

## De Anza College

### Program Review – Annual Update Form

1. Briefly describe how your area has used the feedback from the Comprehensive Program Review provided by RAPP members (if unsure, request the feedback form from your dean/manager).

The mission was found to be clear, thorough and articulated very well. There was a great suggestion on the goals to close the feedback loop by assessing how faculty and staff are using data. Based on this feedback, the IR office, in collaboration with the PD office and equity office began creating pre and post surveys and a one month check in survey prior to data coaching events and partners in learning equity series events. The surveys have been used so far to adapt and revise content being offered in a meaningful way. There was an additional suggestion that since this was the first time IR engaged in a program review cycle, that assessment of an AUO will provide helpful information for continuous improvement in the future. This was welcomed comment, as the IR office had not yet engaged in the AUO process but now has done so as part of the program review process.

2. Describe any changes or updates that have occurred since you last submitted program review (comprehensive program review [submissions](#))

There are no staffing changes, however, the IRPA office offered its first data coaching cohort for classified professions and partnered with the Office of Progressional Development and Office of Equity on a 5-part Partners in Learning Equity Series. The IRPA office is continuously looking for ways to expand data inquiry, exploration and discussion with faculty, staff, student and administrative groups.

3. Provide a summary of the progress you have made on the goals identified in your last program review (as included in the comprehensive program review).

Goal 1: Develop an IRP toolkit to guide faculty and staff in promising practices or professional development. In partnership with the office of PD, the IRP office is working on this goal through a two-year process.

Response: In year one, through the 5-part Partner's in Learning Equity Series, we are collecting promising practices and faculty and student testimonials. The practices that are collected this year will be used to structure PD that will be brought to departments in an effort to engage departments in implementing 1 promising practice that is evidence based and supported through faculty and student experience.

Goal 2: Create a process to develop ongoing partnerships with faculty and staff leaders to inform research studies, empower users to access data, and improve the overall use of data to inform institutional effectiveness.

Response: This goal is being achieved through the classified staff data coaching cohort, the Partners in Learning Equity Series and RAPP Office Hours for program review support. This work will continue to adapt to the needs of the college within the institutional planning cycle.

Goal 3: Collaboratively develop a culture of assessment through the Village model including program review, success and awards reporting. No progress has been made on achieving this goal at this time.

Response: Progress has not started on this goal, but we will work to get on track with this to meet our three-year goal.

4. If your goals are changing, use this space to provide rationale, or background information, for any new goals and resource requests that you'll be submitting that were not included in your last program review.

Goals are not changing at this time.

5. Describe the impact to date of previously requested resources (personnel and instructional equipment) including both requests that were approved and were not approved. What impact have these resources had on your program/department/office and measures of student success or client satisfaction? What have you been able to and unable to accomplish due to resource requests that were approved or not approved?

IRP does not receive any resources.

6. How have these resources (or lack of resources) specifically affected disproportionately impacted students/clients?

As outlined in the program review, a grants director/writer could expand the capacity of the office and college to successfully attain grants that could be used to improve outcomes for disproportionately impacted students. Without additional staff capacity, our ability to go out for grants is very limited.

7. Refer back to your Comprehensive Program Review under the section titled Assessment Cycle as well as the SLO website (<https://www.deanza.edu/slo/>) for instructional programs. In the table below provide a brief summary of one learning outcome, the method of assessment used to assess the outcome, a summary of the assessment results, a reflection on the assessment results, and strategies your area has or plans to implement to improve student success and equity. If your area has not undergone an assessment cycle, please do so before completing the table below.

**Table 1. Reflection on Learning Outcomes (SLO, AUO, SSLO)**

<p>Learning Outcome (SLO, AUO, SSLO)</p>	<p>Users will understand how to access and interpret disaggregated data on college, program, and individual equity gaps.</p>
<p>Method of Assessment of Learning Outcome (please elaborate)</p>	<p>Workshops. IR held a Data Coaching series of workshops for faculty in 2022-23 and 2023-24 and held a data coaching workshop for classified professionals in 2024-25. The workshops focused on accessing and interpreting data and evidence-based practices to narrow equity gaps.</p> <p>Faculty-level Success Rate Reports. All faculty have been emailed their success rates by student demographics with equity gaps for over a year. In order to evaluate this process, we <a href="#">surveyed</a> all faculty in winter 2024.</p>
<p>Summary of Assessment Results</p>	<p>As part of the workshops, we created pre and post surveys to determine if participants were changing the way they approached teaching and learning in their area.</p>
<p>Reflection on Results</p>	<p>As part of the workshops, we have used the feedback to adjust our content and the delivery of information. We will also use the feedback received to create a department-based PD plan to bring evidence-based strategies to one department at a time in 2025-26.</p> <p>Based on the faculty-level success rates survey, respondents felt that the data reports emailed to them on a quarterly basis allowed them to reflect on their data individually and with their colleagues. Half of respondents indicated that the information encouraged them to think a bit differently about their teaching and learning strategies.</p>
<p>Strategies Implemented or Plan to be Implemented (aka: enhancements)</p>	<p>We would like to continue to expand access and use of data tools. We plan to meet with program coordinators and admin assistants to make them aware of the tools and train them on accessing and using data.</p> <p>We plan to continue to work with deans and managers on expanding access as well.</p>

Done? Please email this form to your dean/manager.

8. Dean Manager Comments: