changes in legislation, focus groups, expert opinion) information.**

Given the need for increased student professionalism, the program is working toward making AODS 255: Law and Ethics a prerequisite for all of the directed field experience courses. In addition, Palomar and placement sites now have a streamlined MOU process. |

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| 1. **Labor Market Data. For Career/Technical disciplines only, review and comment on any significant changes or concerns since last year’s PRP. (See Step II.D). This data is be found on the CA Employment Development website at** [**http://www.labormarketinfo.edd.ca.gov/**](http://www.labormarketinfo.edd.ca.gov/)**. Go here and search on Labor Market Information for Educators and Trainers (http://www.labormarketinfo.edd.ca.gov/Content.asp?pageid=112). Click on summary data profile on right side of page to search by occupation. (Check other reliable industry or government sources on Labor Market Data websites that support findings and are relevant to Region Ten – San Diego/Imperial Counties. Include job projections and trends that may influence major curriculum revisions.)**

The State of California, Employment Development Department, Labor Market Information, reports there will be a need for 1,800 drug and alcohol counselors over the next 10 years. The majority of counselors are employed in residential mental health facilities and individual and family services. Wage ranges for California for 2105 were reported from a low of $13.68/hour/ median of $17.67/ hour and high of $22.73/hour. For San Diego County, the median hourly wage $18.88 and median annual salary $39,271.00. The government reports the outlook for substance abuse counselors is projected to grow faster than average careers through 2020**.** |

**STEP II. Progress on Previous Year’s Goals and Plans** (See ”Step III - Updated Goals and Plans” in your completed 2014-15 PRP at <http://www.palomar.edu/irp/PRPCollection.htm>).

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| **Discuss/Summarize progress on last year’s goals. Include** 1. **the impact on resources allocated and utilized;**
2. **any new developments or concerns that are affecting the program;**
3. **any new goals for the program; and**
4. **other information you would like to share.**

As stated, CCAPP has already approved Palomar’s AODS program, this certification is good for three years. Both major certifying boards (CCAPP and CAADE) have approved of our educational plan. Looking to the future, the AODS program should consider preparing students to transfer to a CSU program, as a bachelor's degree may be the minimum educational requirement for being certified as an alcohol and drug counselor. This would have a significant impact on Palomar College's AODS certification program. The department coordinator will research the available options such as: California Community College Chancellor's Office allowing some colleges to offer a bachelor’s degree and for making the transition to four year schools easier for AODS students. The program coordinator and department faculty plan to be involved actively in professional organizations and in certifying agencies in order to be aware and prepare for any changes.Also, the AODS coordinator will explore the possibility of providing on-campus drug and alcohol counseling for students at Palomar College. Given Palomar’s recent addition of behavioral health counseling, now is an opportune time. These counseling services would be a coordinated effort with Health Services, the Counseling Department, and advanced students in the AODS program.This year, the interim AODS coordinator worked with Risk Management and Contracts to reduce Palomar’s and Agency Liability. Minimizing risk and streamlining the MOU process are continuing goals. To these ends, the interim AODS coordinator has also suggested the need for increased student professionalism. The suggestion going forward is for the program to make AODS 255: Law and Ethics a prerequisite for all of the directed field experience courses. |

**STEP III. Resources Requested for FY 2015-16:** Now that you have completed Steps I and II, Step III requires you to identify all additional resources you will need to achieve goals, plans and strategies for Step II. First, identify all resource needs in each budget category. You may have up to five (5) requests per budget category. Provide a meaningful rationale for each request and how it links to your Goals, Plans, and Strategies. Resource requests to simply replace budget cuts from previous years will not be considered. Negotiated items should not be included in any resources requested. PLEASE NOTE THAT ALL FUNDING ALLOCATED BY IPC IS ONE-TIME AND MUST BE SPENT WITHIN THE DEFINED TIMELINE. Requests that support more than one discipline should be included on the “Academic Department Resource Requests” PRP form only. Click here for examples of [*Budget Category*](http://www.palomar.edu/irp/Document%20Library/PRP%20Budget%20Category.pdf)*.*

Prioritize within each category and then prioritize across categories in Step IV.

