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**Imperial Valley College**

**Educational Master Plan 2012-2015**

**Implementation Summary**

### Goal 1: The College will maintain programs and services that focus on the mission of the college supported by data-driven assessment to measure student learning and student success.

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| **Program** | **Task** | **Cost** | **Responsible Person** | **Status** | **Improvement in Institutional Effectiveness and Student Success** |
| Administration of Justice | 1. Make required classes available at a variety of times more conducive to student participation.2. Monitor class enrollment to ensure low enrollment classes are identified and consolidated to better serve the student population. | $0 | Ed Wells | Met | The dedicated AJ/Fire lab and classrooms will increase class offerings. This major is among the most popular majors. FT faculty hired for 2014/2015. |
| Ag Science & Ag Business Management | The program needs to procure a 400 acre site on which permanent dedicated facilities of crop, pasture and orchard land as well as greenhouse, shade house, classroom, mechanized shop and livestock management buildings can be erected |  | Daniel Gilison | Not Met | We are still in the process of examining how much land can be procured for Agriculture and where the land would be. This does not have a definitive timeline due to the cost and availability of suitable land. |
| Alcohol and Drug Studies (ADS) | Develop and implement an Ethics class. |  | Kevin White | Met/Partially Met |  |
| Anthropology | Acquire display cabinet in new Science Building to display Native American and other anthropological artifacts. |  | Kevin White | Met |  |
| Associate Degree Nursing-RN | Replace 3 Faulty lost to retirement |  | Susan Carreon | Partially Met | Two faculty hires were approved but only 1 position was successfully filled due to lack of applicants. The second position was for psychiatric/med-surg nursing. Currently, with the newly approved curriculum, the need is more for a pediatrics/med-surg faculty. Our current faculty member with expertise in pediatrics is needed to teach content in a different semester (4th) than where the peds content now is (3rd), hence the need for a faculty to teach peds/med-surg in third semester.  |
| Behavioral Science | Behavioral Science |  | Kevin White | Partially Met | This goal has only been partially met because there has been significant faculty turnover in many of the disciplines that constitute this major, especially in Psychology and Sociology. We have added some new |
| Building Construction | In addition another program goal was to try to develop a database to keep track of student employment as this is a very important success indicator in career technical programs. | $0 | Jose Velasquez | Not Met. | Goal not met. Carried forward to 14/15. Dean working in regional initiative to develop employment tracking mechanism that will help the college assess employment success. |
| Computer Science | Our objective in the next several years is to continue to grow and stabilize the program. We will measure this in terms of enrollment, success and retention, and FTES/FTEF ratios. SLO data, as it comes in, will be incorporated in the assessment of the curriculum and its’ effectiveness. |  | Allyn Leon | Partially Met | The Computer Science program is showing signs of healthy growth to stability. This semester (Sp'14), for the first time, an advanced class (CS230) had enrollment exceeding jeopardy list. CS220 needs a prerequisite of Math 91 because concepts are used in the class, and students without the math background struggle to succeed. |
| Electrical Trades | Increase student enrollment in higher level courses | $0 | Jose Lopez | Not Met | Continuing to work with IID to increase employment of students as apprentices. |
| EMT Paramedic Program | Seek grant opportunities in our local community to provide additional funds to improve the EMS programs and to advance the technology and equipment used in instruction and clinical practice. |  | Rick Goldsberry | Partially Met | In previous years we have received grant money from the Workforce Investment Board which allowed us to update much needed equipment. Currently we have nearly everything that we need to provide exceptional learning experiences for our students. Because of community support we will be moving to a new EMS training facility in April or May of 2014. This will further enhance our training program. We will have our supplies and equipment in the same location as our classrooms and Skills labs and will not be competing with the Nursing Dept for their storage space and Lab space. This year we were allotted categorical funds for the purchase of additional equipment which will be used in the new training facility. At present, there are no grant funds available to us however we will continue to seek them as they become available |
| English | To evaluate recent changes to English programming/courses. | $0.00 | English Chair | On-going. | We are reviewing retention and success numbers for those classes offered in the MWF format. |
| Fire Sciences: Firefighter 1 and Fire Technology | Increase enrollment and diversity in the Fire Academy program |  | Alfredo Estrada/Susan Carreon | Not Met | Enrollment has remained stable... The diversity of the program is reflective of the community except that the program has not had female applicants in the recent past. |
| General Science | Attract more students to upper-level chemistry courses by hiring a new chemistry instructor and physics instructor. |  | Daniel Gilison | Partially Met | A new chemistry instructor was hired, but there has not been a request, or demand, for a new physics instructor. Enrollment of upper-level chemistry classes is increasing, but demand for more sections of these courses has not increased at this time. |
| Legal Assistant/Court Services Specialist | Offer more classes per semester to allow students to complete the program in a more timely manner. | $0 | Craig Blek  | Not Met. | The program will be under review based on the CTE evaluation where efficiency and success factors are low. |
| Life Science | Offer 2 sections of BIOL 202, Anatomy/Physiology II so that all students who have successfully completed BIOL 200 can enroll in BIOL 202 in a timely manner (i.e., in the semester immediately following completion of BIOL200) This holds true for BIOL 206, Human Physiology, as well. This will be accomplished by the hiring of additional qualified faculty.  |  | Daniel Gilison | Not Met | This is based on budget and prioritization for new faculty hires. We expect to continue to request a new faculty for this position. |
| Mathematics | Math Lab needs updated computers. Math Lab needs student (peer) tutors. |  | Allyn Leon | Met | Math Lab computers have all been updated to new models. Additional funding for peer tutors has been found through a ASG grant and through a new IVC Foundation account that allows staff to earmark their donations specifically for the Math Lab. |
| Physical Science | Purchase Physics equipment to keep up with current technologies in this field. The goal is to purchase equipment gradually in such a way as not to produce a big impact in the division’s budget over the next three years. Accomplishment of this goal will be by comparing inventories. |  | Daniel Gilison | Partially Met | While some purchases have been made, more equipment is needed, and the need to replace/repair equipment is on the rise as other non-science classes are being taught in the Physics dry labs (students in other classes are touching models/equipment and breaking them). |
| Psychology | Hire a full-time instructor. |  | Kevin White  | Met |  |
| Sociology | Transition and implement the new TMC—now the ADT—Associate Degree for Transfer. |  | Kevin White | Met | The degree is now listed in the catalog. |

### Goal 2: The College will maintain instructional programs and services which support student success and the attainment of student educational goals.

