Welcome. Dear Chabot Community Member,

Welcome to Fall 2023 Program and Area Review! PAR is on a three-year cycle (Fall 2021 is the comprehensive review and planning year; Fall 2022 and Fall 2023 are annual update years). This is the second "Update Year" in which you will need to reflect on aspects of your own PAR submissions and the overarching campus trends from the Fall 2021 Comprehensive PAR and Fall 2022 Update PAR Years. Please collaborate with your dean/manager to receive feedback before entering your PAR responses here (and for resource requests, enter into **Cognito**).

Thanks,
The Program and Area Review Committee

*Please remember that Qualtrics is not a collaboration tool and partial responses can get lost. You should only enter your PAR into Qualtrics once you have finished the steps of collaborating with your program/area teammates and/or your Dean/manager and have a final draft.

Is your PAR ready to submit as a final draft?

- ⦿ Yes
- ◯ No

Q2. **Background Information**

Q3. Name of Your Program/Discipline/Area/Service, Division, and Organization Unit

Name of Program, Discipline, Area or Service	Theater Arts ⌄
Division	Arts, Media and Communication ⌄
Organizational Unit	Academic Services ⌄

Q4. If you selected "Not Listed" in the previous question, please enter your Program/Discipline/Area/Service name here

This question was not displayed to the respondent.

Q5. Name(s) of the person or people who contributed to this review:

Deborah Stephens and Dov Hassan

Q6. Which PAR Template (word template) did you fill out?

*Please check this <u>list</u> to make sure that you filled out the correct template.

- ⦿ Academic Programs
- ◯ Student/Admin Services/Office of the President

Q7. **Campus-Wide Issues**

Q38. **Reflections on Annual Priority Progress in Academic Year 2022-23**

Context: The Planning and Resource Allocation Committee (PRAC) establishes **Annual Planning Priorities** based on collegewide trends in PAR responses, experiences from grant and categorical fund managers, and issues raised in PRAC. In brief, the planning priorities for 2022-2023 were to:
1) Develop support networks to link students to Pathway Success Team members and services;
2) Expand Chabot's connection to the external community to expand students' access to basic needs support and work-based learning opportunities and careers; and
3) Improve student interfaces (e.g., marketing, website redesign, virtual ways for students to access services).

Question: What progress did you see in any of these annual planning priorities?

> 1. PATHWAYS:(We're not exactly sure how to answer this question to be honest, but we are choosing to list ways as a program we have been helping illuminate navigation of Chabot for students) - Holding program meetings with students to talk about degrees and certificates in our program. - Creating information in hard copy and digital forms that detail degrees, certificates, general ed requirements and resources, including Degree Works, that will help students navigate the system. 2. EXPANDING CONNECTIONS - Refer qualified students to outside career opportunities. - We expose students to professional work by taking them to professional shows. - Sharing other work, audition, and intern opportunities. - Inviting alumni who are working professionally in the field to visit with current students. - Bringing in professionals to work and collaborate on projects with students. 3. STUDENT INTERFACES - Expanded social media presence - Continuously updated Theater Arts website - Included QR codes on marketing and syllabi directing students to various services, such as financial aid and all Theater Arts activities.

Q39. **Question:** If you could advise college decision makers how to make better or more efficient progress on any of these annual planning priorities, what would you say?

> 1. PATHWAYS: Use QR codes on all promotional materials to lead students to helpful sites and contact information 2. EXPANDING CONNECTIONS: Promote alumni more as a way of letting the public know about how much success students can have at Chabot, giving more meaning to Chabot as a reference on resumes, etc. Fund guest speakers on program by program level to give students more exposure to what is involved in succeeding in a given field 3. STUDENT INTERFACES: Increase social media presence Completely overhaul the Chabot College website to update aesthetic appeal and functionality.

Q8. **Context:** For 2023-24, PRAC put forward <u>seven recommendations</u> for consideration based on their analysis of the <u>Fall 2022 Program and Area Synthesis Statement</u> and the <u>Mission Critical Priorities</u> in the Ed Master Plan, experiences from grant and categorical fund managers, and the 2022-23 President's College Planning Initiatives.

Question: How important do you believe it is to address the following issues to support Chabot in carrying out our mission? Please drag the response options and order them from most important (1) to least important (7).

