



Program Review and Planning 2019-2020

OVERVIEW OF PROGRAM REVIEW AND PLANNING FOR INSTRUCTIONAL PROGRAMS

Program Review is about documenting the plans you have for improving student success in your program and sharing that information with the 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 our new Guided Pathways plan, this review becomes even more crucial for the success of our students and college.

[We are using the Strengths, Opportunities, Aspirations, Results \(SOAR\) strategic planning technique to help us focus on our current strengths and opportunities, create a vision of future aspirations, and consider the results of this approach.](#)

BASIC PROGRAM INFORMATION

Academic Year
2019-2020

Are you completing a comprehensive or annual PRP?
Annual

Department Name
Design and Manufacturing Technologies

Discipline Name
Fashion (FASH)

Department Chair Name
Anita R. Talone and Rita Campo Griggs

Division Name
Career, Technical and Extended Education

Website address for your discipline
<https://www2.palomar.edu/pages/fashion/>

Discipline Mission statement

The Palomar College Fashion Merchandising and Design is dedicated on being the leading provider of education and to equip individuals with the skills and practical experience they require handling the entire creative process of fashion – from concept to consumer. The Fashion program will provide an environment that promotes and fosters creativity, technical skills, and environmental consciousness. Instructors will inspire our students and give personalized attention to individual students to ensure growth and originality. The Fashion Industry is one of the largest, well-established industries in our state, our nation, and globally. The program offers opportunities which include certificates of achievements, associate degrees, and or transfer-readiness to a four-year college or university. We strive to produce individuals who are ready to enter the fashion industry with the utmost expertise and confidence in this global society.

[\(click here for information on how to create a mission statement\)](#)

Does your discipline have at least one degree or certificate associated with it?
Yes

Are any of your programs vocational (CTE/CE)?
Yes

List all degrees and certificates offered within this discipline.

Fashion Merchandising: AS, Certificate
Fashion Design: AS, Certificate
Fashion Visual Merchandising: AS, Certificate

Please list the names and positions of everyone who helped to complete this document.

Rita Campo Griggs

Full-time faculty (FTEF)

1.0

Part-time faculty (FTEF)

1.43

Classified & other staff positions that support this discipline

Zermeno Gamble, Yesenia

Academic Department Assistant, Design & Manufacturing Technologies

1/7

Additional hourly staff that support this discipline and/or department

None

PROGRAM INFORMATION

PROGRAM OUTCOMES

Begin this section by reviewing the Program Review reports for courses and programs in TracDat. All active course and program outcomes should be systematically assessed over a 3-year cycle.

- **Program** = Leads to a degree or certificate
- **Discipline** = A group of courses within a discipline

*Programs will be able to complete program completion and outcome questions.

How well do your program's learning outcomes communicate the scope and depth of the degree/certificate offered and align with employer and transfer expectations?

A review of the Fashion Merchandising and Design program learning outcomes reveals that the scope and depth of the degrees align very well with employer and transfer expectations. As we assess the learning outcomes and the scope and depth of the program, we assessed practices that have proven to be successful. This includes relevant curriculum that lead to transfer to a four-year institution and maintaining industry relations, which leads to employment placement. In the past year we have made significant adjustments to the Fashion Merchandising and Fashion Design degrees and certificate programs to allow students to complete their coursework in a timely manner and still reflect industry needs. This restructure to the program and classes allow us to meet the needs of the student and the fashion industry. Students receive the skills needed to be competitive in the workforce and the program maintains industry partnerships in order for opportunities with internships, professional support, and employment opportunities.

Describe your program's plan for assessing program learning outcomes.

With respect to our plan for assessing program learning outcomes, the department is focussing on the success at both the course and program level. On the program level we know that we need to increase enrollment in all our classes and students need to be more successful in the completion of a degree. The mapping and mega majors will be a tool for success in this area. On the course level, we need to continue to assess the success rate of workshops/short-term classes. The Fashion department will also maintain the guidelines and deadlines as required by the college.

Summarize the major findings of your program outcomes assessments.

The Fashion programs show excellent assessment results. We learned overall our Fashion students have a solid grasp of technical applications through work based learning. Successful completion of either program allows students with employment opportunities in the fashion industry. Our assessment methods highlighted the need for accelerated and concentrated classes that students and industry professional need for professional development. This finding was confirmed in our industry advisory meeting.

Depending on the degree or transfer goals of our students, they have the choice of three different GE pathways:

- [Associate Degree GE Requirements](#)
- [CSU GE Requirements](#)
- [IGETC Requirements](#)

Palomar College has identified a set of General Education/Institutional Learning Outcomes, which represent the overall set of abilities and qualities a student graduating from Palomar should possess. [Click here for a link to Palomar's GE/ILOs.](#)

PROGRAM COMPLETIONS

Student success is at the core of what we do in assisting students in achieving their goals.

