

Comprehensive Program Review Report



Program Review - Intercollegiate Athletics

Program Summary

2022-2023

Prepared by: Ally Briano, Jody Allen

What are the strengths of your area?: Our IA sections continue to be well-organized, and structured to help student athletes achieve a high level of performance both in and out of the classroom. We offer clear instruction, we provide academic support, and these sections of IA courses allow our teams to spend more time training and bonding together, which strengthens all of our programs all-around. Most of our coaches and professors are running grade checks, maintaining accountability for our athletes in the classroom, and creating team atmospheres that are fostering some of the highest performing sports teams in the CCCAA pool.

In addition, our success rates have continued to remain up over 96% which we are very proud of considering all the modifications we had to make over the course of the 3 years where we were drastically effected by Covid restrictions. This year, we saw a slight drop in success rates between 2020, and 2021, as they dropped from 98% back down to 96%, however, we have recently seen a huge surge in our FTES, from 154.4 in the 2020-2021 school year, and back up to 179.16 in the 2021-2022 school which is exciting for us. We attribute this to the reopening of the economy and our schools, and the atmosphere around campus has sure been a testament to the excitement people are feeling. The campus is buzzing, and we are happy to serve so many of the excited students we see in our IA courses.

In looking at our Equity and Enrollments features, it is clear that we are continuing to serve all of our minority populations with a high success rate. Our African-American population remains one of the highest in the State, and the success rates among that population continue to thrive at 95% for males taking PEAC 051, and 100% among the females enrolled in the same IA 051 course. Similarly, our Distance Education Programs have picked back up following Covid, where we offer courses at local high schools who participate in our dual enrollment programs, and we are proud to offer the majority of those courses (65%) to the Hispanic population, and the other 35% is made up of students from the white, black, and multi ethnicity group.

We are proud that we have been able to not only survive but thrive in the middle of the Covid years, and without the anchor provided by the IA courses to our student athletes, we feel that our retention rates would have been much lower. Our goal is to continue serving our diverse group of students in ways that are equitable regardless of their age, gender, race, ethnicity, and other student identifiers, and to continue offering extra academic support to our athletes through the IA courses.

What improvements are needed?: As always, the COS Athletic Department is constantly seeking ways to set us apart in the State by offering cutting edge facilities and training, which we have been grateful to receive in the past few years. We are always measuring our performance and our training in comparison to the offerings at successful 4-year institutions, and trying to bring ourselves closer to the types of programming they offer. In order to do so, often times, we are in need of capital that is not provided in the regular budget. We view our upgrades as a recruiting strategy that allows us to continue to attract high quality student-athletes, in order to keep reaching toward COS District Objective 1.1.1. which is to continue to increase our FTES.

As such, this year we are hoping to secure some additional resources in the form of equipment needs. They are listed below:

1. Equipment Needs of the Division (In order established by Rankings vote)
 - a. Purchase new Weight Room Essentials (\$55k).
 - b. Purchase more mannequins and AED's with pads for the Athletic Training Room (\$885).
 - c. Purchase new pole vault pit cover (\$30k).

- d. Purchase more home plates and pitching rubbers for the Softball Field (\$2,300)
- e. Purchase Shooting Machines for basketball (\$15k).

Another area we feel we are lacking, is that we would like to provide greater opportunities for our Adjunct Head Coaches to be on campus more, and to serve the department in more capacities, making it more likely for us to retain them. We feel that there is plenty of work to be done, and we would like to provide our Student Athletes with more support, and in turn improve our Student Success by allowing ALL HEAD COACHES (not just full time coaches) to make a living working here by serving in various capacities.

Describe any external opportunities or challenges.: One of the main challenges we face, is that many of the items we seek in IA are not budget friendly, and they are high priced which means they do not fit into the above vase allocation process.

Overall SAO Achievement: We are achieving all of our SAO's and we continue to improve our Success Rates and our FTE's.

Changes Based on SAO Achievement:

Outcome cycle evaluation: We are thrilled and grateful for all that we have received in the IA department over the past couple years. There is a visible difference in our facilities and our equipment, and it allows us to continue functioning at a competitive level within the CCCAA. We continue to put our student athletes first, and we are grateful for the leadership and communication that has been extended to us as we strive to keep our name on the map in all of the collegiate rankings.

Action: 2021-2022 ASSISTANT ATHLETIC DIRECTOR FOR EVENTS & CREATIVE (Managment)

Improve Student Success by bringing our athletic department up to current collegiate standards and hiring an assistant to the Athletic Director who will work in a managerial position and help with operation, safety, technology, media, advertising, and the daily task of running a department with 17 sport teams.

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: In an effort to meet District Objective 2.2, we are working hard to increase the number of students who transfer to a four-year institution by 10 percent over three years. We believe and have seen data to prove that helping student-athletes transfer into successful 4-year universities is an important part of our calling, and that having greater support for the Athletic Director in his daily tasks will improve the marketability and visibility of our student athletes to the universities they seek to transfer to. Our goal is to continue increasing awareness for the athletic department and getting COS caught up to speed with the rest of the state in terms of public information. Currently 70% of the State Community Colleges have Athletic Communication Specialist/Assistant to the Athletic Director; COS is not one of them.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation: Part of continuing to serve our diverse population of students, student-athletes, and their families in a safe and successful manner, needs to include our management team having the support it needs to make our events run smoothly. There are safety issues at every event that need the full attention of a manager on staff, who interfaces closely with the Athletic Director on a daily basis.

Action: 2021-2022 FUNDING TO MOVE EQUIPMENT TECHNICIAN FROM PART TIME to FULL TIME (Classified, \$53,000).

Increase student success by allowing our equipment technician to serve students on a daily basis rather than a part time basis (\$53,000).

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: In our IA courses, we spend a great deal of time engaged in physical activity that help students meet their SLO's such as learning to identify and explain the appropriate goals for biomechanic performance based

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on the principles of position, progression and execution and execution of skills related to sports. Our current equipment technician spends the majority of his day acquiring and distributing items that allow our coaching staff to meet this SLO. We feel having him on campus more often would allow us to meet these goals more expediently.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 UNIFORMS FOR ALL ATHLETIC TEAMS INCLUDING DANCE & CHEER

Improve Student Success by keeping our teams outfitted in clean uniforms that reflect the competitive nature of our programs. (\$32k)

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: A budget for new uniforms will help us regulate organizational effectiveness by strengthening operations of and communication between District departments, divisions, and student athletes, and keeping us outfitted in clean, up to date gear.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 A BUDGET FOR A UNIFORM REPLACEMENT PROGRAM (Base Budget Augmentation, 35k)

Each year, our teams go through uniforms and put a lot of wear and tear on the items they are wearing, including creating damage to uniform/equipment that is meant to keep our players safe. It is required each year that our athletes stay outfitted in equipment that reflects the competitive nature of our programs, and protects us from injury. We need to protect our athletes and keep them healthy enough for transfer and careers, so we are requesting a base budget augmentation of 35k.

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: We are hoping to use this budget to help us accomplish District Objective 4.2, which will assist us in improving organizational effectiveness and strengthening our operations.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation: It is required each year that our athletes stay outfitted in equipment that reflects the competitive nature of our programs, and protects us from injury.

Action: 2021-2022 DUES & MEMBERSHIP FOR COACHES ASSOCIATIONS (3k)

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Each year our coaches are required to stay active in the associations they compete in, in order to receive invitations to enrichment/networking opportunities, and to engage in conference play.

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: Keeping our coaches up to date in their coaching fields will help us accomplish District Objective 1.1; The District will increase FTES by 1.75% over the three years.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: Yes

Safety/Mandate Explanation: In order for most of our coaches to continue in the Conference and remain CCCAA compliant, they are required to pay yearly dues which include updates within the sport, coverage of new mandates, and validation of their coaching status.

Action: 2021-2022 IMPROVE the SWIM/DIVE, TENNIS & CROSS COUNTRY EQUIPMENT BUDGET

Improving our budgets for these 3 less commercial sports that are less spectator oriented, will allow coaches to spend the money they are fundraising on team enrichment activities rather than base budget requirements for the basic equipment required of their activities.

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: We are seeking to improve our FTE's and transfer percentages by working on District Objective 1.1.1. Improving our budgets for these 3 less commercial sports that are less spectator oriented, will allow coaches to spend the money they are fundraising on team enrichment activities rather than base budget requirements for the basic equipment required of their activities.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 BUDGET FOR ALL TEAMS TO TRAVEL TO AWAY GAMES/MEETS

In order to ensure the safety of all athletes and coaches, it would be preferred for our teams to travel via bus to and from tournaments much like many of the other community colleges we are competing against, rather than having coaches, assistants, and student drivers trying to maneuver on freeways often at very early and late hours in the night.

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: In order to improve the health and safety of our teams and their coaching staffs, we are requesting this augmentation to our base budget.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

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Safety/Mandate Explanation:

Action: 2022-2023 Improve Student Safety with Weight Room Upgrades in Equipment

We want to purchase some new items for the weight room that will improve the usability of our current machines, and that will allow for safer use of all equipment (having proper size barbells by gender, and having weight plates that are safe and undamaged).

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Implementation Timeline: 2022 - 2023

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Identify related course/program outcomes: Our weight room is getting more and more use as our teams come back post Covid in full force. We feel this will allow us to continue working toward District Objective 1.1 (increase overall enrollment by 1.75% annually) and District objective 4.2 by improving the efficiency of human, physical, and financial resources to advance the district mission.

Person(s) Responsible (Name and Position): Jody Allen and Ally Briano

Rationale (With supporting data): While many of our facilities have received upgrades recently, we are still working hard to bring our weight room up to the standards offered in 4 year institutions. We are trying to replace our broken plates for the barbells, which will not only increase student safety, but give our weight machines more anchor in order to stay in place rather than scooting. We are also seeking some accessory bands to assist injured student athletes, and some more barbells which will help us address Title 9 issues in our weight room, where we currently have over 15 men's barbells, and only 2 for women.

