



Program Review All Fields

Cosmetology [1]

Main

Overview

Academic Year 2022 - 2023

Originator Ramirez, Gilbert

Division Curriculum Division 50 - Career Technical Education

Department Cosmetology

Program Cosmetology

Program Type Instructional

Co-Contributors

Contributor

- Dodd, Susan
- Henrickson, Pat
- Sweeney, Susan

Program Mission and Accomplishments

Gavilan College Mission Statement

Gavilan College actively engages, empowers and enriches students of all backgrounds and abilities to build their full academic, social, and economic potential.

Provide a brief overview of how the program contributes to accomplishing the mission of Gavilan College. In addition to a basic overview of your program's structure and services, be specific in connecting your program's services to elements of the mission statement (300 words or less).

The Cosmetology Department is comprised of a 1,000-hour course of instruction in all areas of cosmetology. It fulfills the requirements set forth by the State of California Department of Consumer Affairs, Board of Barbering and Cosmetology. Gavilan College offers the required hours in a three-module sequence of classes. Career opportunities include cosmetologist, manicurist, esthetician, educator and salon owner/manager. Our program also offers a comprehensive skin care program that meets the State of California Board of Barbering and Cosmetology requirements for licensure. State Licensing requires 600 hours for the practice of Esthetics. . Instruction also includes client services. The Cosmetology program provides the opportunity for students with different backgrounds to build their social potential by having them work as trainees/assistants for established professionals in their salon. Cosmetology offers traditional and non-traditional students the ability to earn a certificate and state license and/or an AS degree improving their economic potential to secure gainful employment in the beauty industry.

On the PIPR website, locate and review your previous program plan and subsequent annual updates. After studying, please list:

Response and follow-up to previous program reviews

1.

PIPR Program Goal	Accomplishment
Use student learning outcomes assessment results to inform program plans and make program improvements.	Adhere to curriculum regulations mandated by the Board of Barbering and Cosmetology. Follow the standards set by the Curriculum committee: SLO assessments using data to correct/improve instructional methods.
- 2.
- 3.

Have the services or courses of your program changed over the past three years? Please explain (300 words or less).

The Esthetics program has not been offered since the beginning of Fall of 2020. We have a wait list of potential students. We are hoping to find instructors that can teach the class soon. The Cosmetology program is still operating as before.

Student and Program Outcomes

College Goal for Student Achievement

The following questions refer to data regarding student achievement.

Find your discipline’s course success information. Consider your department success rate trends over the last three years. Compare your overall success to the college average.

Are these rates what you expected after comparing with the college average? Are there any large gaps? Is there anything surprising about the data? What trends are suggested by the data?

College: year 2019/20 overall 70.4% Cosmetology success rate 2019/20 89.2 %

College: year 2020/21 overall 70.3% Cosmetology success rate 2020/21 85.8%

College: year 2021/22 overall 69.4% Cosmetology success rate 2021/22 88.7%

Success is achieved by having an established pathway towards beginning and completing our program towards licensure.

Now find your division persistence information. Consider your retention rate trends over the last three years. Compare your overall retention to the college average.

Are these rates what you expected after comparing with the college average? Are there any large gaps? Is there anything surprising about the data? What trends are suggested by the data.

Path: Tableau - Program Review/ Equity - D2. One Year Persistence Rate

College persistence rates 2019 - 2020: 84.9%. CE Persistence Retention Rates: 2019-2020 Cosmetology: 93.7%

.College persistence rates 2020 - 2021: 85.2% CE Persistence Retention Rates: 2020-2021 Cosmetology:

92.1%

College persistence rates 2021 - 2022: 86.8% CE Persistence Retention Rates: 2021-2022 Cosmetology: 93.8%

I believe that the persistence rates are higher for the cosmetology program alone due to the high rate of success with program completion and passing rates with licensing through the State. The program pathway set up for students leads to higher success rates.

Success

The following questions refer to data regarding student achievement.

What are your set goals for course success? Do your individual course and department rates meet this goal?

Helpful Question: If your rates for success are lower than your goals, what are your plans to improve them (200 words or less)?

Path: Tableau - Program Review/ Equity - D3. Course Rates by Unit

Our success rate averages 88% over the last three years. We have improved our success rate from the last time by 8%. We would like to have a least a 90% success rate. Our program is set up for success and should be able to reach the 90% success rate in the near future.

How many students did your area serve (if you don't have an exact count, please provide an estimate)? How did they perform in comparison to those that did not use your services, if applicable? Given this information, how has your service or area supported student success and retention over the past three years (200 words or less)?

See Success and Retention dashboard in Tableau's Program Review section.