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| **Program** | **Task** | **Cost** | **Responsible Person** | **Status** | **Improvement in** **Institutional Effectiveness and Student Success** |
| ACR | Currently the new HVAC does not have funding for adequate and sufficient equipment to teach using the latest technology available. It appears that funding reductions eliminated most equipment funding in order to be successful the program will need to purchase or build new lab trainers, mock up units of heat pump air conditioners, heating units, and commercial refrigeration units. |  | Frank Miranda | Partially Met. | Bond funds provided a significant improvement in instructional equipment although more is needed. Will work with Dean to receive Perkins funds to purchase equipment. |
| Automotive | The Automotive Department provides education that combines structure on-the-job training with classroom instruction and responds to labor market needs and maintain objectivity of degrees and certificate programs. This will assure our students, employers, and the community that our programs will fit and meet the requirements of today's technology.The automotive program is fully certified by the National Automotive Technicians Education Foundation (NATEF). This certification ensures the student will receive training in automotive repair that meets automotive industry standards. Our goal is to continue with requirements for National Automotive Technicians Education Foundation (NATEF) accreditation. These achievable goals will bring the Automotive Technology Department to the forefront of automotive technology education |  | Jose Lopez | Met. | The NATEF accreditation provides evidence that the auto technology program meets recognized industry standards and that it prepares students for employment through the ASE examinations. |
| Automotive | The Automotive Program is in the process of updating its curriculum. Developing new certificates of achievement will provide student retention, completion and success rates. Curriculum update has been recommended by the advisory committee. The mission of the Automotive Technology department is to train future automotive technology students for job entry positions and provide upgrade training for experienced technicians. Success rate is impacted by students leaving early with job opportunities. Although the majority of students intend to earn a certificate or degree, many gain employment after enrolling in only one or two classes and are therefore not tracked nor identified as program completers. |  | Jose Lopez | Met. | The revised certificate structure will allow students to complete industry certifications. The approval is still pending at the Chancellor’s office which has a tremendous backlog of approvals. |
| Automotive | Diesel Technology Program has been recommended and approved by the advisory committee due to a high demand for diesel skilled technicians in the valley. Curriculum has been submitted to curriculum committee for approval. |  | Jose Lopez | Met. | Program submitted for approval but not reviewed by ACCJC due to sanction status of college. |
| Building Construction | In addition one of the last goals for the program is to develop a stronger link with the local industry so they can hire more of the students that complete the program. |  | Jose Velasquez | Partially Met. | Input by industry will strengthen the program. |
| Electrical Technology | Main focus with our Electrical students is always provide education that combines structure on the job training with classroom with the comprehensive understanding and manipulative skills, technical knowledge and related trade information this will assure our students, employers in the community, our programs will fit and meet the requirements of today technology. The Electrical Technology program is recognize by CA. Department of Industrial Relations DAS on Work Experience programs and continue education.  |  | Jose Lopez | Met. | Program continues to be successful despite not having a FT faculty member. Dedicated PT faculty continue to keep program strong. |
| Electrical Technology | The Electrical Technology program is in the process of updating its curriculum developing new certificates of achievement curriculum update was recommended by the advisory committee based on National Electrical Codes 2011 and new text book. We recommended to our students keep updated on codes and new regulations for to be competitive on his careers. |  | Jose Lopez | Met. | Update completed and using latest textbook available. |
| Energy Efficiency Technology | In addition one of the last goals for the program is to develop a stronger link with the local industry so they can hire more of the students that complete the program. |  | Jose Lopez | Partially Met. |  |
| Energy Efficiency Technology | Another goal of the program is to offer certificates only, due to the fact that there are no students completing the associate program, due to the fact that there are not many universities that offer continuing education in energy efficiency. |  | Jose Lopez | Partially Met. |  |
| Water Treatment | Program to receive funding for equipment and instructional supplies to enhance instruction. |  | Jose Lopez | Met. |  |
| Welding Technology | Certify the IVC Welding Technology Program to American Welding Society S.E.N.S.E. Standards (Schooling Excelling through National Skills Standards Education and implement the SENSE based curriculum. |  | Jose Lopez | Partially Met. |  |
| Accounting Tech/Administration Assistant/Office Tech | Review the need for BUS 176 (Office Transcription). |  | Angie Ruiz/Alison Brock | Not Met. |  |
| Computer Information Services/Multimedia and Web Development | Upgrade Photoshop in the 2724 lab. |  | Walid Ghanim/Andres Martinez | Not Met. |  |