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

Resources Description

Equipment - Instructional - Purchase new Weight Room Essentials (Active)

Why is this resource required for this action?: Because the existing equipment is dangerous.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 55000

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 1.1 - The District will increase FTES by 1.75% over the three years

District Objective 2.1 - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025

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

District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

District Objective 4.3 - Improve professional development practices District-wide for all District employees to support equity and

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operational effectiveness from 2021-2025.

Action: 2022-2023 Increase Student Safety by Providing more Mannequins and AED's in the Training Room

We are seeking more mannequins and pads for the First Aid/CPR class in the Health and Wellness group.

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Implementation Timeline: 2022 - 2023

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Identify related course/program outcomes: We are seeking to continue offering a large class size in the First Aid courses in order to help with District Objective 1.1 of increasing overall enrollment by 1.75 annually. We believe this will assist as we continue working toward District Objective 1.1 (increase overall enrollment by 1.75% annually) and District objective 4.2 by improving the efficiency of human, physical, and financial resources to advance the district mission.

Person(s) Responsible (Name and Position): Lisa Lorenzi

Rationale (With supporting data): Our first aid and CPR students need more equipment to allow them all to have hands on experiences implementing the lifesaving strategies they are learning in their classes.

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Resources Description

Equipment - Instructional - We need more Mannequins and AED's in the training room so students in CPR and First Aid can have hands on experience with the strategies they are learning. (Active)

Why is this resource required for this action?: Without this resource they are only learning information by looking at pictures. With this resource, they are able to practice strategies for life saving, CPR, and other methods of reviving people (adult and children) when they are sick or injured.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 885

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 2.3 - By 2021, increase the percentage of students who complete transfer-level English by 15 percentage points and transfer-level math by 10 percentage point with their first year.

District Objective 2.4 - By 2021, Increase the percentage of CTE students who achieve their employment objectives by 5 percentage points

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025

District Objective 2.3 - Increase the percentage of students who complete both transfer-level Quantitative Reasoning and English by 10 percentage points by the end of their first year from 2021-2025.

District Objective 2.4 - 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.

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District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

District Objective 4.3 - Improve professional development practices District-wide for all District employees to support equity and operational effectiveness from 2021-2025.

Action: 2022-2023 Improve Student Safety by Purchasing a Pole Vault Pit Cover

We simply would like to put a safe cover over the pit on our Track & Field to prevent any accidents or injuries by our teams, athletes, students, and at the enrichment camps we offer on campus.

Leave Blank:

Implementation Timeline: 2022 - 2023

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Identify related course/program outcomes: We are seeking to increase student safety and improve the efficiency of our programs that take place on the Track & Field.

Person(s) Responsible (Name and Position): Jody Allen

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

Resources Description

Equipment - Instructional - Cover for Pole Vaulters Pit. (Active)

Why is this resource required for this action?: This resource will assist with student safety on campus, keeping athletes and students away from the pole vaulting pit, and avoiding injury if and when a person were to accidentally fall into the pit.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 30000

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025

District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

District Objective 4.3 - Improve professional development practices District-wide for all District employees to support equity and operational effectiveness from 2021-2025.

Action: 2022-2023 Improve Student Safety by Replacing Softball Home Plates and Pitching Rubbers

The old home plates and pitching rubbers are cracking and provide a tripping hazards to athletes from our team, and players who come to compete here.

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Implementation Timeline: 2022 - 2023

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Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Michelle Bolt

Rationale (With supporting data):

Priority: Medium

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

Resources Description

Facilities - Home Plates and Pitching Rubbers for Softball Field. (Active)

Why is this resource required for this action?: This resource is required because our current home plates are a safety hazard, as they are cracked and chipped.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 2400

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025

District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

District Objective 4.3 - Improve professional development practices District-wide for all District employees to support equity and operational effectiveness from 2021-2025.

Action: 2022-2023 Increase Student Success by Offering Shooting Machines in Basketball Program

We would like to add 2 shooting machines to help the men's and women's basketball programs in their training.

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Implementation Timeline: 2022 - 2023

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Identify related course/program outcomes: Improve Student Success by providing high level opportunities for the athletes, and students in the general population to work with shooting machines to improve accuracy and consistency.

Person(s) Responsible (Name and Position): Dallas Jensen

Rationale (With supporting data):

Priority: Medium

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Resources Description

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Equipment - Instructional - Shooting machines for men's and women's basketball. (Active)

Why is this resource required for this action?: This resource will help us accomplish our District Objective 1.1 (increase overall enrollment by 1.75% annually) and District objective 4.2 by improving the efficiency of human, physical, and financial resources to advance the district mission.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 15000

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 1.1 - The District will increase FTES by 1.75% over the three years

District Objective 2.1 - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years

District Objective 2.2 - Increase the number of students who transfer to a four-year institution by 10 percent over three years

District Objectives: 2021-2025

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

District Objective 2.2 - Increase the number of students who are transfer-ready by 15% and students who transfer to four-year institutions by 10% from 2021-2025.