

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Agricultural GPS/GIS Technology					
Department: Agricultural Sciences					
Program Coordinator: Dale McNeeley		Completed by: Terry Brase		Date: 11/26/2007	
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes				X	Industry and employees have discussed general program outcomes DACUM and employer surveys exist which define general program outcomes Though these are recognized, no formal outcomes have been identified
Course Competencies			X		All courses have competencies and support educational goals and employer needs However they are not aligned with program outcomes
Learning Objectives and Performance Standards				X	All courses have learning objectives however performance standards have not been identified
General Education Outcomes				X	Will be established on a college-wide basis
Results and Feedback Loop				X	Results and feedback is informal and anecdotal
Narratives					
1. Investigate and implement current trends	Faculty participates in AgrowKnowledge workshop and conferences. These provide new emerging technologies, demonstrations and opportunity to network with industry and other faculty.				
2. Summarize equipment purchased and equipment/ facility needs	Equipment needs are very heavy within this program since operation of technology is a key outcome. Donation by industry has provided much of the expensive equipment. Purchases have concentrated on updating displays and basic tools such as auto steer and guidance equipment. In addition, cost effective GPS units and handheld computers have been purchased and used. The newest trend is moving away from handheld computers to "hard-body" which will require a four-year replacement plan.				
3. Meeting needs of students in employment community	The program is available for all diverse groups and we have attempted to attract a diverse group of students. We assume we are meeting the needs of these diverse groups for employment. We work with each student on an individual basis.				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Little exists for structural opportunity with faculty from other departments. However informal opportunities exist and must be given a higher priority. Within the Ag department, staff meetings provide opportunity to build collaboration.				
6. Program integration into secondary vocational program	Ag GPS/GIS is cooperating with business GIS in a geospatial academy. Currently four instructors are teaching, Introduction to Precision Farming class at high school.				
7. Strategies to implement /eliminate access and success barriers	Working closely with industry to provide employment opportunities and collaborative educational activities. Enhanced/adequate math abilities				
8. Evaluate and improve effectiveness in assessing and improving student learning	Assessment exams used for individual classes are reviews yearly on how well they reflect course competencies. New assessment methods, using essay, writing skills, problem-solving techniques continue to be researched.				
9. Ways inform the public and stakeholders about what and how well student learning	Advisory group, word-of-mouth – employers talk about students				
10. How you know your students are successful	Employers that have hired students call back and want to hire another student.				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	New technology, such as remote sensing and variable rate is a challenge. A new course needs to be developed in "Field Microelectronics." A complete review and restructure of on-line course on "Introduction to Precision Farming," is needed; to include a standardized assessment.				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Agricultural Production Management					
Department: Agricultural Sciences					
Program Coordinator: Dale McNeeley			Completed by:		Date: 11/26/2007
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes				X	No reflection
Course Competencies			X		Needs to be updated
Learning Objectives and Performance Standards				X	We have learning objectives but we don't have performance standards.
General Education Outcomes				X	No reflection
Results and Feedback Loop				X	No reflection
Narratives					
1. Investigate and implement current trends	Actively involved in careers in production agriculture; Involved in industry certification programs; Attended AgrowKnowledge workshops; Attended industry seminars and workshop; Advisory committee meets at least annually				
2. Summarize equipment purchased and equipment/ facility needs	Updates to corn dryer; some necessary equipment has been purchased Other equipment needed: Combine, grain handling and feed facility, tractors, livestock trailer, software, generator, 3 hard-bodied computers				
3. Meeting needs of students in employment community	Work with students on an individual basis to accommodate their individual needs to be successful. However, there are some physical demands the industry requires to be employed. We reflect the demographics of the rural sector of our industry.				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Done department internally. Need to improve – Soils in Production/Soils in Horticulture. New facility in Horticulture should help. Other collaboration opportunities – chemistry.				
6. Program integration into secondary vocational program	Not at this point and we currently have no plans to.				
7. Strategies to implement /eliminate access and success barriers	Working closely with industry to provide employment opportunities and educational activities.				
8. Evaluate and improve effectiveness in assessing and improving student learning	Rubrics, tests and quizzes, project assignments, worksheets, competencies standards met				
9. Ways inform the public and stakeholders about what and how well student learning	State FFA Convention; High School Career Days; Job Fairs, Advisory Committee meetings, guest speakers, internships Information made available through student data, facilities and job opportunities				
10. How you know your students are successful	Contact with former students; employment with the industry; employer feedback				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	The online courses of Technical Chemistry, Principles of Agronomy and Introduction to GPS need to be radically updated to meet current needs. Program Goals: Complete Phase I				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Agriculture Business					
Department: Agricultural Sciences					
Program Coordinator: Dale McNeeley			Completed by:		Date: 11/26/2007
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes				X	Present program outcomes are 15 years old
Course Competencies			X		Need to be updated
Learning Objectives and Performance Standards				X	We have learning objectives but have not updated in years
General Education Outcomes				X	Not identified by the college Presently workplace communications and oral communications (Ag Math, Human Relations and Humanities)
Results and Feedback Loop				X	No reflection
Narratives					
1. Investigate and implement current trends	Professional development, conferences – Ag Teacher’s Conference, AgrowKnowledge workshops and Seminars Sitting on various boards within profession and Advisory Committee Network				
2. Summarize equipment purchased and equipment/ facility needs	Two years – updated computer lab Room 2D One year – updated computer lab Room 102 Keep software updated i.e. Computer Application, Farm Records, Precision Farming Systems. Acquire faculty laptop computers for office/lab use				
3. Meeting needs of students in employment community	We work with students on an individual basis to accommodate needs. There are some physical demands of the industry for employment.				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Done department – internally Soils in production/Soils in Horticulture With new horticulture facility – will be given an opportunity for more collaborations. Collaboration with General Chemistry and Technical Chemistry				
6. Program integration into secondary vocational program	Not at this point and currently do not have plans to.				
7. Strategies to implement /eliminate access and success barriers	Math assistance Work closely with industry to provide employment opportunities and educational activities.				
8. Evaluate and improve effectiveness in assessing and improving student learning	Rubrics Tests and quizzes Project assignments Worksheets Competencies standards met. All related to specific career area				
9. Ways inform the public and stakeholders about what and how well student learning	State FFA Conventions; High School Career Days; Job Fairs; Advisory Committee meetings; Guest Speakers; Information: Student data, facilities, job opportunities				
10. How you know your students are successful	Contact with former students; employment within the industry; employer feedback				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	The online courses of Technical Chemistry and Introduction to GPS and Principles of Agronomy need to be radically updated per lead instructor Goal: Implement Phase I				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Diesel Agriculture Technology					
Department: Agricultural Sciences					
Program Coordinator: Jim Zach		Completed by: Jim Zach		Date: 11/26/2007	
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes				X	Are presently working on them
Course Competencies			X		Old and out-dated (need revised)
Learning Objectives and Performance Standards				X	No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop				X	No reflection
Narratives					
1. Investigate and implement current trends	Holding advisory committee meetings; attending seminars and conferences; attending industry events; reading trade magazines; visiting local service centers, field trips to view new technology (also with students)				
2. Summarize equipment purchased and equipment/ facility needs	Purchased: Gantry cranes, floor jacks, safety stands and upgrade our lifting and support to teach safety; Dynamometer – to test and measure horsepower and torque of farm tractors; Laptop computer with program to update Dynamometer – for diagnosis and charting of graphs; John Deere 9 Liter engine – to teach the latest electronic diesels; Cummins ISB – common rail system – latest electronic fuel systems; Electronic Torque wrenches – teaching torque procedures; Tractor splitting stand for later John Deere Needs: Newer power shift transmissions – (IUT by John Deere); Injector testers – injectors; more universal tractor splitting stands				
3. Meeting needs of students in employment community	We will continue to market our program to female, diverse racial and ethnic groups Students with learning disabilities need to have more assistance from Kirkwood's Learning Services				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	For staff we use KCELT and committee participation; For classes in our program we use the following: Welding (Jones Hall); CDL (Truck Driving); Diesel Ag and Truck share instructors between programs; Career Services; Ag Production and Business classes – Math, Computer, Human Relations, Combine Operations and Adjunct				
6. Program integration into secondary vocational program	No, not at this time – need more information on how an academy works and its funding				
7. Strategies to implement /eliminate access and success barriers	Try to control the cost of student hand tools and books and supplies				
8. Evaluate and improve effectiveness in assessing and improving student learning	Use of "SPOTs," student before graduation surveys and Perkins test				
9. Ways inform the public and stakeholders about what and how well student learning	General information channeled through the Advisory Committee is the only way at this time				
10. How you know your students are successful	Talking and surveying the employers that are hiring our students; Surveying our Advisory Committee; Observing while in the lab				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	Concern: Low graduation, full program each year, minimal attrition rates Goal: Full program enrollment for first year (Fall) Action: Attend FFA Convention and market to high schools Goal: Improve graduation rates Action: Be a better advisor and try to help students pass their general education type courses				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Diesel Truck Technology					
Department: Agricultural Sciences					
Program Coordinator: Jim Zach		Completed by: Scott Anderson		Date: 11/26/2007	
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes				X	Need to work on
Course Competencies				X	No reflection
Learning Objectives and Performance Standards				X	No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop				X	No reflection
Narratives					
1. Investigate and implement current trends	Advisory committee, attend seminars and conferences, attend industry events, read trade magazines, visiting local service centers				
2. Summarize equipment purchased and equipment/ facility needs	Purchased in 1999: Volvo truck, International truck, Freight Liner truck and in 2005 purchased International truck – all are used for lab repair practices; Cummins ISV common rail engine – to teach newer fuel and emissions systems; Caterpillar C-15 engine to teach CAT 2007 emissions; Cummins ISK 15 liter engine – used for engine timing; Torque wrenches – electronic – to teach new torque procedures Needs: Newer trucks and engines to keep up with emissions and technology				
3. Meeting needs of students in employment community	Continue to market the program to females and also to other diverse racial and ethnic groups Students that have learning disabilities need to have more assistance from Kirkwood Learning Services programs in order for them to be successful				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	For staff: KCELT and committee participation For classes within the program, we use the following: Welding programs; CDL Licenses – Truck Driving program; Diesel Ag and Diesel Truck share instructors between programs; Career Services coordination; other Ag instructors teach human relating and Human relations classes; Other Kirkwood instructors teach communication and humanities classes.				
6. Program integration into secondary vocational program	Not at this time. Need more information on how an academy works and how it is funded				
7. Strategies to implement /eliminate access and success barriers	Try to control the cost of tools that students must purchase and also the cost of books and supplies				
8. Evaluate and improve effectiveness in assessing and improving student learning	Use of SPOTs for evaluation; student surveys (between graduation) and Perkins tests results				
9. Ways inform the public and stakeholders about what and how well student learning	General information channeled through our Advisory Committee is the only way we do this at this time				
10. How you know your students are successful	Visiting and surveying local employers that are hiring our students; surveying Advisory Committee members; and observation of students in lab				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	Concerns: Low graduation percentage; making sure the program is full every year and minimal attrition rates Goals: Full program again for the 2008-2009 year, recruiting and marketing; Improve graduation rates – work with students to make sure that they complete all required general education classes; be a better advisor				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Floral Careers					
Department: Agricultural Sciences					
Program Coordinator: Linette Geissler			Completed by:		Date: 11/26/2007
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		Needs update and include soft skills. Discussed with Advisory Board program outcomes. Looking at the recommendations from Fall of 2007 meeting – considering how to best implement
Course Competencies			X		Need to align with program outcomes. Looking at individual courses. Checking for repetitive course instruction and course changes to align with industry needs and student goals.
Learning Objectives and Performance Standards		X			More than one per class. Student presentations, Internet usage and research portfolio, projects, small group learning hands on activities. Align with changes need learning objectives and course.
General Education Outcomes				X	Wait for general education outcomes from Kirkwood
Results and Feedback Loop		X			
Narratives					
1. Investigate and implement current trends	Iowa Florist Association convention; Illinois State Association convention; Garden shows; Illinois State Home and Garden Show; Trade magazines; shop visits; greenhouse visits; guest speakers, industry networking; Attend classes and workshops for computer technology, teaching and continuing education courses related to program.				
2. Summarize equipment purchased and equipment/ facility needs	Underwater cutter – to demonstrate how florists process flowers; Pricing guns – used for coding and pricing merchandise in retail operations; Cash Registers – for learning how to ring up sales, counting change and for report and analysis; Durable Water System – to demonstrate how to use , fill and empty; Tiller – used to teach how to prepare the soil for planting gardens. We will need to consider and evaluate curriculum needs once we are in our new building and obtain input from our industry people and Advisory Board				
3. Meeting needs of students in employment community	Our demographics currently reflect the industry demographics of our career. To improve we may offer classes in event planning, business management and marketing and sales. Offer selected classes for evening courses. Direct mailing to select groups of individuals through a purchased list from ACT.				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Martin Luther King Day; classes through KCELT; Logistics of new building with Ag faculty; and opportunities to serve on committees.				
6. Program integration into secondary vocational program	Discussed with Bonnie (our Metro High School) Advisory Board member to network with them and explore future opportunities. Currently FFA/Horticulture Competition hosts and judges. Research opportunities for connections through Career Academy model.				
7. Strategies to implement /eliminate access and success barriers	Research barriers and explore what access s students currently have to move forward with this. Work with industry and advisory board on recommendations for program outcomes.				
8. Evaluate and improve effectiveness in assessing and improving student learning	Currently we do classroom assessments for each course; SPOT evaluation and one-the-job observations. Student questionnaires and implement changes based on those evaluations; Evaluations from internships and student success from internship experiences; Employer surveys and Advisory Board recommendations.				
9. Ways inform the public and stakeholders about what and how well student learning	Design Show hosted each year; student newsletter; continuing education classes; advisory board; internship placements; contest winners for local and state level; information in parent letter through marketing and by providing floral arrangements for campus events and sales of floral items to faculty and staff.				
10. How you know your students are successful	Student surveys; Advisory Board surveys; internship evaluations; and communication with previous graduates and employers,				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	Enrollment – yearly report on enrollment from “Data Summary” Our goal is to increase enrollment through our marketing and direct mail campaign (at a cost of \$1,000, an amount provided to us by the Admissions Department); improve enrollment by changes in courses and adding courses in event planning; and establishment of growing gardens for floral production				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Golf Course and Athletic Turfgrass Management