Our total head count from 2019-2022 was 607. Our retention rate was 93.2% and the success rate was 88.0%. Our program continues to have a high success and retention rate due to our guided pathway towards completion of our program.

Equity

Equity

Gavilan College has identified the following populations as experiencing disproportionate outcomes: Males, African American, Native American, Students with Disabilities and Foster Youth.

For EOPS/ CalWORKs, MESA, TRiO, Puente, and VRC: LOCATE Success and Retention dashboard in Tableau's Program Review section. Examine your equity results over the last three years. If there are differences in success rates and/ or retention across groups, comment on any differences in success rates across groups. Helpful Questions: What current factors or potential causes can be connected to these areas of disproportional impact? How might your program or department address student equity gaps (200 words or less)?

For all other areas, how can your area help increase disproportionate student success? Contact your support team for any needed assistance in interpreting these data (200 words or less).

Please find Equity information in Tableau's Success and Retention dashboard.

Contact your support team for any needed assistance in using Tableau.

We were able to increase our Degrees by 100%. Certificates went down from 2020/21 to 21/22. We are actively engaging students and our CE counselor. Will work with a counselor to determine why certificates went down.

Our Equal Employment Opportunity (EEO) Plan States

"Ensuring equal employment opportunity involves creating an environment that fosters cooperation, acceptance, democracy, free expression of ideas and is welcoming to persons of all gender expressions, persons with different abilities, and individuals from all ethnic and other groups protected from discrimination."

What is your area doing to support district efforts in creating an inclusive college environment? With what departments are you partnering? Did you identify barriers and institute change? How is you creating/ ensuring diversity in your department or in the classroom?

Some examples might be sponsoring cultural events and diverse speakers on issues dealing with diversity, exploring how to infuse diversity into the classroom and curriculum, integrating diversity into the evaluation of employees, promoting learning opportunities and personal growth in the area of diversity, or evaluating how the physical environment can be responsive to diverse employee and student populations.

Our dept. works on increasing diversity by having guest speakers of diverse backgrounds talk to our students about challenges of building clientele in the beauty industry. Members of our staff attended the EEO training for the faculty cluster hire. We participated in working with diverse students while assisting students at the Watsonville Prom celebration.

Find your Distance Education success information. If distance education is offered, consider any gaps in success rates between distance education and face-to-face courses. Do you notice any trends? Do these rates differ?

Path: Tableau Program Review/ Equity D9. Course Success Rates Locate your department. Filter by Delivery Methods

Helpful question: If disparity exists, how do you plan on closing the achievement gaps between distance education and face-to-face courses (300 words or less)?

We do not have any distance ED. Cosmetology is a hands on training program. Staff does put hand-out information in Canvas to assist student learning and support

Learning and Area Outcome

Have you reviewed all of your Service Area Outcomes (SAOs) to ensure that they remain relevant for evaluating the performance of your area?

Are your SLOs, PLOs, SAOs, and ILOs mapped in CurriQunet?

Yes

Are your SLOs, PLOs or SAOs up-to-date in CurriQunet?

Yes

Have all of your SLOs, PLOs or SAOs been assessed in the last five years?

Yes

Have you reviewed all of your SLOs/SAOs to ensure that they remain relevant for evaluating the performance of your program?

Yes

If you answered no to any of the above questions, what is your plan to bring SLOs/PLOs/SAOs into compliance?

N/A

Outcome Assessments

Student Learning Outcomes (SLO) or Service Area Outcomes (SAO)

Review the SLOs or SAOs data located in CurriQunet. What is your department's acceptable achievement score goal for each outcome?

Our course goals are at 80% success rate. We have been able to maintain, approximately a 82% success rate. We will continue to increase State Board's required training for licensure to help increase our students' success when testing for their Stat license.

Institutional Learning Outcomes (ILO)

How do your SLOs/SAOs support the college ILOs or how do your PLOs support the college ILOs? Be specific.

SLO's and PLO's are aligned. SLO's reflect learning outcomes needed to complete the program and meet ILO's through out the training towards a Cosmetology certificate or degree.

Are you meeting your SLO/SAO success goals? What patterns stand out in your results? If your SLO/SAO results are lower than your goals, what are your plans to improve them?

We are meeting our SLO's. Student success continues to be strong in our program. Our program success rate is at 88% .

Curriculum and Course Offerings Analysis

Are there plans for new courses or educational awards (degrees/certificates) in this program? If so, please describe the new course(s) or award(s) you intend to propose (200 words or less).

We are working on getting more space in order to expand our student numbers. Have been given the OK by the President to try and allocate more space. Would like to offer the Esthetics program in order to meet student demand.