| Administration of Justice | Develop a Pathway to assist students in reaching their goal in either a transfer to the University or a Degree/Certificate within the major.1. Provide semester by semester direction so the student will know what classes to take and when to take them to maximize their potential for success. |  | Ed Wells | Met |  |
| Correctional Science | The Correctional Science program at Imperial Valley College has seen resurgence in student enrollment over the last year. This is due in part to the realignment of the core courses to better fit with the Administration of Justice core courses. Student interest has also peaked over the recent announcement of a new prison being built in the area, the expansion of the local jail facility and an announcement by the California Department of Corrections and Rehabilitation that will be hiring continuously over the next few years. Additionally, several students have returned to college to finish their degree and/or pursue their Bachelor’s Degree in this subject area. Professionals from the two prisons in the region have also started to attend courses and we are working on offering a Distance Education course within the major in the next year. |  | Ed Wells | Met |  |
| Correctional Science | 1. This goal is temporarily met because we have a Correctional Academy that is being offered as a contract education course. 2. With the new prison that is about to open, a need was identified to train personnel for that facility. The training was required for potential employees prior to applying for consideration of employment.  3. To facilitate that training, the California Board of State and Community Corrections authorized us to provide the training necessary for someone to meet the minimum qualifications necessary to apply for employment at the prison facility. 4. This prison is a privately owned facility, under contract with the United States Marshalls Service. The requirement to be trained prior to applying for work is their requirement and cannot be waived. 5. Eventually we want to incorporate this academy class into the catalog for the college. The future requirement for this class appears to be strong for the next several years. |  | Ed Wells | Partially Met |  |
| Child Development | Increase online offerings and alternative delivery opportunities. |  | Becky Green | Partially Met |  |
| Child Development | Designated smart classroom for our department. |  | Becky Green | Partially Met |  |
| Electrical Trades | This program provides the basic elements of Electrical Trades. |  | Jose Lopez | Met |  |
| Physical Education | To complete the student learning outcome assessment cycles for all courses offered in the 2012 Spring semester and the 2012 Fall semester. The target date for completing this objective is March 7, 2013. |  | David Drury  | Met |  |
| Physical Education | To rewrite our curriculum to adjust to the new repeatability rules and serve our students more effectively. This will also include a revision of our Intercollegiate Athletic courses which are now regulated by the 350 hour rule. |  | David Drury | Met |  |
| Pharmacy Technician  | Conduct Graduate Follow-up to assess employment and State Licensure |  | Susan Carreon | Partially Met | A brief graduate follow-up survey using Survey Monkey was developed but has not been implemented. Implementation is planned as a goal for 2014-2015 |
| Develop an externship experience for students in local pharmacies |  | Susan Carreon | Not Met | Not met due to lack of faculty to develop/teach and lack of funding to support additional course. The one faculty member has since learned of a “virtual pharmacy“ software program that could provide more realistic learning for students. |
| Medical Assistant | Conduct graduate follow-up survey to number and % of graduates who obtain employment and Medical Assistant professional Certification |  | Susan Carreon | Partially Met | A brief graduate follow-up survey using Survey Monkey was developed but has not been implemented |
| Explore professional accreditation for the program. |  | Susan Carreon | Partially Met | The faculty has done some research re professional accreditation but has decided the cost was too much at this time. This will be deferred until more resources are available. |
| Explore serving as a Certification testing site (current closest site is SD) |  | Susan Carreon | Not Met | Faculty will work on this as a goal for the next year |
| Explore requiring an Anatomy/Physiology course as pre-requisite. |  | Susan Carreon | Partially Met | The faculty feels strongly that A&P 090 would be an ideal pre-requisite to give the beginning students better preparation to be successful. Plan to seek college approval as a goal for 2014-2015. |
| Vocational Nursing | Stable Full-time faculty | $80,000 | Susan Carreon | Met | The program successfully recruited and hired a full-Tenure Track Instructor during summer 2013. This individual was the same person who served as long-term sub during 2012-2013, thus assisting with program continuity and stability. |
| Develop and implement a graduate follow-up process to assess employment in the field and/or return to full-time education. |  | Susan Carreon | Not Met | Though a formal process was not implemented, the faculty in the program keep in contact with graduates and have informal data re NCLEX-VN pass rates and employment. The Department has designed a follow-up email Survey to be used for all programs but it has not been implemented. |
| Associate Degree Nursing-RN | Replace 3 faculty lost to retirement | $240,000 | Susan Carreon | Partially Met | Two faculty hires were approved but only 1 position was successfully filled due to lack of applicants. The second position was for psychiatric/med-surg nursing. Currently, with the newly approved curriculum, the need is more for a pediatrics/med-surg faculty. Our current faculty member with expertise in pediatrics is needed to teach content in a different semester (4th) than where the peds content now is (3rd), hence the need for a faculty to teach peds/med-surg in third semester.  |