Improve student access from application to registration   **1**

Dedicate resources for implementation impending mandates, such as Cal-GETC, AB705/1705, etc.	2
Affirm and improve program and area review resource requests to reduce inappropriate or duplicate resource requests	3
Build an accountability structure for recommendations that have college-wide scope to ensure continuous improvement	4
Scale successful practices from grants, categorical endeavors, and learning communities	5
Access and implement post-pandemic college policies and procedures to respond to the needs of students and employees	6
Improve fluency with business and HR processes	7

Q9. **Question:** If you believe there is an important issue to address to carry out the college mission that is NOT mentioned in the previous list, please describe below (optional).

● In order to achieve the college mission it is essential to have strong communication with the community and with students about what the college provides and give clear, contemporary means for accessing information. ● It is up to the college to understand how our community receives information, and continually adjust as changes occur. Top of the list to that aim is overhauling the website and improving social media presence. ● Zone Email is not effective for reaching students, other means should be developed.

Q10. **Reflections on Goals Established in Fall 2021 PAR**

Q11. **Context:** In Fall 2021 PAR (the last comprehensive PAR year), after reflecting on data, you established program/area goals to support continuous program improvement and/or the college mission. This spreadsheet lists the goals that you first established in Fall 2021 and updated or confirmed in Fall 2022.

Question: Keeping in mind, you only have one year left in this PAR cycle to accomplish these goals, please take a look at your goals to determine:

○ All goals are still relevant and nothing needs to be changed or added.

◉ All goals are still relevant, but I would like to add an additional goal. (Please fill in your new goal, so we can update the spreadsheet.)

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GOAL 3: Improve financial stability
and sourcing for producing theater
projects
GOAL 4: Increase certificate and
degree completion rates
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○ Some goals are relevant and some need to be changed. (Please explain below, so we can update your goals in the spreadsheet.)

○ None of our goals are still relevant. We need to update all of them. (Please provide us with your new goals, so we can update your goals in the spreadsheet.)

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Q12. **Context:** You established goals in Fall 2021 and presumably are well underway in working on these goals. You will be asked to report on the outcomes of these goals in the first year (Fall 2024) of the next comprehensive PAR cycle (PARs submitted in Fall 2024-Fall 2026).

Question: What are the statuses of your program's/area's goals right now?

○ All goals are achieved.

○ Some goals are achieved and some are in progress.

⦿ All goals are in progress.

○ Some goals are in progress and some are not started.

○ No goals are started because... (please explain in text box below).

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Q13. **Context:** To assess how well you are doing with respect to meeting your program's/area's goals, you included and/or updated **expected goal outputs and outcomes** in your Fall 2021 and Fall 2022 PARs.

"Outputs" are direct short-term results like # of students served, workshops held, etc. Longer-term goals might also have expected *outcomes*. "Outcomes" are longer-term results, like course success rates or degrees earned. Goals are often measured by whether "outputs" or "outcomes" are achieved. The Office of Research, Planning and Institutional Effectiveness (ORPIE) posts a variety of data for programs/areas to assess goal "outcomes": enrollments and success rates, enrollment management, success rates of online vs hybrid vs face-face-classes, degree and certificate awards, and more. To request additional data for goal assessment, please fill out a research request form by Friday September 22, 2023. ORPIE will process requests in the order received. ORPIE will let you know whether they have the requested data and/or how your program/area could collect your own.

Question: So far, what is going well regarding completing your program's/area's goals? Please include reflections on achievement of outputs or outcomes.

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│ GOAL 1; enrollments: Looking at the data, we compared enrollment rates in Theater Arts between   │
│ Spring 2021 and Spring 2023 and can see a significant improvement in our enrollments. This span   │
│ of time, in fact, shows that Theater Arts has been far more successful, percentage wise, in       │
│ increasing enrollments than the college overall. We believe that this period of time is mainly a  │
│ reflection of our progress in rebounding from the impact of the pandemic shut down. During the    │
│ pandemic we went to great efforts to maintain relevant content, which helped us retain some of    │
│ the enrollments that would otherwise have gone away. While we are seeing an increase in           │
│ enrollments and are encouraged by that, we still see room to grow. We also increased and          │
│ improved our social media presence, which we believe is having a positive effect on enrollments.  │
│ GOAL 2; facilities: We have made significant strides in upgrading some of our facility needs, but │
│ we have several other projects we would like to get accomplished. It is worth noting that Theater  │
│ Arts is an unusual program on the Chabot campus in that we have multiple specialized spaces that   │
│ each have unique facility improvement and upkeep needs. Over the past three years our successes    │
│ are: ● Purchasing new curtains and track for overhaul of Stage One ● Purchasing new lighting and  │
│ sound equipment for Stage One ● Renovating seats in Stage One ● Replacing carpet in Stage One     │
│ and adjacent spaces ● Upgrading our scrim ● Organized and improved on the costume                  │
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Q37. **Question:** What are some challenges regarding completing your program's/area's goals? Please include reflections on challenges with producing outputs or outcomes so far.

Goal 1; enrollments: In order to keep growing our enrollments we have been putting a lot of attention on how we as faculty inform and support the students as they go through the Theater Arts program. Three significant means for doing this have been: ● Having a designated position for expanding our social media presence ● Creating short videos to promote our shows and program in general ● Added a summer on-camera project All of these have had a strong impact on our program. However, all of these also require funding that we, as a program, need help paying for. Theater Arts does have some curricular funds, and we have been using those funds to supplement what monies the college has provided for these initiatives, but our funds are quite limited, and we will not be able to continue these projects without further financial help. GOAL 2; facilities: While we have accomplished some significant upgrades, there are several more we would like to see accomplished, and each of these will require funding beyond the current capabilities of the Theater program: ● Paint Room 1328 ● Replace flooring in 1328 ● Purchase new chairs for 1328 ● Purchase new costume racks and clothing hangers ● Replace fluorescent fixtures in Stage One with contemporary and aesthetically pleasing fixtures ● Replace flooring in Stage One ● Add seating platforms in Stage One ● Purchase temporary seating for new platforms in Stage One ● Purchase cameras and sound equipment for Live Streaming performances in Stage One

Q14. **Student Learning Outcomes (SLOs) and Program Learning Outcomes (PLOs)**

Q41. **Context:** Assessment for SLOs and PLOs happens at varying times of year on a five-year cycle. SLO and PLO assessments are submitted in CurricUNET/META. Please take a look at the SLO Completion Report* and the PLO Completion Report* to answer the questions below. If you have any questions about how to find your prior assessments, please email the co-chairs of Outcomes and Assessment Committee Julie Coan (jcoan@chabotcollege.edu) and Safiyyah Forbes (sforbes@chabotcollege.edu), or the curriculum specialist Meray Aghyarian (maghyarian@Chabotcollege.edu).

Q15. **Question:** Is the assessment for all SLOs in your program up to date?

○ Yes

◉ Almost. We just need to assess SLOs in 1-3 courses. (Please fill in courses due for SLO assessments and the date you plan to complete those.)

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○ No. We have to assess SLOs in 4 or more courses. (Please fill in courses in need of SLO assessments and the date you plan to complete those.)

Q16. **Question:** Has your program completed a PLO assessment in the last five years?

◉ Yes

○

No. Please explain why and include when you will complete the updated PLO assessment.

[ ]

Q17. **Context:** Chabot strives to continually improve how we serve students and the community (assessment and continuous improvement are also requirements for accreditation). In your SLO assessments in CurricUNET/META, you are asked: "Based on assessment results, what actions might your discipline take to improve student learning?" Similarly, in the prior PLO assessments you were asked to describe "recommended changes/actions," and in the updated PLO assessments you are asked, "What are you planning to start doing, stop doing or change in order to continuously improve your program?" In the comprehensive PAR year (not this update year), you will be asked to report back on how your actions to improve SLOs and PLOs impacted student learning. In this update year, we are simply reminding you that your actions and plans to improve student learning, based on SLO/PLO assessment results, should be underway.

If you want to see how you responded to these SLO/PLO continuous improvement questions:
 • Go to the SLO Completion Report and the PLO Completion Report.
 • Look up your program by division, subject, and program name. There will be a hyperlinked "x" in the column for the year in which you submitted your SLO/PLO assessments.
 • Click on the "x" and you can look up what you submitted as plans for SLO and PLO continual improvements (i.e., your responses to the questions on actions to improve student learning and continuously improve your program).