Provide your plans to either inactivate or teach each course not taught in the last three years (200 words or less).

We are working on getting more space in order to expand our student numbers. Have been given the OK by

the President to try and allocate more space.

Actively seeking instructors to teach Esthetics and allocate classroom space for the class.

Consider and analyze your location, time, and delivery method trends. Are classes offered in the appropriate sequence/ available so students can earn their degree or certificate within two years? Are courses offered face-to-face as well as have distance education offerings? Are they offered on the main campus as well as the off-site areas? Different times of day? (300 words or less).

Classes are all in person. Our classes are set up in a guided pathway to ensure completion of the program and to be eligible for licensing

Program and Resource Analysis

Please list the number of Full and Part Time faculty, staff and/ or managers/ administrator positions in this program over the past three years. Focus on your individual program.

Program and Resource Analysis

1. **2018**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

208

Full Time Faculty

1

Part Time Faculty

6

Full Time Staff

0

Part Time Staff

1

Full Time Mgr/Admin

1.00

Part Time Mgr/Admin

0.00

2. **2019**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

245

Full Time Faculty

1

Part Time Faculty

4

Full Time Staff

0

Part Time Staff

1

Full Time Mgr/Admin

1.00

Part Time Mgr/Admin

0.00

3. 2020

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

161

Full Time Faculty

1

Part Time Faculty

4

Full Time Staff

0

Part Time Staff

1

Full Time Mgr/Admin

1.00

Part Time Mgr/Admin

0.00

Faculty Percentages**Percentage Full to Part Time Faculty**

Year:2018

FT = 14.30%

PT = 85.70%

Year:2019

FT = 20.00%

PT = 80.00%

Year:2020

FT = 20.00%

PT = 80.00%

How have and will those with reassigned time, grant commitments and activity, projected retirements and sabbaticals affect personnel and load within the past in the next three years? What future impacts do you foresee (200 words or less)?

The Cosmetology program has not had nor does not have any instructors with reassigned time, grant commitments and activity. When the full-time instructor retires, two more part-time instructors will need to be hired in order to maintain the programs' integrity.

Additional Comments

At this time 2023, we have one full-time and four part-time faculty teaching our program.

Evaluation of Resource Allocations

List the resource allocations from all sources (e.g., annual college budget request appropriations, Guided Pathways funds, grant funds, etc.) received in the last three years. For annual college budget request appropriations, reference your previous three-year plan and annual updates.

Please evaluate the effectiveness of the resources utilized for your program. How did these resources help student success and completion? For college budget request appropriations, list the result of the evaluation strategy outlined in your previous three-year plan and annual updates. For all other sources of funding, list the results of the evaluation strategy contained within the program or grant plan.

Did you receive additional funds?

Yes

Resource Allocation

1. **30,007.00**

Funding Source

Grant

Academic Year

2022 - 2023

Purpose of Funding

provided learning tools and supplies for students to increase their skill levels.

Result

students are completing program with skills needed to begin their cosmetology careers.

Program Productivity

Program Productivity Measurements

Determine the number of students you assist annually. Using the data provided by the business office, calculate your average cost effectiveness per student. If you do not have student contact, please fill out **Total allocated budget and Total spending.**

- **2021 - 2022**

Total Number of student contacts

162

Total allocated budget**Total spending****Total cost per student (Student Contact/ Total Spending)**

2,884

Year and Student count

Evaluate your program costs. Are your costs in alignment with your budget? If not, what improvements can be made? Please explain any trends in spending, inconsistencies and unexpected results.

Spending is above our budget. Most of the costs are due to instructional personnel. With the hiring of a new full-time instructor, the cost should be included into the allocated budget, showing a more realistic budget..

Integrated Planning and Initiatives

What other areas is your program partnering with (i.e. guided pathways, grant collaboration, etc.) in new ventures to improve student success at Gavilan College? What is the focus of this collaboration? Helpful question: What are the department and your Integrated Planning/ Guided Pathways partners' plans for the next three years (200 words or less)?

We are participating in Guided pathways towards student success in the Cosmetology program. We are working with the CE counselor and with the Curriculum committee to meet State Board changes towards licensing.

Other Opportunities and Threats

Review for opportunities or threats to your program, or an analysis of important subgroups of the college population you serve. Examples may include environmental scans from the Educational Master Plan, changes in matriculation or articulation, student population, community and/ or labor market changes, EMSI data and etc. Helpful Question: What are the departmental plans for the next three years (200 words or less)?