| Develop succession plan for future Director of Nursing  |  | Susan Carreon | Met | Screening for a permanent Assoc. Dean for Nursing & Allied Health occurred during fall 2013 and the new permanent person was hired and began January 1, 2014. |
| Continue curriculum review to incorporate current content. |  | Susan Carreon | Met | Completed curriculum revision reflecting current nursing competency standards and reduced total units. Curriculum has been approved by the State Chancellor’s office and by the CA BRN  |
| Increase Cohort Retention rate |  | Susan Carreon | Partially Met | Cohort retention rates for the classes graduating in Spring and Fall 2013 have averaged 78.2% with attrition at 21.7%. These numbers are better than the BRN specified minimums of 75% for retention and less than 25% for attrition. We would like to increase cohort retention to 80% or better with attrition at 20% or less. |
| Successfully meet all BRN recommendations from Spring 2013 Approval visit. |  | Susan Carreon | Met | All BRN recommendations have been met. |
| Fire Sciences: Firefighter 1 &Fire Technology | Increase enrollment and diversity in the Fire Academy program |  | Alfredo Estrada Jr. & Susan Carreon | Not Met | Enrollment has remained stable... The diversity of the program is reflective of the community except that the program has not had female applicants in the recent past. |
| Fire Sciences: Firefighter 1 &Fire Technology | Increase response on post-completion employment feedback |  | Alfredo Estrada Jr. & Susan Carreon | Partially Met | The lead instructor has obtained data on completers of the Academy, but there currently is no systematic follow-up process |
| Increase community awareness of and faculty to participate in the final plans for the new CTE building and finalize the relocation plan prior to September 1, 2013. |  | Alfredo Estrada Jr. & Susan Carreon | Partially Met | Plans for the move to the new building have been completed and equipment and supply purchases are in process. The actual move will take place in late spring/summer 2014. |
| Seek grant funding for furthering the curriculum, teaching methodologies, and/or technology at the industry standard identified as best practices or mandates within the state Fire Academy programs. |  | Alfredo Estrada Jr. & Susan Carreon | Partially Met | District and categorical (lottery and CTE) funds have allowed the program to meet on-going OSFM accreditation requirements. Funding will need to be on-going in the district budget. Faculty are working toward implementing several of the Fire Tech courses in an on-line format. |
| EMT Paramedic Program | Seek grant opportunities in our local community to provide additional funds to improve the EMS programs and to advance the technology and equipment used in instruction and clinical practice. |  | Rick Goldsberry | Partially Met | In previous years we have received grant money from the Workforce Investment Board which allowed us to update much needed equipment. Currently we have nearly everything that we need to provide exceptional learning experiences for our students. Because of community support we will be moving to a new EMS training facility in April or May of 2014. This will further enhance our training program. We will have our supplies and equipment in the same location as our classrooms and Skills labs and will not be competing with the Nursing Dept for their storage space and Lab space. This year we were allotted categorical funds for the purchase of additional equipment which will be used in the new training facility. At present, there are no grant funds available to us however we will continue to seek them as they become available. |
| Continue to track, monitor, and improve on the first time pass rate for national registry exams for EMS programs. This is how we externally validate student success. |  | Rick Goldsberry | Partially Met | IVC's Paramedic program continues to exceed the national results. IVC's first time pass rate averages 80% for the last 4 years, while the national first time pass rate is 71% for the same period. IVC's overall pass rate for all attempts is 93% while the national overall result is 87%. In the last year we have implemented online testing for all tests to for all quizzes and major tests to get students better prepared for the National Registry licensure exam and we have purchased a highly recommended web-based service for our students to help them prepare for the NREMT exam as well. This year we are using new methods in the classroom to help all students be better prepared for classes. One is the learning team concept where the class is divided into two groups that are carefully divided to include students who are struggling and those who are exceling equally on each team. Another method being used this year is the "Immediate Action Drills" where students are given unanticipated emergency situations to make quick decisions about. This will enhance critical thinking under pressure and should have positive consequences when students enter the clinical and field portions of their training. We will continue to work on improving the first time pass rate for all classes into the future. |
| EMT Paramedic Program | Actively participate in the planning of the new CTE building, develop a relocation plan, and implementing both plans as the project progresses |  | Rick Goldsberry | Partially Met | When the CTE building is completed in April-May of this year we will be ready to move into the building. We have provided input as to our needs and expectations. We have a plan to move our supplies and equipment into the new building during "spring break" so that there will be as smooth as possible a transition for our students. Once we have made the move, this goal will be met. |