Department: Agricultural Sciences

Program Coordinator: K. Paul Saladin

Completed by:

Date: 11/26/2007

Program Year: 2007-2008

Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		No reflection
Course Competencies			X		No reflection
Learning Objectives and Performance Standards				X	No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection

Narratives

1. Investigate and implement current trends	Annual Iowa Turfgrass conference; Annual Advisory Committee meetings; Bi-Annual Iowa State Turf Field Day; Sports Turf workshops (2-3 annually); Monthly industry magazines and newsletter; and national industry magazines
2. Summarize equipment purchased and equipment/ facility needs	Purchases: A-300 Bobcat; Turf tractor; Toro greens mowers (2); Gator (1); Toro Workman (1); miscellaneous hand tools; miscellaneous irrigation tools; small engines; and GPS equipment Needs: Utility vehicles; Tri-plex mower and greens; 5-Plex fairway mower and fairway; Greens Aerator; Sand-Pro; Top Dresser; and Irrigation Design software; attachments for Bobcat; and site development of outdoor lab, golf educational facilities
3. Meeting needs of students in employment community	Have 100% male students; average age 20.5 years; mostly white, 92.3%; and mostly fulltime, 86.5% Improve: Encourage more students to pursue a four-year degree in Turfgrass Management; build relationships with employers who require educated turfgrass management students; and build program enrollment by working with Admissions to target a more diverse student population.
4. Review of graduate data	N/A
5. Opportunity for faculty collaboration	Build connections between faculty who teach ArcView and transfer courses to prepare students for building facilities and turf complexes; Relationship with business faculty to improve budgeting and business management skills; Relationships with small engine repair faculty to improve knowledge on engine repair and equipment maintenance.
6. Program integration into secondary vocational program	Program has not been integrated into secondary vocational programs. Need to: Integrate into high school horticulture programs; Build relationships with Master Gardener Association with classes; and could offer classes through Kirkwood's continuing education program.
7. Strategies to implement /eliminate access and success barriers	Develop tutorial for student success in classes. Develop a student mentoring program between second and first year students. Implementation of student orientation class "Success in Horticulture." First year job shadow programs with local turfgrass facilities.
8. Evaluate and improve effectiveness in assessing and improving student learning	Conduct student evaluation of course and instructor upon the completion of the course. Set high industry expectations in the classroom and expect student to treat the classroom like a career then evaluate their performance.
9. Ways inform the public and stakeholders about what and how well student learning	Advisory committee members are notified about student performance each year. Display booth at annual Turfgrass Conference with evidence of what students have been working on. Annual report and articles to the Iowa Industry newsletters. Attend Iowa industry workshops and tradeshows to represent Kirkwood's Turfgrass program. Published articles to market and promote program and use of students.
10. How you know your students are successful	The number who show-up at turfgrass conferences and other turfgrass functions; Graduates that take part in the annual job fair; Graduates that dedicate their time for the Advisory Committee; and Feedback from employers on internship visits.
11. Referring to Program Goal from previous year	N/A
12. Areas of concern and/or areas of improvement	Concerns: Courses that share the same course objectives and are repeated in other courses. Goal: Golf Courses and Athletic Turfgrass Management program goal is to educate turfgrass students in pursuing a career in any turf facility. Education will reflect industry expectations and graduate quality student to fulfill a turfgrass management career. The program needs to improve on their outdoor facilities to give students superior hands-on education (3-hole golf course on outdoor facilities).