The Chancellor's Office Vision for Success stresses the importance of Program Completion as a major goal for our students. In addition, transfer and career readiness are key components of Palomar College's mission statement. This year, our funding formula has also changed reflecting this emphasis, providing additional funding as a function of the number of completions.

In this section we will identify a program standard and a stretch goal (what you would like to move toward) for program completions.

The standards represent the lowest number of program completions deemed acceptable by the College.

In other words, if you were to notice a drop below the set standard, you would seek further information to examine why this occurred and strategies to increase completions.

In this section we will identify a program standard and a stretch goal (what you would like to move toward) for programs.

List the number of completions for each degree/certificate for the previous year.

At first glance the total number of completions appears to be down. However when comparing the past 5 years it should be noted that there is an increase of completers for 2015-16 and 2016-17 with 34 students receiving degrees in 2015-16 and 31 in 2016-17. Completions rates and degrees awarded for the past 4 years are as follows:

34 degrees for 2015-16

31 degrees for 2016-17

17 degrees for 2017-18

26 certificates and degrees 2018-19

Have your program completions Increased, decreased, or stayed the same over the last 5 years?

Stayed the same

What factors have influenced your completion trends?

I believe three factors contribute to our completion trend:

1. As faculty we recently started encouraging students to complete a certificate first and then complete the A.S. degree
2. Completions can mostly be contributed to a pop-culture phenomenon when Project Runway was popular our enrollment was at it's highest.
3. Twelve high schools had fashion programs, currently two remain.

The Chancellor's Office Vision for Success stresses the importance of reducing equity gaps through faster improvements of underrepresented groups.

ACCJC also requires that colleges establish institutional and program level standards in the area of success rates. These standards represent the lowest success rate 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.

[Click on this link to review the course success rates \(A, B, C, or Credit\) for your discipline.](#)

In this section we will identify a course success rate standards and a stretch goal (what you would like to move toward) for programs.

Course Success Rates by gender, age, ethnicity, special population, location, and modality (You can access the Student Equity Plan on the SSEC website <https://www2.palomar.edu/pages/ssec/>)

COURSE INFORMATION

COURSE SUCCESS AND RETENTION

What is your program's standard for Discipline COURSE Success Rate?

75.0%

Why did you choose this standard?

We have set are Success Rate at 75% in alignment of with the Overall Success Rate of the school. Every year the Fashion Program Success rate exceeds the Overall Success Rate.

What is your Stretch goal for COURSE success rates?

85.0%

How did you decide upon the goal?

After analyzing the current number the Fashion Program has identified a stretch goal of 85% success rate for growth. This conclusion was derived by reviewing the program data for the past four years 2015-16 to 2018-19. The current success rate is at 78% percentage and retention rate at 96%. The Overall success rate for the past five years remains very steady and is always over the overall success rate of the college. With the retention at 96%, the program should turn those students into completers. The can be accomplished by encouraging students to complete certificate programs, outlined educational plans and create new short term workshop and new industry driven professional development certificates.

COURSE OUTCOMES

How have you improved course-level assessment methods since the last PRP?

A course assessment method has improved since the last PRP. The course assessments indications that our students are achieving a success rate of 70% or higher. The Fashion program will continue to develop

our course-level assessments and continue to engage the part-time faculty in the planning and assessment process.

Summarize the major findings of your course outcomes assessments.

To summarize the major findings of the effectiveness of the course outcomes the Fashion Program measures and evaluates the annual results and discusses the results with the Advisory Board. We learned that overall, our fashion students have a solid grasp of the industry and technical applications. Our assessment methods are very successful. Students are assessed with work-based learning skills, technical skills, and soft skill. Their ability in the classroom directly correlates to their ability in the workplace. The Fashion program outcomes are in complete alignment with industry standards and requirements. Our students are very prepared for employment in the industry. Students in our fashion design program complete our program with the required skills necessary to be very employable. At the request of our industry advisors and through results of our course evaluation, one thing we have been working on is with our students is their soft skills. We teach workplace skills and behavior in every class. Each class has incorporated communication skills, social skills and social skills.

This section is intentionally blank for annual PRPs. Please click "Next" to continue.

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Program Goals

In the previous sections, you identified opportunities for improvement. Using these opportunities, develop 3-year [SMART goals](#) for your department. Goals should be Specific, Measurable, Attainable, Relevant, Time-Specific. Ensure your goals align with the mission of your department and/or [the College's strategic plan](#).

Please list all discipline goals for this three-year planning cycle. [Click here for previous PRPs and goal information.](#)

Goals

Goal 1

Brief Description

Further expansion of a coordinated outreach plan that employs internal and external outreach strategies in order to increase awareness and enrollment of the fashion program

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

This goal is never-ending. It is important for any program to create marketing opportunities in order to be successful.