Lack of full-time instructional support to the program is a problem - The Cosmetology Dept. was next in line to have a full time instructor hired since spring of 2015 and school year 2016-17 to present day. We have been passed over many times due to "emergency" hires. We are in the process of hiring a full-time instructor at this time.

Lack of hiring full time support personnel to work with students: State Board documentation needs to be maintained for each student according to state board regulations.

What are you discovering about instruction and/or services in a remote environment that you would want to maintain post-pandemic?

We are a program that works best as an in-person program.

What kinds of issues are exacerbated or emerging that are likely to remain, unless addressed?

Adjusting the program to meet the new 1,000 hour requirement implemented by State Board as well as meeting all training requirements.

Additional Questions

Please consider providing answers to the following questions. While these are optional, they provide crucial information about your equity efforts, training, classified professional support, and recruitment.

1. Does your division (or program) provide any training/mentoring for faculty and/ or classified professionals regarding professional development?

We continue to participate in monthly staff meetings to ensure we are meeting the needs of all students in our program. All staff participate in convocation training and with CE divisional meetings each semester. Staff attend Cosmetology training expos to stay on top of current trends and increase teaching skill. Full-time

faculty mentor part-time faculty. Guest speakers present in the classroom to help expose students to real world experience in the Salon setting.

2. If there is a need for more faculty and/ or classified professional support in your area, please provide data to justify request. Indicate how it would support the college mission and college goals for success and completion.

We need to hire another full-time faculty person and help on-board them to help support them to be a solid part of the College system.

3. What, if anything, is your program doing to assist the District in attracting and retaining faculty and classified professionals who are sensitive to, and knowledgeable of, the needs of our continually changing constituencies, and reflect the make-up of our student body?

We hire diverse instructors that meet the makeup of our student body. It is difficult to find part-time people to teach our classes due to them needing to have more hours either in the school or at the salon.

4. Are there program accomplishments/ milestones that have not been mentioned that you would like to highlight?

We continue to have a high completion rate and licensing success rate. We have opened our salon services to the general public to help the students deal with real life situations and training in the salon.

Our Cosmetology Club is active and participating in college events and community events. Faculty continue to support and work with students while working with the public and participating in local events.

Please share any recommendations for improvements in the Program Integrated Plan and Review process, analysis, and questions. Your comments will be helpful to the PIPR Committee and will become part of the permanent review record.

Providing the Data needed to complete the report was very helpful. I would have been lost without This would be an excellent process (providing the Data) to other programs trying to complete their reports.

Goals

Three-Year Program Plan Goals

1. Launch the Esthetics program within three years

Connection of Goal to Mission Statement, Strategic Plan (http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf) and SAO Results

Meet the community request for the Esthetics program. Relaunch the Esthetics program within the next three years. Have at least 25 students enroll each semester for the first year and increase the number of students by at least 10 - 15% each year. Ensure qualified instructors are hired to help students towards completion and success and licensure within the program. Students will be able to achieve and compete in the aesthetics industry while having a successful career.

Proposed Activity to Achieve Goal**

Hire qualified instructors to ensure proper student training towards licensing

Responsible Party

Dean and faculty

Fund amount requested. If a collaboration, what % required from each partner?

\$60,000 per year for new faculty

Total Three Year Resource Allocation Request

90000

Timeline to Completion Month / Year

5/24

How Will You Evaluate Whether You Achieved Your Goal

The program is active, students are enrolled, faculty are hired.

2. **Connection of Goal to Mission Statement, Strategic Plan (http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf) and SAO Results**

Proposed Activity to Achieve Goal**

Responsible Party

Fund amount requested. If a collaboration, what % required from each partner?

\$60,000 per year for new faculty

Total Three Year Resource Allocation Request

Timeline to Completion Month / Year

How Will You Evaluate Whether You Achieved Your Goal

Executive Summary

Please provide a brief executive summary regarding program trends and highlights that surfaced in the writing of this report. Summarize, using narrative, your program goals for your next three years. Your audience will be your Peer Review Team, the PIPR Committee, President's Cabinet, Dean's Council, ASGC, Academic Senate, Budget Committee and Board of Trustees (300 words or less).

Our program continues to meet the demand of non-traditional students seeking career opportunities in the beauty industry. We are working on increasing the number of students we can allow in our program by securing more classroom space and by having staff to teach the classes. We are hoping to increase our current student population by almost 50% within the next two years and even more by the third year.

One of our main goals is to have a solid Esthetics program in place to meet student demand for this specific field of training and licensure. With a strong Esthetics program in place, we should be able to increase our student numbers and certificates of completion close to another 25% of our current program numbers.

Our high success rates and retention rates throughout the program will continue to provide viable career opportunities to our divers student population.

Attach Files

Attached File