| Arabic | To create a new Arabic course. | $0.00 | WLSC Coordinator | Not begun. | We anticipate that a 2-course sequence in Arabic will increase student retention and success. |
| Art | To hire a full-time Art instructor. | $80,000 | Humanities Chair | Not met. Funding was not approved. | We hope to increase class offerings in studio art and art history. |
| Art | Renovate the 1306 studio art room. | $175,000 | Humanities Chair | Not met. Funding was not approved. | The room currently offers safety issues and maintenance concerns. |
| Art | Hire a part-time person to host the Art Gallery. | $9,000 | Humanities Chair | Not met. Funding was not approved. | The aim is for student enrichment through art gallery events. |
| English | To provide professional development in collaboration and teaching strategies. | $10,000 | English Chair | Not met. Funding was not approved. | To provide professional development opportunities aimed at collaborative norming of expectations and improved student learning. |
| English | Embedded tutors in developmental writing courses. | $8,800 | English Chair | Met. Funding provided by BSI. | To increase student retention and success through tutoring. |
| ESL | Hire five full-time instructors. | Already in budget | ESL Chair | Met. | Four full-time temporary instructors have been hired for 2014-15 as well as one full-time temporary sabbatical leave replacement for the fall 2014 semester. |
| ESL | Purchase computer programs/software for the language lab to be used in ESL 010 and other courses. | $25,000 | ESL Chair | Met. | Burlington software has been purchased for the Language Lab. |
| ESL | Create two new ESL courses to parallel ENGL 008 and ENGL 009. | $10,000 | ESL Chair | Partially met. Funding was not approved. | The ESL chairperson will need to collaborate with the English chairperson on this goal. |
| French | Assess the effectiveness of adopting new textbooks. | $0.00 | French instructor | In progress. | Evaluation will continue through the Fall 2014 semester. |
| French | Increase student reading comprehension. | $0.00 | French instructor | In progress. | There will be an increase in reading assignments in the Fall 2014 semester. |
| French | Implement program pathway scheduling for French courses. | $0.00 | WLSC Coordinator | In progress. | Pathway will be implemented in the 2014-2015 year. |
| Humanities | To increase online course offerings. | $0.00 | Humanities Chair | In progress. | PHIL 100 and PHIL 104 are in development. Additional courses include ART 100, MUS 100, and RELS 100. |
| Humanities | Acquire subscription to Philosophers Index database. | n/a | Lead Librarian | Not met. | Additional research is needed. |
| Humanities | To provide professional development in effective teaching strategies. | $5,000 | Humanities Chair | Not met. Funding was not approved. | To provide professional development for instructors in effective teaching strategies. |
| Journalism | To add course in Digital Photography. | n/a | Humanities Chair | Not met. | Additional research is needed. |
| Journalism | Initiate news postings to the IVC homepage. | $0.00 | Journalism instructor | Not met. | Additional research is needed. |
| Journalism | Explore the creation of an Internet radio station produced by communication/ journalism classes. | $0.00 | Journalism instructor | Not met. | Current goal is to investigate feasibility of producing an internet radio station. |
| Spanish | Place embedded tutors in select SPAN 220 classes. | $6,600 | Learning Support Services Coord. | Not met. Funding was not approved. | To provide SPAN 220 students with embedded tutoring services. |
| Spanish | To provide professional development. | $3,000 | WLSC Coordinator | Not met. Funding was not approved. | To send two Spanish instructors to the ACTFL conference and/or similar conferences to train in current approaches to teaching Heritage Speakers |
| Spanish | Submit AA in Spanish for Transfer degree for approval. | $0.00 | WLSC Coordinator | In progress. | Materials are being prepared for Curriculum Committee review/approval. |
| Speech | To hire a new Speech instructor. | $80,000 | Humanities Chair | Not met. Funding was not approved. | Current full-time instructors (3) are taking overload class assignments to meet student need/demand. |
| Speech | To reduce cap for Speech classes to 25 students. | $0.00 | Humanities Chair | Not met. | This change is recommended to match the student cap in Speech classes at SDSU. |
| Speech  | To develop and offer a Speech Certificate. | $0.00 | Humanities Chair | Not met. | Materials are being prepared for Curriculum Committee review/approval. |
| Ag Science & Ag Business Management | Some agriculture courses are being offered as short-term classes that meet for 8 weeks. This allows students to take more agriculture classes per semester, although an analysis of student success due to the shortened timeframe of these classes has not yet been performed. |  | Daniel Gilison | Partially Met | As above, by offering short-term classes, we have increased somewhat the number of agriculture classes offered during the day, but would most likely need to hire a part-time faculty member who could teach day classes, as all of the current part-time faculty teach only at night. |
| Alcohol and Drug Studies (ADS) | Expand the Media Resources Library and make resource materials available to the community-at-large. |  | Kevin White | Met/Partially Met | The Department purchased media resources that updated old VHS tapes to DVD formats, acquired new titles and expanded the scope of topics within the discipline. |