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Horse Science Technology					
Department: Agricultural Sciences					
Program Coordinator: Dale McNeeley			Completed by:		Date: 11/26/2007
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		No reflections
Course Competencies			X		No reflections
Learning Objectives and Performance Standards				X	No reflections
General Education Outcomes				X	No reflections
Results and Feedback Loop				X	No reflections
Narratives					
1. Investigate and implement current trends	Megan Green attends multiple clinics and symposiums; Otis Armstrong attends hay symposiums and receives feedback from industry while showing horses; Program hosts multiple outside horse trainer clinics; Field trips with students during classes and summer break; Adjunct faculty (industry professionals) teaching classes; Faculty are members of multiple horse organizations; Contact with past program graduates				
2. Summarize equipment purchased and equipment/ facility needs	Tack purchases; need two classrooms, a conference room at the barn; need ten jump saddles and more bridles; need freestanding sawdust storage (creates dusty hay as is); Need hors skeleton/anatomical model; Need re-leveling/re-grading of herd top lot; need fencing repaired Student's perspective lounge at barn for between classes or horse cool out				
3. Meeting needs of students in employment community	Unaware of issues that would need to be addressed				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Working with WIDS; access to computer training and evaluation class (e.g. CAD) Previously attending presentations sponsored by other departments				
6. Program integration into secondary vocational program	Standing agreement with Prairie High School to take courses for college credit. Acts as a potential recruitment source.				
7. Strategies to implement /eliminate access and success barriers	Better incoming student orientation and existing student advising process Improved contact with industry – prospective intern hosts and graduate employers Host an equine job fair More student career coaching/employment seminar				
8. Evaluate and improve effectiveness in assessing and improving student learning	Video tapes of student's riding abilities before and after class training Ask students for input on making changes to a class verbally and anonymously Evaluate tests for "muddy point," questions to correct for misunderstandings, terminology, etc.				
9. Ways inform the public and stakeholders about what and how well student learning	Participation of students in outside trainer clinics and horse shows at IEC and off campus sites (especially summer) Drill team activities FFA horse judging contest Ag Leadership hosts multiple horse shows, tack and swap meet and llama shows – students work the events				
10. How you know your students are successful	Past graduate feedback, visits, demonstrations Feedback from intern hosts and employers				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	Student retention rates; addition of classroom for horse; more program feedback – between students, faculty, graduates and the horse community.				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Landscape Management					
Department: Agricultural Sciences					
Program Coordinator: K. Paul Saladin			Completed by:		Date: 11/26/2007
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		No reflection
Course Competencies				X	No reflection
Learning Objectives and Performance Standards				X	No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection
Narratives					
1. Investigate and implement current trends	Annually attend Iowa Turfgrass Conference; Advisory Committee meetings; Sports turf workshops (3 times a year); and monthly industry related magazines and newsletters				
2. Summarize equipment purchased and equipment/ facility needs	Purchases: A-300 Bobcat; Turf tractor; Toro greens mowers (2); Gator (1); Toro Workman (1); miscellaneous hand tools (pruners, saws, rakes, etc.); Landscape Design software; Small engines (5); and handheld GPS units Needs: Utility vehicles; Tri-plex greens mower; 5-Plex fairway mower; Greens aerator; Sand-Pro; Top Dresser; and Irrigation Design software				
3. Meeting needs of students in employment community	Increase offering of classes at alternative time periods (night and week-end classes); Modify curriculum to make Landscape Maintenance more relevant, in comparison to other horticulture programs.				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Workplace/oral communication classes have been adapted to accommodate our student's schedules				
6. Program integration into secondary vocational program	None at this time. Would like to incorporate into high school FFA classes; develop relationships with Master Gardener Association; and develop/offer continuing education classes				
7. Strategies to implement /eliminate access and success barriers	Development of tutorials for student success in individual classes. Development of a mentor program between second-year and first-year students. Implementation of course entitled: "Success in Horticulture." First-year student job shadowing programs with local industry. Eliminate scheduling conflicts.				
8. Evaluate and improve effectiveness in assessing and improving student learning	Current student evaluations of course/instructor at completion of classes. Modify classroom teaching/activities based on formal assessments. Verbal feedback from students.				
9. Ways inform the public and stakeholders about what and how well student learning	Summarized during annual Advisory Committee meetings; Exhibits (photos) displayed at annual Turfgrass conference and landscape tradeshow; Service learning projects completed on or off campus; and Faculty presentation to schools or community groups.				
10. How you know your students are successful	Number of graduates observed employed in industry at turf conference, Iowa Nursery and Landscape conference, and job fairs. Number of graduates that are members of Advisory Committees. Feedback from local employers. Number of graduates who have started/operated successful businesses.				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	Concerns: Courses that share similar or the same competencies. Goals: Increase awareness of the program and increase student numbers in the program				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Landscape, Nursery and Garden Center Management

