

Foothill Annual Program Review 2023

Annual Program Review Template 2023

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1. Number of full-time faculty in the program.

The Music Department currently has 2.5 full-time faculty (one of our faculty shares duties with Theater Arts).

2. Number of part-time faculty in the program.

We presently have 2 part-time faculty.

3. Number of staff in the program.

0

4. Do the above numbers reflect any staffing changes?

We were fortunate to have gained a new full-time faculty member this fall. This was essential as a spate of retirements has left the department woefully understaffed; moreover, two of these retired faculty have now completed their Article 19 commitments which means a further reduction in faculty coverage for courses.

5. Refer to the most recent Comprehensive Program Review, what were the identified actions for improvement? Identify any current and/or new Strategic Goals.

Our strategic goals are designed to improve our courses so that success is not predictable by race, and may be summarized thus:

- Establish and support a class climate that fosters belonging for all students.
- Set explicit student expectations.
- Select course content that recognizes diversity and acknowledges barriers to inclusion
- Design all course elements for accessibility.
- Offering multiple modalities for courses to accommodate a wide variety of student needs.
- Reflect on one's beliefs about teaching to maximize self-awareness and commitment to inclusion.

6. What actions identified in the Comprehensive Program Review (or most recent Annual Program Review if no Comprehensive Program Review) have you completed this year?

The following actions have been taken:

- As of this fall, Music 2A/2AH, 2B/2BH, and 2C/2CH are now zero textbook cost (ZTC) classes.
- Consonant with campus efforts, we continue to make our classes more accessible to all students. For example, Music 2D has undergone the Peer Online Course Review (POCR) to help ensure high quality learning and student success.
- We continue to modify course materials to include more culturally diverse content, and have identified Music 1 as our highest priority for this year.
- In general, we continue to implement the Music Department Equity Plan (the guiding principles were summarized above in #5).

7. Explain your implementation timeline and if there have been any changes or updates.

The implementation of the above actions is ongoing and continuous. Specifically, Music 1 is undergoing POCR, and we are working to have a no cost textbook for Music 8 in fall 24. Several courses (e.g., Music 2, Music 1) are being redesigned to include more culturally diverse content.

8. Explain the evidence the program used to evaluate progress and provide an update on progress.

The following data from 4 core courses was used to evaluate departmental progress:

2021-22 vs. 2022-23	MUS 1	MUS 2A	MUS 2B	MUS 8
Overall success	+10%	+3%	No change	+6%
Latinx success	+9%	+10%	+19%	+8%
Black success	-10%	+32%	No change	+16%

9. Click the link and follow the instructions to the Disproportionate Impact dataset, then respond to the prompt below.

https://foothilldeanza-my.sharepoint.com/:b:/g/personal/20078222_fhda_edu/EctjgGNEurtMIb1n6ZQ5k3kBNTEjiE9G_kGSHMhfM1tsrA?e=yDcC7c

Identify the groups that are experiencing a disproportionate impact in the most recent year (highlighted in orange). In the text box below, provide the percentage point gap and the number of additional successes needed to erase the percentage point gap for each group.

The following groups have experienced disproportionate impact:

- Black: 229 enrollment, 69% group success rate, 79% comparison success rate, --11 percentage point gap
- Latinx: 1567 enrollment, 72% group success rate, 82% comparison success rate, -10 percentage point gap
- Low income: 2084 enrollment, 77% group success rate, 80% comparison success rate, -3 percentage point gap

As the data in #8 shows, we have made progress on improving our course success rates from the last year for Black (3% increase), Latinx (7% increase), and Low Income (5% increase), students. While there is still work to do, the data is encouraging and suggests that our current strategies are working.

10. Use this opportunity to reflect on your responses in this document. Include your closing thoughts.

The presence of a new full-time faculty member will allow us to increase our course offerings, continue our work toward ZTC, and continue to offer multiple course modalities. In general, we are pleased with the increased success rate, and are especially pleased that this increase has been achieved across all groups. That said, there remains a success gap for historically underachieving groups when compared to the overall success rates. We are looking for ways to address this issue, and we believe that the strategies within our Music Department Equity Plan will help accomplish this. We are also looking for strategies within the Division and the wider Foothill campus as we all endeavor to increase enrollment and student success.

Click on the link below to view the Annual Program Review Rubric.

https://foothilldeanza-my.sharepoint.com/:w:/g/personal/20078222_fhda_edu/Ec2dqPH1B2RHinzFtnIz6sYB7-DOzW9lv1KkGyWdLuZkbg?e=CIfFMU

This form is completed and ready for acceptance.

Rubric Annual Program Review

Criteria

The program's responses...

- align with the program's goals
- align with data
- are informed by data
- are within the control of the program
- have measurable outcomes

Meets Expectations

Needs Improvement

Feedback

The Music department had done an exemplary job dealing with retirements and faculty completing their Article 19 period. Despite the tumultuous time, the remaining FT faculty member has been strategic with scheduling and offering a variety of course modalities, to attract a wide variety of students and learning preferences. A new faculty member began in Fall 2023.

The Music department created a department equity plan. They have made several classes zero textbook cost (ZTC), a few classes have undergone the Peer Online Course Review (POCR), and more courses are being redesigned to include more culturally diverse content. They have seen an increase in the success rates but there is still work to be done to close the achievement gap in Black, Latinx and Low-income student populations.

This department continues to offer successful classes on-campus and online with good enrollment numbers and faculty contribute to the culture of the division.

This form is completed and ready for acceptance.