| Anthropology | Increase the part-time pool of instructors. |  | Kevin White | Not Met | This remains a significant challenge. Our location as a relatively remote rural area coupled with the minimum qualifications needed to teach limits our teaching pool. Our Human Resources Dept. placed ads in The California Community College Registry with no responses. If we cannot attract part-time instructors to come on campus, perhaps we can develop online classes that can be taught from a distance if necessary.  |
| Behavioral Science | More strategic use of online offerings, especially given the reorganization of the Distance Education protocols. |  | Kevin White | Partially Met | The College emerged from the moratorium on Distance Education (DE) with a new DE Director and a restructured, more vigorous online program. Faculty was encouraged to create or recreate “core” offerings in the various disciplines to augment the F2F classes thereby offering students greater access with this alternative delivery option. We currently have over 6 classes under construction.  |
| Computer Science | Modernization of classroom/lab facilities. |  | Allyn Leon | Met | This goal will be met when the program moves to the new 3100 building in Fall'15. |
| EMT Paramedic Program | Continue to track, monitor, and improve on the first time pass rate for national registry exams for EMS programs. This is how we externally validate student success. |  | Rick Goldsberry | Partially Met | IVC's Paramedic program continues to exceed the national results. IVC's first time pass rate averages 80% for the last 4 years, while the national first time pass rate is 71% for the same period. IVC's overall pass rate for all attempts is 93% while the national overall result is 87%. In the last year we have implemented online testing for all tests to for all quizzes and major tests to get students better prepared for the National Registry licensure exam and we have purchased a highly recommended web-based service for our students to help them prepare for the NREMT exam as well. This year we are using new methods in the classroom to help all students be better prepared for classes. One is the learning team concept where the class is divided into two groups that are carefully divided to include students who are struggling and those who are exceling equally on each team. Another method being used this year is the "Immediate Action Drills" where students are given unanticipated emergency situations to make quick decisions about. This will enhance critical thinking under pressure and should have positive consequences when students enter the clinical and field portions of their training. We will continue to work on improving the first time pass rate for all classes into the future. |
| Fire Sciences: Firefighter 1 and Fire Technology | Increase response on post-completion employment feedback |  | Alfredo Estrada/Susan Carreon | Partially Met | The lead instructor has obtained data on completers of the Academy, but there currently is no systematic follow-up process |
| General Science | Incorporation of the new planetarium into the classroom curriculum of ASTR 100 |  | Daniel Gilison | Met | The new planetarium is being used multiple times each semester for each ASTR 100 section. |
| Life Science | Offer more sections of BIOL 220 to meet student demand. This will be accomplished by the hiring of additional qualified faculty.  |  | Daniel Gilison | Met | We have moved from offering 2 sections of BIOL 220 each semester to 3-4 sections each semester, in addition to offerings of BIOL 220 in summer and winter (in the future) sessions. This has been due to, in part, by the hiring of a new Chemistry instructor, which allowed the Biology/Chemistry instructor to teach an additional section of BIOL 220 without decreasing sections of CHEM 100. |
| Mathematics | Math Dept. is unable to meet the demand for certain classes (developmental math and statistics) because we need another FT faculty. Jill Nelipovich has become Institutional Researcher and is not teaching any math classes. Eric Lehtonen is 75% reassigned. |  | Allyn Leon | Partially Met | Jill Nelipovich has returned to FT math faculty. Eric Lehtonen's term as AS President will be ending with this academic year. Some of the pressure on Statistics classes has been eased by the Psychology program beginning to offer their own Statistics course. Demand for developmental math classes appears to be easing. We believe this to be a result of the realignment of developmental math courses done in 2010, reducing the repeat rates for these courses. |
| Physical Science | Education of K-12 students and instructors via hiring of a new chemistry instructor and grant opportunities. |  | Daniel Gilison | Not Met |  A new chemistry instructor has been recently hired, but no outreach to K-12 has yet been done. |
| Psychology | Establish a statistics course |  | Kevin White | Met |  |
| Associate Degree Nursing-RN | Develop Succession plan for future Director of Nursing |  | Susan Carreon | Met | Screening for a permanent Assoc. Dean for Nursing & Allied Health occurred during fall 2013 and the new permanent person was hired and began January 1, 2014. |
| Sociology | Expand the Media Resource Library and provide access to the Campus and community organizations. |  | Kevin White | Partially Met | More video resources were added to the Media Library and a software program was purchased to better organize and upgrade the media management. This software is being implemented. The cataloging process is underway. A catalog of our media library will be made available to our Campus and community organizations featuring links to its location on the IVC website. Currently some media is shared with the Campus and community. |

### Goal 3: The College will develop and manage human, technological, physical, and financial resources to effectively support the college mission and campus learning environment.

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| **Program** | **Task** | **Cost** | **Responsible Person** | **Status** | **Improvement in Institutional Effectiveness and Student Success** |
| Accounting Tech/Administration Assistant/Office Tech | Hire a full-time faculty member to replace two retired department members. |  | Angie Ruiz/Alison Brock | Met. |  |
| ACR | IVC is currently building a new career technical building. We are scheduled to move in by fall 2014. The state of the art facility will benefit students with a good learning environment. Futures goals include adding courses in renewable energy and commercial refrigeration and continue to offer morning, noon, night and weekend classes. Teach advance technology with the help of the HVAC advisory committee, local contractors and suppliers. |  | Fran Miranda | Met. |  |
| Administration of Justice | Hire a FT Faculty Member |  |  | Met. Hired a 1 tenure-track faculty member (Kathy Rodriguez) | Hiring a full-time faculty member will facilitate teaching and improve upon the overall effectiveness of the program, and will increase accessibility to our students and offer stability to the entire program. |
| Administration of Justice | Identify and hire a full-time faculty member to facilitate teaching and improve upon the overall effectiveness of the program. Being more accessible to our students and offering stability to the entire program. 1. Currently there is only one full time faculty member and multiple part-time instructors that are teaching a variety of classes in the mornings, afternoons and evenings. 2. This reliance upon part time faculty has resulted in a limited availability of that faculty to our student population. 3. This interaction between the teacher and the student is the key to developing these students through their academic lives and assisting when necessary so our students are better able to comprehend the lessons and the overall scope of the materials being taught. 4. Full time faculty are better able to facilitate this journey for our students and are available to meet with them to help them on their way to success. |  | Ed Wells | Met |  |
| Ag Science & Ag Business Management | Offer more agriculture classes during the day. |  | Daniel Gilison | Partially Met | As above, by offering short-term classes, we have increased somewhat the number of agriculture classes offered during the day, but would most likely need to hire a part-time faculty member who could teach day classes, as all of the current part-time faculty teach only at night. |
| Alcohol and Drug Studies (ADS) | Establish and expand training opportunities in community based programs for students involved in the program. |  | Kevin White | Partially Met | This is an ongoing goal. This is critical to the success of the program as many of the community-based programs are religious or 12-Step in design. The Coordinator of the program has arranged with Imperial County Behavioral Services to place interns in their program. |
| Anthropology | Implementing the new Associate Degree for Transfer (ADTs). |  | Kevin White | Partially Met | Once approved, the ADT requires coordination between the Department and Counseling to make sure the degree is fully implemented. The Counseling Department will advise students on the new requirements and our instructors must promote the degree to their students. |
| ARC | Grow the program and hire part-time faculty to accommodate student interest. |  | Frank Miranda | Not Met. |  |
| Associate Degree Nursing-RN | Continue curriculum review to incorporate current content. |  | Susan Carreon | Met | Completed curriculum revision reflecting current nursing competency standards and reduced total units. Curriculum has been approved by the State Chancellor’s office and by the CA BRN  |
| Behavioral Science | Expansion of the Behavioral and Social Sciences (BSS) Media Library to provide all disciplines with the major with current state-of-the-art media resources to supplement instruction. |  | Kevin White | Met |  |
| Building Construction | The past goals of the program is to continue offering training that is relevant to the changing construction industry and to be able to offer these trainings in a state of the art facility where students will feel in a more comfortable learning environment. |  | Jose Velasquez | Met. |  |
| Business Administration for Transfer, Business Marketing/Management/Financial Services  | Increased secretarial support (from a 50% assignment to 100%). |  | Craig Blek | Not Met. |  |
| Child Development | Campus to view Preschool a laboratory for adult students: The campus will provide a percentage of the Preschool/infant teachers’ salaries. |  | Becky Green | Partially Met |  |
| Computer Information Services/Multimedia and Web Development | Increased secretarial support (from a 50% assignment to 100%) |  | Walid Ghanim/Andres Martinez | Not Met. |  |
| Computer Science | N/A | N/A | N/A | N/A | N/A |
| EMT Paramedic Program | Actively participate in the planning of the new CTE building, develop a relocation plan, and implementing both plans as the project progresses |  | Rick Goldsberry | Partially Met | When the CTE building is completed in April-May of this year we will be ready to move into the building. We have provided input as to our needs and expectations. We have a plan to move our supplies and equipment into the new building during "spring break" so that there will be as smooth as possible a transition for our students. Once we have made the move, this goal will be met. |
| Energy Efficiency Technology | The past goals of the program is to continue offering training that is relevant to the changing construction industry and to be able to offer these trainings in a state of the art facility where students will feel in a more comfortable learning environment. |  | Jose Lopez | Met. |  |
| Fire Sciences: Firefighter 1 and Fire Technology | Increase community awareness of and faculty to participate in the final plans for the new CTE building and finalize the relocation plan prior to September 1, 2013. |  | Alfredo Estrada/Susan Carreon | Partially Met | Plans for the move to the new building have been completed and equipment and supply purchases are in process. The actual move will take place in late spring/summer 2014. |