Department: Agricultural Sciences

Program Coordinator: K. Paul Saladin

Completed by:

Date: 11/26/2007

Program Year: 2007-2008

Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes				X	New program outcomes are coming.
Course Competencies			X		Competencies exist but will be reviewed and changed if necessary.
Learning Objectives and Performance Standards			X		Objectives need to be reviewed and changed as necessary.
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection

Narratives

1. Investigate and implement current trends	Field trips; guest speakers from industry; design software training; attendance at industry trade shows (Mid American and INLA); League for Innovation Conference on Technology and input from Advisory Committee annual meeting.
2. Summarize equipment purchased and equipment/ facility needs	Purchased: A300 Bobcat; Tractor; Gator; Workman; Hand tools – surveying/pruning; GPS handheld units; Landscape Design Software; and Small engines for breakdown Needs: Additional utility vehicle; various pieces of equipment to complete head house of new Horticulture/Floriculture building; and large printer 24x36 inch sheets
3. Meeting needs of students in employment community	Increase offerings of night classes; Split LNGCM into two separate programs: Possible paths: Landscape Design/Construction or Nursery and Greenhouse Production; In each program allow for students to choose area of emphasis by selection a specific group/mix of classes- i.e. more design over construction – each program would have its own minimum requirements
4. Review of graduate data	N/A
5. Opportunity for faculty collaboration	Under current curriculum Workplace/Oral Communication classes have been adapted to fit for our student's schedules and needs; In the future, new classes may be developed to meet specific needs of potential new programs (i.e. courses from Industrial Technology in a Landscape Design concentration/major)
6. Program integration into secondary vocational program	None at this time; Incorporate into high school FFA classes; Develop relationship with Master Gardener Association; and develop continuing education classes.
7. Strategies to implement /eliminate access and success barriers	Scheduling needs to be reformed to eliminate conflicts; implement Success Seminar; Peer mentoring/tutoring; and provide job shadowing
8. Evaluate and improve effectiveness in assessing and improving student learning	Conduct student evaluation of course and instructor at the end of each course; Modify teaching and activities based on formal assessments (tests); and Verbal feedback on the spot comments regarding how a technique worked
9. Ways inform the public and stakeholders about what and how well student learning	Service learning projects that include designing on or off campus; Provide a summary each year at the Advisory committee meeting; Exhibits at tradeshow; and Faculty presentations to schools and other community groups
10. How you know your students are successful	Number of graduates employed in industry/present at tradeshow; graduates on the advisory committee; graduates who have started their own business; and number of students passing/completing courses with satisfactory grades
11. Referring to Program Goal from previous year	N/A
12. Areas of concern and/or areas of improvement	Courses that include too much repetition; Decline in enrollments 2005-2007; and adjust the curriculum to improve student numbers

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Parks and Natural Resources

Department: Agricultural Sciences

Program Coordinator: K. Paul Saladin

Completed by:

Date: 11/26/2007

Program Year: 2007-2008

Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		No reflection
Course Competencies		X			No reflection
Learning Objectives and Performance Standards		X			No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection

Narratives

1. Investigate and implement current trends	Communicate with industry representatives at city, county, state, federal and private sector. Actively collaborate and participate in industry projects (with industry). Actively carry out projects/practices in the field on their own (without industry). Serve on industry advisor /director boards.
2. Summarize equipment purchased and equipment/ facility needs	Purchases: Wild land firefighting equipment – used in training; Forestry management equipment – used in training and class projects; GPS equipment – training and class projects; Horticulture equipment for student operation (tractor, Bobcat, Gator) used in training and projects Needs: Firefighting safety equipment (specialized), full range of shop equipment and parks equipment (truck, mower, hand shop tools – outdoor lab development (prairie, wetlands, tree plantings, nature center
3. Meeting needs of students in employment community	Demographic trends show we are meeting the needs of the population we serve (based on occupation and geographical location). Currently program is understaffed and over capacity in enrollment
4. Review of graduate data	N/A
5. Opportunity for faculty collaboration	Communication with faculty from other departments; college wide in-service days; some specialized courses; articulation with transfer colleges
6. Program integration into secondary vocational program	No
7. Strategies to implement /eliminate access and success barriers	Hiring of an additional fulltime Parks and Natural Resources instructor Better student advising and orientation
8. Evaluate and improve effectiveness in assessing and improving student learning	Self-administered student evaluations; employer feedback through internship evaluations; and advisory committee
9. Ways inform the public and stakeholders about what and how well student learning	Media coverage of student projects and their involvement in the community (newspapers, television, and radio); and graduates working in industry
10. How you know your students are successful	Graduates working in the field; Advisory committee make-up; and communication with graduates
11. Referring to Program Goal from previous year	N/A
12. Areas of concern and/or areas of improvement	Under staffed (need to hire on fulltime Parks and Natural Resources instructor) Program Goal: is to adequately meet the educational needs of students currently enrolled in the program. Source of Data Summary report (Fall 2005-present); Effectively use the skills of current staff and add staff; Costs: Undetermined.

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: SAS – Pet Grooming – Pet Shop Management					
Department: Agricultural Sciences					
Program Coordinator: Anne Duffy			Completed by: Anne Duffy		Date: 11/26/2007
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		No reflection
Course Competencies			X		No reflection
Learning Objectives and Performance Standards			X		No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection
Narratives					
1. Investigate and implement current trends	Grooming instructor regularly attends State and Regional grooming conventions; Faculty initiated a dialog with faculty from other institutions RE: course content/curriculum issues				
2. Summarize equipment purchased and equipment/ facility needs	Three cage dryers: most current; Electric clippers: industry standard; Miscellaneous grooming equipment; and digital camera: before and after grooming photos				
3. Meeting needs of students in employment community	Program outcomes – this program is open to any student able to meet the minimum academic and physical requirements of the program				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Human Relations instructor collaborates with program faculty to include industry specific exercises				
6. Program integration into secondary vocational program	Students could be encouraged to complete high school successfully prior to considering college coursework				
7. Strategies to implement /eliminate access and success barriers	Students must enter the program with the academic background and tools necessary to succeed in a very challenging curriculum. Remediation must be accomplished prior to program enrollment.				
8. Evaluate and improve effectiveness in assessing and improving student learning	Grooming class – customer satisfaction with student work				
9. Ways inform the public and stakeholders about what and how well student learning	Student internships allow employers to assess student skills. Grooming class provides pet grooming services for the general public.				
10. How you know your students are successful	Number employed in the field. Employer requests for graduates and interns.				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	<p>Goal: Pre/Post test Financial Literacy for Pet Grooming and Pet Shop Management.</p> <p>Area for improvement: Students do not appear to possess basic financial literacy which will definitely hinder them in the workplace.</p> <p>Source of Data: Pre/Post test data</p> <p>Actions: Give test, consider results. Design coursework to address deficiencies.</p> <p>Cost: Curriculum revision dollars for three credits.</p>				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Veterinary Assisting					
Department: Agricultural Sciences					
Program Coordinator: Anne Duffy		Completed by: Anne Duffy		Date: 11/26/2007	
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes			X		No reflection
Course Competencies			X		No reflection
Learning Objectives and Performance Standards			X		No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection
Narratives					
1. Investigate and implement current trends	<ul style="list-style-type: none"> A. Attend Central Veterinary Conference annually to obtain veterinary continuing education B. Faculty continues to work in industry C. Industry trends are discussed at each advisory meeting D. Faculty visits to private practices and other industry employers E. Active membership in State and National associations 				
2. Summarize equipment purchased and equipment/ facility needs	<ul style="list-style-type: none"> A. Dental x-ray machine – veterinary dentistry is a rapidly growing area of the practice B. Spot-Chem blood chemistry machine C. Ventilator – necessary to demonstrate assisted ventilation during surgical procedures D. Sevoflurane vaporizer – standard of practice anesthesia E. Digital camera – allows documentation of student achievement 				
3. Meeting needs of students in employment community	Program is open to any student able to meet the minimum academic and physical requirements of the program				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	N/A				
6. Program integration into secondary vocational program	Due to state and OSHA laws, many of the activities of this program are restricted to those 18 years and over				
7. Strategies to implement /eliminate access and success barriers	Students must enter the program with the academic background and tools necessary to succeed in a highly challenging curriculum. Remediation must be accomplished PRIOR to program enrollment				
8. Evaluate and improve effectiveness in assessing and improving student learning	Pre/Post tests: program, course, competency; Student performance on State and National Board Exams; Feedback form internship employers and students; and real world success				
9. Ways inform the public and stakeholders about what and how well student learning	Advisory committee; Assist with Cedar Rapids Kennel Association events, agility club events and other community activities which showcase their skills.				
10. How you know your students are successful	Job placement private and institutional; High demand for graduates; continued contact with graduates; Graduates on Advisory Committee				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	<p>Goal: Add a large animal skills component to the Veterinary Assisting Program</p> <p>Area for Improvement: The Veterinary Assisting course has only covered assisting skills related to small animal practice. Adding large animal skills will increase student's employability.</p> <p>Source of Data: Advisory Committee will be surveyed to determine essential skills in large animal practice</p> <p>Cost: None</p>				

