

# Comprehensive Program Review Report



## Program Review - Intercolligiate Athletics

### Program Summary

#### 2023-2024

**Prepared by:** Ally Briano, Jody Allen

**What are the strengths of your area?:** Our IA courses 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 are thrilled to be seen as a magnet school for high level student athletes, and we know that much of this success can be attributed to the fact that we did everything we could to stay open during the Covid years, and that students fled other failing programs to come here and feel supported.

We are incredibly grateful to our administrators for making this possible by finding a way to setup makeshift Covid testing clinics, and keep our athletes in business while many other schools shut their programs entirely down.

We offer clear instruction in our IA courses, we provide academic support by way of tutoring and student success programs, 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.

Our success rates have climbed to over 97%, which we are very proud of. After last year's slight drop in success rates between 2020 and 2021, as they dropped from 98% back down to 96%, we have finally hit our stride again in enrollment and participation in the IA courses, and our FTES have raised from 154.4 in the 2020-2021 school year, and back up to 186.16 in the 2022-23 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?:** The COS Athletic Department has seen many many exciting changes to our facilities over the past 2 years. Some of these changes are visible from the street, while others have taken place under the surface but continue to move us ahead. From the beautiful Giant Football Stadium, the resurfaced track, the renovated Football Locker Room, and Branco Field, we have set ourselves apart in the State by offering cutting edge facilities and training. It makes recruiting that much easier when we can invite possible attendees to campus and show them a beautiful opportunity. 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.

This year, we are only requesting two items, both of which we feel are absolutely necessary in order to keep moving the needle forward, and to promote our programs in the proper way using social media and advertising. We are comparing ourselves to local programs like Fresno State, and University of the Pacific, and we are seeing that they are utilizing highly professional marketing strategies which keep our logo and activities fresh in the minds of all internet users and news outlets. We are realizing that in order to get "butts in seats" so to speak, that we need to do more in terms of promotion, and our Athletic Director quite frankly does not have any extra hours in the day to be managing various social media platforms himself. As such, we are requesting:

1. Equipment Needs of the Division (In order established by Rankings vote)

a. a HUDL software subscription in order to create highlight videos and improve the level of graphic advertising for our student athletes which will help in improving their recruitment to 4-year schools. (\$15,000).

2. a Marketing Budget of \$10,000 in order for us to market our teams in a more widespread manner, and to increase enrollment in our programs, attracting a more high caliber student athlete. (\$10,000)

**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 base 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: 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).

**Leave Blank:**

**Implementation Timeline:** 2022 - 2023

**Leave Blank:**

**Leave Blank:**

**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):**

# Program Review - Intercolligiate Athletics

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

## Link Actions to District Objectives

District Objectives: 2018-2021
<b>District Objective 1.1</b> - The District will increase FTES by 1.75% over the three years
<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 4.2</b> - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents
<b>District Objective 4.3</b> - 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
<b>District Objective 1.1</b> - The District will increase FTES 2% from 2021 to 2025.
<b>District Objective 2.1</b> - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.
<b>District Objective 4.2</b> - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.
<b>District Objective 4.3</b> - Improve professional development practices District-wide for all District employees to support equity and 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.

**Leave Blank:**

**Implementation Timeline:** 2022 - 2023

**Leave Blank:**

**Leave Blank:**

**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:**

### Update on Action

#### Updates

**Update Year:** 2023 - 2024

09/17/2023

**Status:** Action Completed

Mannequins and AED's purchased

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

# Program Review - Interscholastic Athletics

**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.

**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

**Leave Blank:**

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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:**

# Program Review - Interscholastic Athletics

**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.

**Leave Blank:**

**Implementation Timeline:** 2022 - 2023

**Leave Blank:**

**Leave Blank:**

**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

# Program Review - Intercolligiate Athletics

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.

Leave Blank:

Implementation Timeline: 2022 - 2023

Leave Blank:

Leave Blank:

**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

**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.

## Action: 2023-2024 Software Budget Increase for Hudl

# Program Review - Intercolligiate Athletics

Purchase of Necessary Recruiting Software

**Leave Blank:**

**Implementation Timeline:** 2023 - 2024

**Leave Blank:**

**Leave Blank:**

**Identify related course/program outcomes:** Increase the number of student athletes who transfer to 4-year institutions, and attract more FTE's to COS because they know we are skilled at helping them transfer. We are requesting a base budget augmentation of 15,000 to pay for our athletic department wide Hudl subscription. We are able to create highlight videos of our student-athletes, that we send to four year coaches for recruiting purposes.

**Person(s) Responsible (Name and Position):** Jody Allen, Department Chair

**Rationale (With supporting data):** This action will address external opportunities and challenges for all student athletes in attendance at COS. We are requesting a base budget augmentation of 15,000 to pay for our athletic department wide Hudl subscription. We are able to create highlight videos of our student-athletes, that we send to four year coaches for recruiting purposes.

**Priority:** High

**Safety Issue:** No

**External Mandate:** No

**Safety/Mandate Explanation:**

## Resources Description

**Adjustment to Base Budget** - We are requesting a base budget augmentation of 15,000 to pay for our athletic department wide Hudl subscription. Using HUDL, we are able to create highlight videos of our student-athletes, that we send to four year coaches for recruiting purposes. This would help us to increase the amount of COS student-athletes who transfer on to four year institutions (Active)

**Why is this resource required for this action?:** The Hudl software makes recruiting simpler, and is the gold standard in most sports for creating highlight videos and digital reels that allow athletes to showcase their skills to 4 year schools.

**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

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

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**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.

## Action: 2023-2024 Create Marketing Plan

Develop and implement a COS Athletics Marketing plan: We are requesting 10k to establish a marketing budget for COS athletics. Marketing will help us increase enrollment on our teams, and help us attract a higher caliber student athlete.

**Leave Blank:**

**Implementation Timeline:** 2023 - 2024

**Leave Blank:**

# Program Review - Intercolligiate Athletics

Leave Blank:

**Identify related course/program outcomes:** This action is most closely related to District Objective 2.2 which aims to increase the number of students who transfer to a four-year institution by 10 percent over three years.

**Person(s) Responsible (Name and Position):** Jody Allen, Department Chair

**Rationale (With supporting data):**

**Priority:** High

**Safety Issue:** No

**External Mandate:** No

**Safety/Mandate Explanation:**

## Resources Description

**Adjustment to Base Budget -** Develop and Implement a COS Athletics Marketing Plan. (Active)

**Why is this resource required for this action?:** Develop and implement a COS Athletics Marketing plan: We are requesting 10k to establish a marketing budget for COS athletics. Marketing will help us increase enrollment on our teams, and help us attract a higher caliber student athlete.

**Notes (optional):** We are seeking to address District Objective 2.2, so we can increase the number of students who transfer to a four-year institution by 10 percent over three years.

**Cost of Request (Nothing will be funded over the amount listed.):** 10000

## 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

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