

# Comprehensive Program Review Report



## Program Review - Cosmetology

### Program Summary

#### 2022-2023

**Prepared by:** Jonna Schengel, CTE Dean

**What are the strengths of your area?:** COSM is a popular program with students. Provided through contract with ESTES, therefore requires no physical space on the campus.

Offered as an Instructional Service Agreement in partnership with a local Cosmetology School.

This program is accredited by the National Accrediting Commission of Career Arts & Sciences (NACCAS).

One of the strengths is longevity (nearly 30 years) and continued success of the program and the relationship between COS and Estes.

Teaching staff are licensed cosmetologists with documented industry experience and are required to successfully complete relevant professional development annually.

Facilities are updated. Students are learning on industry-standard equipment and facilities.

Instruction includes career development, entrepreneurship, communication, and general business skills.

**What improvements are needed?:** It has been on hold as the number of hours allowed by the state has been reduced from 1800 to 1000. This decrease in hours makes it less feasible for ESTES to continue with the current MOU of \$3.25/hour/student. They have submitted an updated MOU with \$10/hour/student for the total of 1000, which is less than the original 1800. This is being considered by Senior Management.

**Describe any external opportunities or challenges.:** State reduction of allowed hours

**Overall SLO Achievement:** Not assessed

**Changes Based on SLO Achievement:** Not assessed - but will be changed if new MOU is accepted; hours are flexible in CourseLeaf.

**Overall PLO Achievement:** Not able to assess; courses not offered in Fall 2022 or Spring 2023.

**Changes Based on PLO Achievement:** Waiting SM approval

**Outcome cycle evaluation:** Needs to be assessed with primary instructors who are off site and not employed by COS.

### Action: 2022-2023; 2020-2021 Continuous curricular and facility improvement.

Maintaining and improving curriculum and industry-based facility requirements for the instructional program of Cosmetology.

**Leave Blank:** Essential for Operation

**Implementation Timeline:** 2020 - 2021, 2022 - 2023

**Leave Blank:**

**Leave Blank:**

**Identify related course/program outcomes:** COSM261 #2 - Students able to understand new and unique styling techniques  
COSM261 #3 - Students relate to employment and operations as related to state laws.

**Person(s) Responsible (Name and Position):** Susan Winey, Jonna Schengel

**Rationale (With supporting data):** In consultation with our Advisory committee, recommendations to curriculum and facilities have been emphasized to program leaders. Licensure is essential to practice in the industry so improving licensure rates is a focused goal.

**Priority:** High

**Safety Issue:** No

# Program Review - Cosmetology

External Mandate: No

Safety/Mandate Explanation:

Update on Action	
<b>Updates</b>	
<b>Update Year:</b> 2022 - 2023	10/15/2022
<b>Status:</b> Continue Action Next Year	
COSM faculty have to meet state requirements; CTE Dean will attempt to codify the level of faculty development offered to the COSM instructors.	
<b>Impact on District Objectives/Unit Outcomes (Not Required):</b>	

## Resources Description

Continued and expanded industry outreach. Through advisory committee and industry contacts to improve direct student interaction. (Active)
<b>Why is this resource required for this action?:</b> This program is an industry accredited and licensed program, therefore industry input and advice is necessary to maintain and viability and hire-ability of graduates.
<b>Notes (optional):</b>
<b>Cost of Request (Nothing will be funded over the amount listed.):</b> 0

## Link Actions to District Objectives

District Objectives: 2018-2021
<b>District Objective 2.1</b> - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years
<b>District Objective 2.4</b> - By 2021, Increase the percentage of CTE students who achieve their employment objectives by 5 percentage points
District Objectives: 2015-2018
<b>District Objectives</b> - 2.2 - Increase the number of students who earn an associate degree or certificate annually.
<b>District Objectives</b> - 2.4 - Increase Career Technical Education course success rates and program completion annually.
District Objectives: 2021-2025
<b>District Objective 2.4</b> - Increase the percentage of CTE students who achieve their employment objectives by five percentage points (job closely related to field of study and attainment of a livable wage) and the number of CTE students who successfully complete 9+ CTE units in a single year by 10% from 2021-2025.

## Action: 2022-2023; 2020-2021 Assess student success through SLO assessment and industry pass rates

Dean of CTE will meet with Cosmetology faculty to assess SLOs and provide feedback on pass rates on licensure examination.

Leave Blank:

Implementation Timeline: 2020 - 2021, 2022 - 2023

Leave Blank:

Leave Blank:

Identify related course/program outcomes: All SLO and PLO relate to this.

Person(s) Responsible (Name and Position): Jonna Schengel, Susan Winery

Rationale (With supporting data): This is a current weakness in the program as faculty are not part of the regular faculty groups

# Program Review - Cosmetology

in the division.

**Priority:** Medium

**Safety Issue:** No

**External Mandate:** No

**Safety/Mandate Explanation:**

## Update on Action

### Updates

**Update Year:** 2022 - 2023

10/15/2022

**Status:** Continue Action Next Year

Due to COSM program being on hold while MOU and reduction of state hours are negotiated, the Dean has not met with the COSM faculty to discuss student pass rates on the licensure exam. Will complete this work when the program starts up again - Fall 2023.

**Impact on District Objectives/Unit Outcomes (Not Required):**

## Link Actions to District Objectives

District Objectives: 2021-2025

**District Objective 2.1** - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.

## Action: 2022-2023 Offer COSM program to COS students

Update MOU with ESTES to start offering COSM classes again

**Leave Blank:**

**Implementation Timeline:** 2022 - 2023

**Leave Blank:**

**Leave Blank:**

**Identify related course/program outcomes:** All course outcomes

**Person(s) Responsible (Name and Position):** Jonna Schengel + Senior Management to activate new MOU

**Rationale (With supporting data):** The fees requested by ESTES new MOU are \$10 per instructional hour for 1000 hours, so \$10,000 per student. This could take up to 3-5 semesters to complete depending on how many hours a week the student attend classes at ESTES.

**Priority:** Medium

**Safety Issue:** No

**External Mandate:** No

**Safety/Mandate Explanation:** It was the State Board of COSM that decreased the number of training hours from 1800 to 1000, which has caused ESTES to renegotiate the contract with COS.

## Resources Description

**Adjustment to Base Budget** - MOU contract with ESTES (Active)

**Why is this resource required for this action?:** To pay for ISA with ESTES

**Notes (optional):**

**Cost of Request (Nothing will be funded over the amount listed.):** 100000

## Link Actions to District Objectives

District Objectives: 2021-2025

**District Objective 1.1** - The District will increase FTES 2% from 2021 to 2025.