KIRKWOOD COMMUNITY COLLEGE'S PROGRAM REVIEW REPORT
Five-Year Review

Program: Veterinary Technician					
Department: Agricultural Sciences					
Program Coordinator: Anne Duffy		Completed by: Anne Duffy		Date: 11/26/2007	
Program Year: 2007-2008					
Levels of Achievement	Level 4 Competent	Level 3 Competent	Level 2 Compliant	Level 1 Non- Compliant	Reflection
Program Outcomes		X			No reflection
Course Competencies			X		No reflection
Learning Objectives and Performance Standards				X	No reflection
General Education Outcomes				X	No reflection
Results and Feedback Loop			X		No reflection
Narratives					
1. Investigate and implement current trends	<ul style="list-style-type: none"> A. Attend Central Veterinary Conference annually to obtain continuing veterinary education B. Faculty continues to work in the industry C. Industry trends discussed at each advisory meeting D. Faculty visits to private practices and other industry employers E. Active membership in State and National associations 				
2. Summarize equipment purchased and equipment/ facility needs	<ul style="list-style-type: none"> A. Dental x-ray machine – veterinary dentistry is a rapidly growing area of the practice B. Spot-Chem blood chemistry machine C. Ventilator – necessary to demonstrate assisted ventilation during surgical procedures D. Sevoflurane vaporizer – standard of practice anesthesia E. Digital camera – allows documentation of student achievement 				
3. Meeting needs of students in employment community	Program is open to any student able to meet the minimum academic and physical requirements of the program				
4. Review of graduate data	N/A				
5. Opportunity for faculty collaboration	Specialized Microbiology and Biotechnology courses				
6. Program integration into secondary vocational program	No! Due to State OSHA laws, many of the activities of this program are restricted to those 18-years and over				
7. Strategies to implement /eliminate access and success barriers	Students must enter the program with the academic background and tools necessary to succeed in a highly challenging curriculum. Remediation must be accomplished PRIOR to program enrollment				
8. Evaluate and improve effectiveness in assessing and improving student learning	Pre/Post tests: program, course, competency; Student performance on State and National Board Exams; Feedback form internship employers and students; and real world success				
9. Ways inform the public and stakeholders about what and how well student learning	Advisory committee; Eastern Iowa Veterinary Association Spring Clinic – held on campus with students assisting area veterinarians with this wet-lab seminar; Student pass rates on State and National Board Exams reported to the Iowa Board of Veterinary Medicine; Students participate in community activities such as (i.e. Open Minds/Open Doors, Especially for You Race, and community dog washes)				
10. How you know your students are successful	Job placement private and institutional; High demand for graduates; continued contact with graduates; Graduates on Advisory Committee				
11. Referring to Program Goal from previous year	N/A				
12. Areas of concern and/or areas of improvement	<p>Goal: Determine the effect of mixed (non-cohort) classes on student success – We believe that students experience greater success when they take program courses with their cohort group</p> <p>Data: Exam and quiz scores, course completion percentages, student final grades, for cohort verses non-cohort classes</p> <p>Cost: A great personal cost to all faculty involved. May require additional sections of some courses.</p>				