| General Science | Develop more course offerings in the following areas to expand the program: meteorology, oceanography and historical geology. This would require one additional full-time faculty member for the geology program to allow IVC to have a Geology major. |  | Daniel Gilison | Partially Met | There has been work on a new geology course, GEOL 130, but at the time, there is no demand for another full-time Geology faculty member. A part-time Geology member has been hired. |
| Learning Services | Maintain a sufficient number of tutors in the Reading/Writing/Language Lab and Study Skills Center to accommodate the number of students who seek tutoring. | $90,000 | Learning Services Coordinator | Not met. Funding was not approved. | Budget of $90,000 is for the equivalent of 16 tutors working 20 hours per week for 14 weeks per semester @$10 per hour.  |
| Learning Services | Increase tutoring impact on student learning in the Study Skills Center. | $20,000 | Learning Services Coordinator | Not met. Funding was not approved. | Budget of $20,000 would provide for three additional tutors per week, which would allow the Study Skills Center to offer tutoring appointments to an additional 60-80 students per week. |
| Learning Services | Goal 3: Provide tutors with tablets to be used as instructional aids in tutoring students whose work requires up-to-date technology to complete (i.e. math). | $4,500 | Learning Services Coordinator | Not met. Funding was not approved. | Budget of $4,500 would provide approximately twelve tablets, which would be sufficient for our current and projected needs. |
| Library | Enlarge and expand Room 1502. | $60,000(facilities)$25,000(technology) | Maintenance Dept. andIT Department | Not met. Funding was not approved. | To increase seating/student capacity from 25 students to 40. |
| Library | Increase hours of operation. | $200,000 | Lead Librarian | Not met. Funding was not approved. | To restore library hours to previous levels, an additional librarian, library technician, and student workers would need to be hired. |
| Life Science | Offer more sections of BIOL 100 to meet demand for this class. This will be accomplished by the hiring of additional qualified faculty. |  | Daniel Gilison | Partially Met | While we have added some additional sections of BIOL 100 by hiring a part-time faculty member, we still have need of a full-time faculty member to offer additional sections. |
| Mathematics | If and when the State mandates that math 61, 71, and 81 become non-credit, we will be able to meet some of our need with new PT faculty. We need at least a FT faculty split 50% engineering and 50% math. |  | Allyn Leon | Not Met | Math 61, 71 and 81 are still credit courses at this time, requiring fully qualified faculty. There is a lack of a qualified applicant pool of PT math faculty in the Imperial Valley. Some of our current PT faculty would need to pass equivalence today. No new faculty has been hired for math or engineering. |
| Music | Convert the 300 bldg into a Music building. | $1,500,000 | Bond Oversight Committee | Not met. | The renovation is on the Bond list of building modifications. |
| Music | Upgrade the MIDI/Recording lab and Recording Studio equipment. | $50,000 | IT Department | Met. | Upgrades are being completed this summer 2014. |
| Music | Purchase and install a new smart podium and a big screen monitor in the music room | $10,000 | IT Department | ? | Status unknown. |
| Psychology | Implement the new Associate Degree for Transfer (ADT) and re-assess course offerings in light of the new ADT. |  | Kevin White | Partially Met | The new ADT is being implemented. This major requires research and statistics as part of its core offering and required working with the established labs on campus (math and language) to offer appropriate space and times. The IT/Technology Department assisted with the delivery of new (refreshment program) computers and helped purchase the SPSS hard/software needed to run the program. |
| Sociology | Establish a social science statistics course. |  | Kevin White | Met | The establishment of the SSPS statistical research program is the culmination of a long process that allows IVC to provide students with a state-of-the-art statistics and research course. This course is well-aligned with the new ADT and offers students more options for statistical research. The establishment of this program involved extensive collaboration between many Campus stakeholders. Instruction, Math and Science (resources), IT and Technology Departments (computers), the labs on campus (access), and working together created a course that will benefit students and further student success. |
| Water Treatment  | Demonstrate knowledge of water source, treatment flocculation, sedimentation, odor control, plant operation and laboratory procedures. Hire Full Time faculty member to take charge of program, meet with industry and maintain program relevance.  |  | Jose Lopez | Not Met. |  |
| Water Treatment | Allow program to use science laboratories for instruction so students receive better hands-on experiences. |  | Jose Lopez | Met. |  |
| Welding Technology | Hire a well-qualified and prepared Full-Time Teaching Professional |  | Jose Lopez | Partially Met. |  |
| Welding Technology | Establish the Welding Technology Program in the new CTE Building (3100) by the Fall of 2014. |  | Jose Lopez | Met. |  |

### Goal 4: The Board of Trustees and the Superintendent/President will establish policies that assure the quality, integrity, and effectiveness of student learning programs and services, and the financial stability of the institution.

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| **Program** | **Task** | **Cost** | **Responsible Person** | **Status** | **Improvement in Institutional Effectiveness and Student Success** |
| 🗹 Met☐ Partially Met☐ Not Met |
| Physical Education | To revise the student learning outcome assessment cycle checklist to make the process more streamlined and easier to complete. |  | David Drury | Partially Met |  |
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