If you have any questions about how to find your prior assessments, please email the curriculum specialist Meray Aghyarian (maghyarian@chabotcollege.edu).

Question: Please check one of the following boxes to describe how your discipline is doing with regards to plans/actions for improving student learning based on SLO/PLO assessment data.

(•) Great! We have made significant progress in implementing our plans to improve student learning and our program.

( ) Good. We have started some actions, but we still have work to do.

( ) Not so good. We haven't started yet. Please fill in your plans to address below. (Example fictitious response: "Based on our SLO assessment in Fall 2021, we decided we wanted to build lessons specifically geared towards boosting students' scientific writing skills. But with Covid-19 hitting and having to constantly pivot with online and face-to-face modalities, we just haven't had time to work on the lesson plan. In our discipline meeting this December, we will invite all full-time faculty, part-time faculty and our Dean and we will put together a team to work on the lesson plan.")

[ ]

Q18. **Service Area Outcomes (SAOs)**

Q19. **Context:** At least two Service Area Outcomes (SAOs) should be assessed once every five years. Please take a look at the SAO 2022 Assessment Update Spreadsheet to answer the following.

Question: Please check the statement that best describes your program's/area's SAO assessments.

This question was not displayed to the respondent.

Q20. From Goals and SLO/PLO/SAO Continuous Improvement Plans to Resource Requests

Q21. **Context:** The basis for Chabot's resource allocation process is grounded in reflections on: 1) PAR goals, 2) plans for improving student learning that are grounded in SLO and PLO assessment results, and 3) SAO assessment results. Please consider what augmentations or new resources might be needed to achieve: 1) your PAR goals, 2) plans to improve student learning, and/or 3) reach SAOs.

Question: Which of your PAR goals, plans for improving student learning, and/or plans for reaching SAOs will need augmented or new resources?
**Note you will still need to enter resource requests into Cognito after submitting your PAR on Qualtrics.

GOAL 1; facilities: ● Fund a designated position for expanding our social media presence ● Creating short videos to promote our shows and program in general ● Add funding for a summer on-camera project GOAL 2; facilities: ● Paint Room 1328 ● Replace flooring in 1328 ● Purchase new chairs for 1328 ● Purchase new costume racks and clothing hangers ● Replace fluorescent fixtures in Stage One with contemporary and aesthetically pleasing fixtures ● Replace flooring in Stage One ● Add seating platforms in Stage One ● Purchase temporary seating for new platforms in Stage One ● Purchase cameras and sound equipment for Live Streaming performances in Stage One

Q22. **Optional: Campus-wide Reflection on Current Issues**
This optional section of the update-year PAR contains question(s) on current issues impacting our campus.

Q40. **Question:** Though slowly improving, Chabot's enrollment is far from reaching pre-COVID-pandemic levels. This impacts our funding. What are your thoughts on how we should respond? (e.g., ensuring smooth process for students from application to enrollment, mass retention campaign, mass marketing, planning for a smaller college, providing in-person/hybrid/hyflex course instruction and service delivery, other?)

● Overhaul the Chabot website ● Make registration process as streamlined and easy as possible for students ● Make the campus more inviting for students taking courses on campus o Improve food services o Create a mini-market o Have better on campus presence for purchasing books (like kiosks in the library, or something like that)

Q43. **Question:** As you know, President Cooks assumed the role of Chabot's 10th College President on August 1, 2023. If your program/area could tell President Cooks one thing he needs to know about your program/area, what would it be?

The Theater Arts Department at Chabot has a long history, going back to the earliest days of the college, of putting on exciting, high quality theater productions that add to the vibrancy of the college, as well as contribute to the cultural life of the Hayward community at large. Many very successful artists in the field of story-telling got their start at Chabot.

Q24. Thank you for completing the annual update questions for the Fall 2023 PAR! **But WAIT!! You might not be quite done yet...**

Resource Requests: Have you completed all your resource requests? If not, go to the Resource Requests Form to add or update requests for: contracts and services, equipment; facilities; human resources; professional development, travel and conferences; supplies and software; or technology.

Location Data

Location: (37.7794, -122.2178)

Source: GeoIP Estimation