

BASIC PROGRAM INFORMATION

Program Review is a self-study of your discipline. It is about documenting the plans you have for improving student success in your program and sharing that information with the college community. Through the review of and reflection on key program elements, program review and planning identifies program strengths as well as strategies necessary to improve the academic discipline, program, or service to support student success. With that in mind, please answer the following questions:

Discipline Name: Fire Academy

Department Name: Public Safety

Division Name: Career, Technical and Extended Education Division

Please list all participants in this Program Review :

Name	Position
Darryl Hebert	Fire Academy Supervisor, Adjunct Faculty
John Thompson	Fire Academy Coordinator, Adjunct Faculty

Number of Full Time Faculty: 0 **Number of Part Time Faculty:** _____

Please list the Classified positions (and their FTE) that support this discipline:

What additional hourly staff support this discipline and/or department:

Discipline mission statement: [Link to "How to Build a Mission Statement"](#)

Mission Statement

It is the mission and goal of this academy:

- Provide training and education, which meets or exceeds the requirements of the California State Fire Marshal’s Fire Fighter 1 standards.
- Provide the highest quality of training available.
- Provide a positive and safe learning environment for all participants.
- Treat all participants with respect and integrity.
- Maintain a highly disciplined academic environment.

- Provide a learning atmosphere, which is free from harassment.
- Provide a learning environment, which is free from discrimination based upon religion, race, sex, or national origin.
- Produce well disciplined, professional Fire Fighters.

List any new degrees and certificates offered within this discipline since your last comprehensive review:

2 New Certifications:

International Fire Service Accreditation Congress, (IFSAC)

Pro Board® Fire Service Professional Qualifications System Certified

(these are professional certifications-not CCCCCO approved certificates or degrees)

Discipline Level Data: <https://sharepoint2.palomar.edu/sites/IRPA/SitePages/PRP%20Summary%20Source.aspx>

SECTION 1: PROGRAM REFLECTION

1A. Program Analysis: Reflect upon and provide an analysis of your summary data.

Entry into the Fire Academy has historically been a competitive process. We have noticed a decline in our applications over the past 2 semesters. Applicants must pass a rigorous physical agility exam, submit a written application and pass an oral interview. Those selected have demonstrated their ability to meet the demands of the Fire Academy. The data provides evidence that this process is successful. The pass and retention rates are at 100% for 2015-16.

1B. Standards: ACCJC requires that colleges establish institutional and program level standards in the area of course success rates. These standards represent the lowest success rate (% A, B, C, or Credit) deemed acceptable by the College. In other words, if you were to notice a drop below the rate, you would seek further information to examine why the drop occurred and strategies to address the rate.

Discipline Level Course Success Rate:

- A. The College's institutional standard for course success rate is **70%**.
- B. Review your discipline's course success rates over the past five years.
- C. Identify the minimum acceptable course success rate for your discipline. When setting this rate, consider the level of curriculum (e.g., basic skills, AA, Transfer) and other factors that influence success rates within your area. If you set your discipline standard below the College's standard, please explain why.

Standard for Discipline Course Success Rate: 70

Why?

Using college standard.

1C. Program Update: Describe your proudest moments or achievements related to student success and outcome.

We successfully achieved two new accreditations. IFSAC and Pro-board Accreditation are nationally recognized certifications that will assist students in acquiring careers within the fire service across the nation. We also successfully completed the requirements to become a Regional Accredited Fire Training Center with the California Fire State Marshals Office.

1D. Program Improvement: What areas or activities are you working on this year to improve your program? Please respond to new data as well as feedback from last year's program review.

We are strengthening our partnership with the North San Diego Fire Departments by involving their personnel in our training programs which also increases the resources for academy instruction.
Increasing our marketing program in both the middle schools and high schools.
Working on Summer Public Safety Program for High School Students.

1E. Unanticipated Factors: Have there been any unanticipated factors that have affected the progress of your previous plan?

Limited hours for Academy Coordinator. It is difficult to rely on part-time personnel for day to day training.

1F. SLOACs: Describe your course and program SLO activities this past year. How have you used the results of your assessments to improve your courses and programs? [Refer to the SLO/PRP report – https://outcomes.palomar.edu:8443/tracdat/](https://outcomes.palomar.edu:8443/tracdat/)

Our outcomes are prescribed by the California Sate Fire Marshals Office. Students are expected to demonstrate specific skills and knowledge embedded within the modules. Instructors constantly assess manipulative and cognitive skills that are within the modules.

We learned that students master manipulative skills much easier than cognitive skills. We spend much more time going over theory and professional conduct in the fire service which includes; public servitude, personal conduct, teamwork, leadership principles, job application process, ethics, understanding the dynamics of the fire service. We will continue to monitor outcomes for student adaption and adjust when appropriate to meet the needs of the students.

SECTION 2: PROGRAM GOALS

2A. Progress on Previous Year’s Goals: Please list discipline goals from the previous year’s reviews and provide an update by checking the appropriate status box .

Goal	Completed	Ongoing	No Longer a Goal
IFSAC/Pro-board Accreditation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Achieve Accreditation as a Regional Training Facility	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2B. New Discipline Goals: Please list all discipline goals for this three-year planning cycle (including those continued from previous planning cycle):

GOAL #1	
Program or discipline goal	Provide a streamline process for Military Veterans to enter the Fire Academy.
Strategies for implementation	Work with our Camp Pendleton Campus, enrollment services and non profit groups on program awareness
Timeline for Implementation	2017-18
Outcome(s) expected (qualitative/quantitative)	Graduate Military Veterans from our Fire Academy
GOAL #2	
Program or discipline goal	Increase diversity in our program student population
Strategies for implementation	Target diverse groups within our service area with program information
Timeline for Implementation	2017-18
Outcome(s) expected (qualitative/quantitative)	Graduate more diverse students from our programs
GOAL #3	
Program or discipline goal	Secure Apparatus for training purposes
Strategies for implementation	Seek opportunities with departments on sharing apparatus
Timeline for Implementation	2017-18
Outcome(s) expected (qualitative/quantitative)	Secure a contract with a department for two fully functional Engines that can be used for training Academy Cadets.

**Department Chair/
Designee Signature:** _____

Date: _____

Division Dean Signature: _____

Date: _____

Vice President Signature: _____

Date: _____