These will be accomplished through a variety of means:

The appointment of the social media coordinator

Develop a social media presence to include, the fashion website, instagram, and Facebook

Attend college fairs

Presentation and special events at area high schools

Meet with high school counselor, create a "leave behind" promotional item

Meet with campus counselor, create promotional item and invite to the fashion show

Use Comet's Closet as a tool to create program awareness

Outcome(s) expected (qualitative/quantitative)

Show a 5%- 7% increase in student enrollment by Spring 2020.

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

This goal aligns with goal 3 of the Strategic Plan for the college:

Strengthen the college's message to our community.

Objective 3.1: Implement the college's integrated communications plan that reflects Palomar's presence in the community and includes, but is not limited to:

- 1) an easy navigate website,
- 2) a strong social media presence,
- 3) printed marketing materials.

Expected Goal Completion Date**Goal 2****Brief Description**

Strengthen industry and community partnerships to increase student learning experiences that will lead to employment opportunities.

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

This goal will be accomplished through a variety of means:

Integrate relevant work-based learning experiences through partnerships with industry professionals

Integrate academic and career technical skill sets

Provide coursework, and internships to prepare students for the dynamics of the workplace

Provide services to improve and support to a diverse student body in completing its educational career or personal plan through active learning such as Comet's Closet and the MODA Fashion Show

Outcome(s) expected (qualitative/quantitative)

Increase services, internships, and career opportunities for the students through numerous work-based learning experiences. In order to develop a richer learning environment. Apply the work-based learning model for distribution

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

At the forefront of our mission statement is a commitment to a broad based variety of skills, which comprise traditional training, and the latest in technology. The program's curriculum integrates creative and leadership skills to develop students that demonstrate an understanding of cultural diversity, think critically, and gain knowledge essential to their professions.

Expected Goal Completion Date**Goal 3****Brief Description**

Provide educational opportunities in the field of fashion for advanced study, and transfer readiness

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

This goal will be accomplished through a variety of means:

Offer an educational mapping that leads to a career in the exciting multifaceted fashion industry through certificates of achievements, associate degrees, and or transfer-readiness to a four-year college or university.

Maintain high academic standards through comprehensive program content, methods of instruction with appropriate assessment.

Outcome(s) expected (qualitative/quantitative)

Create educational plans and mapping as a pathway for students success and completion. This will increase certificates of achievements, associates degrees and transfers to a four-year college or university. Work with the articulation officer to create agreements with Cal-Poly Pomona.

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

The Fashion Merchandising and Design Program align with Palomar College's mission statement by supporting the college's mission of career and technical training, transfer and completion.

Expected Goal Completion Date

STAFFING AND RESOURCE NEEDS

Instructions

1. Refer to [Strategic Plan](#).
2. See [Data](#).
3. See career info (In PRP)

Are you requesting additional full-time faculty?

No

Are you requesting additional Staff, CAST or AA?

No

RESOURCE REQUESTS AND BUDGET ALLOCATION REVIEW

Budget Analysis: This section should be completed by department chairs by the end of September.

Are there areas in your budget where there has been a historical surplus (See three year trend)?

No

Are there processes that need to be examined to ensure we are being the most efficient with funding?

No

Are there ongoing needs in your department budget that you currently do not have the resources for?

No

Do you have non-general fund sources of funding?

No

One Time Needs

For more information about funding sources available, see [IELM BLOCK GRANT, LOTTERY PERKINS AND STRONG WORKFORCE GUIDELINES](#) (on the left menu of the web page.)

Please check with your department chair on the availability for this cycle.

Do you have one-time funding requests?

No

Review

Chair Review

Chair Comments

Well done. Rita, this is very insightful and illuminates how invested you are in student success. Impressive.

Chair Name

Anita R. Talone

Chair Sign Date

10/30/2019

Dean Review

Strengths and successes of the discipline as evidenced by the data and analysis:

the FT faculty is able to run a complex program by herself. She is well connected to the industry and is able to help her students find internship opportunities. Excellent review of program.

Areas of Concern, if any:

Delivering a fashion show each spring takes an enormous amount of time and there is only 1 FT faculty in the program. that is concerning.

Recommendations for improvement:

Dean Name

Margie Fritch

Dean Sign Date

11/6/2019

IPC Review

Strengths and successes of the discipline as evidenced by the data and analysis:

Areas of Concern, if any:

Recommendations for improvement:

IPC Reviewer(s)

IPC Review Date

Vice President Review

Strengths and successes of the discipline as evidenced by the data and analysis:

I always comment on the mission statement but it's still great! Completion trends make sense- thank you. Goals are also quite strong- nice review overall.

Areas of Concern, if any:

Recommendations for improvement:

Vice President Name

Jack S. Kahn, Ph.D.

Vice President Sign Date

1/7/2020