Comprehensive Program Review with a Transformational Antiracist Leadership (TAL) Framework

Program Context (suggested word limit 400)

Mission
1. How does your program align with the college and district mission?
   https://smccd.edu/dpgc/files/dsgc -DistrictMission.pdf
   https://canadacollege.edu/about/mission.php

Program Description
2. Provide a brief description of your program, what does your program do and who does your program serve?

Assessing Program Impact on Diverse Student Populations (Suggested word limit 750)

3. How many students are served by your program?
4. How does your program intentionally serve underrepresented, disproportionately impacted or racially minoritized students (ie. Black and/or Indigenous People of Color; Gay, Lesbian, Bisexual, Transgender, Queer, Intersex, and Asexual; 1st Gen; Foster; Homeless; Undocumented; Veteran; Low-Income; or other disproportionately impacted student populations identified in our Student Equity data, etc.)? Support this with data.
5. How has student access, retention, and completion changed (where applicable) for this program during this review cycle?
6. How does your Student Services program deliver its services to ensure accessibility and effectiveness for all students? Please detail the range of delivery methods offered (e.g., in-person, online, hybrid, evening, in the community, etc.)
7. What is the breakdown of students you serve by educational goal disaggregated by race? How does your program support transfer students towards achieving their goal?
8. What data and/or feedback do you use to evaluate the success of these delivery methods?
9. Provide examples of your on-campus and/or off-campus community partnerships and how they support student success.
10. How does your program support Cañada College as a Hispanic-Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI) designated institution? Please support your answer with qualitative or quantitative data and/or specific examples

Looking Back: Accomplishments and Challenges (Suggested word limit 400)

11. Describe major accomplishments since the last program review cycle.

12. How did your accomplishments help to close the opportunity gap for disproportionately impacted, underserved or racially minoritized students as identified in the current SEAP plan? Support this with qualitative and quantitative data.
13. Describe major challenges since the last program review cycle.
   How have these challenges contributed to the expansion or continuation of equity gaps?
14. Please list the goals you worked on during the previous program review cycle and describe any progress towards achieving those goals?

Impact of Resource Allocations Process (Suggested word limit 250)

15. Describe the impact to date of previously requested resources (staff, non-instructional assignment, equipment, facilities, research, funding) including both resource requests that were approved and were not approved.
16. How have these resources (or lack of resources) affected disproportionately impacted students/clients?

SAOs and SLOs (Suggested word limit 250)

17. State your Service Area Outcomes (SAOs) and/or Student Learning Outcomes (SLOs for this program review cycle.
18. Describe how your program assessed your SAOs and/or SLOs.
   Share your SAO/SLO data findings

Looking Ahead: Goals and Program Improvement Initiatives (Suggested word limit 400)

19. State your program goals for the next 3 years. What strategies would you use to address challenges that hinder the expansion or continuation of the equity gaps (from question 12)?
20. With an equity and antiracism lens, what are some improvements that have been, or can be, implemented as a result of SAO/SLO Assessment? Please include meaningful action plans to improve student access and success.
21. How did your program's SAO/SLO assessment address equity and antiracism?
22. How will you address the opportunities for improvement that you identified throughout the prior sections of this Program Review?

TAL informed SAOs and SLOs for the Next Review Cycle (Suggested word limit 100)

23. With the TAL Framework in mind, state your SAOs and/ or SLOs for the next review cycle.
   Click here for Transformational Antiracist Leadership (TAL) refresher.

If your program is requesting resources, please go to "STEP 2: Resource Request (OPTIONAL)" and submit your specific requests there.

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Non-Personnel Item (2025 - 2026)

Requested Year

Program Requesting Resources

Item Requested

Item Description

Program Goals this Request Supports

Status

Type of Resource

Cost

One-Time or Recurring Cost?

Critical Question: How does this resource request support closing the equity gaps as identified in the current SEAP plan?

Critical Question: How does this resource request support LatinX, AANHPI, and Black and African American students?

Map Request to College Goals and Strategic Initiatives

Which of Cañada College's Goals does this resource request support?

Which of Cañada College's Strategic Initiatives does this resource request support?

Personnel - Classified Staff (2023-24)

Requested Year

Hiring Division/Department:

Position Title:

Is this position permanent?

Position Type

Provide # of months.

Program Goals this Request Supports

Position: General Funds

Allocation: General Funds

Critical Question: How does this resource request support closing the equity gaps as identified in the current SEAP plan?

Critical Question: How does this resource request support LatinX, AANHPI, and Black and African American students?

Justification

1. Describe the specific needs for the position requested and the duties of this position in a brief statement.

2. Explain how this position aligns with and supports the mission and strategic goals of the college.

3. Explain how adding this position will strengthen the department or division.

4. How would your program be impacted if the position is not funded?

Map Request to College Goals and Strategic Initiatives.

Which of Cañada College's Goals does this resource request support?

Which of Cañada College's Strategic Initiatives does this resource request support?

This position has been reviewed by the department or division and is recommended for hiring.

Dean/Director/Hiring Supervisor Name