\*Refer to Strategic Plan 2016 Objectives at 3

**Budget category a. Equipment (acct 600010 and per unit cost is >$500). Enter requests on lines below. Click here for examples of equipment:** [**Budget Category**](http://www.palomar.edu/irp/Document%20Library/PRP%20Budget%20Category.pdf)

| **Priority Number for Resource Requests**  | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include tax, shipping, etc.)** |
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| **a1.**  |  | **600010** |  |  |  |  |
| **a2.**  |  | **600010** |  |  |  |  |
| **a3.**  |  | **600010** |  |  |  |  |
| **a4.**  |  | **600010** |  |  |  |  |
| **a5.** |  | **600010** |  |  |  |  |

**Budget category b. Technology (acct 600010, examples: computers, data projectors, document readers). Enter requests on lines below. Click here for examples of technology:** [**Budget Category**](http://www.palomar.edu/irp/Document%20Library/PRP%20Budget%20Category.pdf)

| **Priority Number for Resource Requests**  | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include tax, shipping, etc.)** |
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| **b1.**  |  | **600010** |  |  |  |  |
| **b2.**  |  | **600010** |  |  |  |  |
| **b3.**  |  | **600010** |  |  |  |  |
| **b4.**  |  | **600010** |  |  |  |  |
| **b5.** |  | **600010** |  |  |  |  |

**Budget category c. Supplies (acct 400010 and per unit cost is <$500). Enter requests on lines below. Click here for examples of supplies:** [**Budget Category**](http://www.palomar.edu/irp/Document%20Library/PRP%20Budget%20Category.pdf)

| **Priority Number for Resource Requests**  | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include tax, shipping, etc.)** |
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| **c1.**  |  | **400010** |  |  |  |  |
| **c2.**  |  | **400010** |  |  |  |  |
| **c3.**  |  | **400010** |  |  |  |  |
| **c4.**  |  | **400010** |  |  |  |  |
| **c5.** |  | **400010** |  |  |  |  |

**Budget category d. Operating Expenses (acct 500010; examples: printing, maintenance agreements, software license) Enter requests on lines below. Click here for examples of operating expense:** [**Budget Category**](http://www.palomar.edu/irp/Document%20Library/PRP%20Budget%20Category.pdf)

| **Priority Number for Resource Requests**  | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already partially funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include tax, shipping, etc.)** |
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| **d1.**  | **Brochures for AODS/PSYC/ SOC certificates** | **500010** | **3** | **3** | **These brochures are an integral part of promoting the certificate and AA/AS programs offered by Palomar College. These outreach brochures are utilized at monthly orientations, job/career fairs and at local high schools** | **$275.00** |
| **d2.**  | **CAADE and CCAPP Conference and Travel** | **500010** | **AODS program accreditation and education requirements** | **Goal 1: Objective 1.9: Improve the understanding of the role and value of Institutional Learning Outcomes among faculty, staff, administration and students.** | **The AODS Certificate Program is accredited through CAADE and CCAPP. In an effort to maintain accreditation, remain current in the field and know what the current standards and requirements are for accreditation, the program coordinator needs to attend these conferences.** | **$1,200.00** |
| **d3.**  |  |  |  |  |  |  |
| **d4.**  |  | **500010** |  |  |  |  |
| **d5.** |  | **500010** |  |  |  |  |

**Budget category e. Travel Expenses for Faculty (acct 500010: faculty travel only)**

| **Priority Number for Resource Requests**  | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include benefits if applicable)** |
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| **e1.**  | **Mileage reimbursementfor faculty required to drive to internship sites for evaluation of student progress/performance.** | **500010** | **1** | **1, 2, 3, 4, and 5** | **The course instructors for AODS/PSYC/SOC 140, 298 and 299 are required to drive to each internship site to evaluate student performance.**  | **$600.00** |
| **e2.**  |  | **500010** |  |  |  |  |
| **e3.**  |  | **500010** |  |  |  |  |
| **e4.**  |  | **500010** |  |  |  |  |
| **e5.** |  | **500010** |  |  |  |  |

**Budget category f. Short-term hourly (temporary and student worker). Enter requests on lines below.**

| **Priority Number for Resource Requests**  | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include benefits if applicable)** |
| --- | --- | --- | --- | --- | --- | --- |
| **f1.**  |  | **230010** |  |  |  |  |
| **f2.**  |  | **230010** |  |  |  |  |
| **f3.**  |  | **230010** |  |  |  |  |
| **f4.**  |  | **230010** |  |  |  |  |
| **f5.** |  | **230010** |  |  |  |  |

 **STEP IV. Prioritize Resource Requests.** Now that you have completed Step III, prioritize all of your resource requests as one group; not prioritized within each budget category. This means you could have your #1 priority in technology, your #2 priority in short-term hourly, and your #3 priority in equipment, etc. If you actually have five (5) requests in each of the six (6) budget categories, you would end up with 30 prioritized requests**. IPC will not consider requests that are not prioritized.** Note that all funding allocated by IPC is one-time and must be spent within the defined timeline.

| **Priority Number for all Resource Requests in Step III** | **Resource Item Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide ~~a~~ detailed rationale for each item. Refer to your goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If item is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include tax, shipping, benefits, etc.)** |
| --- | --- | --- | --- | --- | --- | --- |
| **1.**  | **CAADE and CCAPP Conference and Travel** | **500010** | **AODS program accreditation and education requirements** | **Goal 1: Objective 1.9: Improve the understanding of the role and value of Institutional Learning Outcomes among faculty, staff, administration and students.** | **The AODS Certificate Program is accredited through CAADE and CCAPP. In an effort to maintain accreditation, remain current in the field and know what the current standards and requirements are for accreditation, the program coordinator needs to attend these conferences.** | **$1,200.00** |
| **2.**  | **Mileage reimbursement for faculty required to drive to internship sites for evaluation of student progress/performance.** | **500010** | **1** | **1, 2, 3, 4, and 5** | **The course instructors for AODS/PSYC/SOC 140, 298 and 299 are required to drive to each internship site to evaluate student performance.**  | **$600.00** |
| **3.**  | **Brochures for AODS/PSYC/ SOC certificates** | **500010** | **3** | **3** | **These brochures are an integral part of promoting the certificate and AA/AS programs offered by Palomar College. These outreach brochures are utilized at monthly orientations, job/career fairs and at local high schools** | **$275.00** |
| **5.** |  |  |  |  |  |  |
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**STEP V. Contract Position Requests.** Prioritize all contract positions you feel are needed to achieve goals, plans and strategies identified in Step II. Include all requests for Classified, CAST, and Administrator positions that either replace a vacancy due to retirements, resignations, lateral transfers, etc., or any new positions. You may request up to ten (10) positions and they must be prioritized to be considered by IPC. Please note that only these position requests will be prioritized by IPC when developing the annual Staffing Plan for Instruction.   (Do not include faculty positions.)

| **Priority Number for Contract Position Requests**  | **Position Title/Category****Requested**  | **Fund Category** | **Discipline goal addressed by this resource**  | [**Strategic Plan 2016 Objective Addressed by this Resource**](http://www.palomar.edu/strategicplanning/PALOMAR_STRATEGICPLAN2016.pdf)**\*** | **Provide a detailed rationale for the each position. The rationale should refer to your discipline’s goals, plans, analysis of data, SLOACs, and the Strategic Plan. (If position is already funded, name the source and describe why it is not sufficient for future funding.)** | **Amount of Funding Requested (include benefits)** |
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| **1.**  |  |  |  |  |  |  |
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 **Department Chair/Designee Signature Date**

 **Division Dean Signature Date**