

Athletics Program Review

Athletics Program Review Template

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A. Program Information

Program Mission Statement

1. Please enter your mission statement here.

The mission of the Kinesiology and Athletics Division is to promote healthy living and healthy choices in our diverse student community. With unwavering dedication and commitment to the intellectual, athletic, and aesthetic expression of the human experience, we provide learning opportunities through a wide variety of challenging classes and physical activities that promote mind-body connections in an open, respectful, interactive environment enriched by creativity, fun, and passion.

Program Level Service Area Outcomes

2. Please list the program-level service area outcomes.

Foothill student-athletes will demonstrate academic proficiency by maintaining a minimum GPA of 2.0 and completing necessary coursework to progress toward graduation or transfer. Student-athletes will develop sport-specific skills and demonstrate improvement in individual and team performance throughout their participation in the athletic program. Student-athletes will develop an understanding of and apply principles of physical fitness, injury prevention, nutrition, and mental health to support their athletic and personal well-being. Student-athletes will demonstrate effective time management and personal responsibility by balancing academic, athletic, and personal commitments. Student-athletes will develop leadership, communication, and teamwork skills through participation in their respective sports, contributing positively to their team environment. Foothill student-athletes will develop cultural competency and demonstrate inclusive behavior in their interactions with teammates, coaches, and the broader community.

Please list all sports teams below.

Men's Offerings. Football, Soccer Basketball, Swimming & Tennis.

Women's Offerings. Soccer, Basketball, Softball, Swimming, Tennis & Badminton.

B. Retention Rates

The data tables below show the number of student athletes retained in their first and second year. Retention (% retained) is defined as students who complete 2 years of athletic eligibility from 2021-22 to 2022-23, and 2022-23 to 2023-24.

Eligibility Headcount	Men's Teams		Women's Teams	
	21-23	22-24	21-23	22-24
Year 1	95	68	20	28
Year 2	43	29	4	8
Retention (%)	45%	43%	20%	29%

* Men's sports data include Tennis, Swim & Dive, Soccer, Basketball, and Football.

* Women's sports data include Swim & Dive and Soccer.

3. What are your program's goals in respect to student retention?

Our goal is to retain 100% of Student Athletes from Freshman year to Sophomore. We have implemented mandatory study halls, tutoring sessions, and academic check-ins to ensure that athletes stay academically

engaged and address any challenges early. If student athletes are academically successful that increases our retention and transfer rates.

4. What do you observe in the data above in relation to your goals? What do you want the college to understand about student retention in your program?

The students who desire to get a 4yr education will, with a very high % complete their transfer requirements. There are a large number of opportunities to continue in sport at the next level regardless of skill level. What the data can't show is desire of students. Some of our students simply come to Foothill to continue to play while they work at PT job and have no desire to complete a 4yr degree. Of course, over the 2yrs they're with us we try to convince them to prepare academically as if they're transferring to a 4yr, but some simply want to start a working career/trade.

5. What actions does your program plan to take in order to achieve your goals?

We create team-building and social events that promote camaraderie and a sense of community among Foothill student-athletes, helping them feel connected to their teams and the college. We encourage involvement in extracurricular activities outside of athletics, such as clubs, student government, and campus learning communities, to help student-athletes build a well-rounded college experience. We want Foothill students to feel like a part of a family, the Foothill Family.

6. What does your program need to execute this action plan?

Continued financial support of athletics by the college, commitment to KA Division facility upgrades, hiring of FT/PT staff & faculty that support Student Athletes, coaches, trainers, counselors, faculty & staff.

C. Service Area Objective Addendum

1. What are the service area outcomes & strategic objectives for the coming year?

Improve academic support services for student-athletes to ensure they meet academic eligibility and achieve higher graduation rates. Boost retention rates by fostering a strong sense of community and engagement among student-athletes. Enhance the athletic development of student-athletes to improve performance and competitiveness in 3C2A competitions. Provide comprehensive health, wellness, and mental health support services to student-athletes. Boost community involvement and raise the profile of the Foothill Athletic Department through outreach programs and marketing.

2. What is your implementation plan for the above-mentioned objectives?

Schedule weekly academic check-ins to ensure that any academic challenges or changes are identified early. Organize workshops on Academic Success, by partnering with academic support staff to organize monthly workshops on time management, study skills, and exam preparation. Create a mentorship program where sophomores are assigned to freshmen or new student-athletes. Budget for coaches to attend workshops or clinics in their sport, focusing on areas like tactical strategies, team management, and advanced training techniques.

3. What barriers has the program faced in implementing improvements?

Personnel. We need more FT coaches & support staff.

D. Enrollment Trends

Enrollment Variables and Trends

Enrollment Trends For Program Review

Enrollment Trends						
Kinesiology and Athletics - Athletics-FH						
	2019-20	2020-21	2021-22	2022-23	2023-24	5-yr %Inc
Unduplicated Headcount	396	263	357	381	414	4.5%
Enrollment	1,143	884	1,046	1,098	1,090	-4.6%
Sections	64	56	58	51	50	-21.9%
WSCH	2,079	1,546	1,968	1,831	1,685	-18.9%
FTES (end of term)	139	103	133	123	114	-18.0%
FTEF (end of term)	5.7	5.1	5.2	4.8	4.6	-18.5%
Productivity (WSCH/FTEF)	367	301	376	381	365	-0.5%

FTES

1. What are your program's goals in respect to FTES?

To continue to grow FTES.

2. What do you observe in the data above in relation to your goals? What do you want the college to understand about FTES in your program?

As we continue to grow headcount, it will always be our goal to grow with emphasis on the Women's sport offerings.

3. What actions does your program plan to take in order to achieve your goals?

Try to find creative ways to construct FT Head Coach jobs that aren't tied to FTES. Perhaps classified management positions.

4. What does your program need to execute this action plan?

Support from Administration and a financial commitment from District as we work together to build Women's athletics creatively.

Sections

5. What are your program's goals in respect to sections?

To offer the required sections per 3C2A requirements for eligibility & participation.

6. What do you observe in the data above in relation to your goals? What do you want the college to understand about the sections in your program?

Women's sports, such as Swim & Dive and Soccer, have smaller teams, making it harder to maintain a strong sense of community or competition that helps keep athletes engaged. Additionally, some women may not see the same opportunities for scholarships or future professional sports careers as men in the post COVID era, which could influence their decision to stay in the program for the full two years. These factors, along with personal and academic challenges, have contributed to lower female retention rates.

7. What actions does your program plan to take in order to achieve your goals?

To improve retention in women's sports, we are focusing on finding qualified female coaches to inspire athletes about being a student-athlete at Foothill College and the opportunities in sports. I want to grow the women's programs by organizing team-building activities and social events to help athletes build strong relationships. This will help them feel like they belong and stay committed to the program, which should improve retention. Additionally, I plan to create support systems for women's teams, such as study groups or access to counselors, to help athletes manage their academic, athletic, and personal responsibilities. I also hope to secure a full-time coaching position for a women's sport in the next year to carry out this plan for our female athletes.

8. What does your program need to execute this action plan?

Our program needs continued financial support from the college, the hiring of qualified female coaches, and additional resources for team-building events and social activities. We also need the support to create tailored academic and personal support systems for female athletes, including access to counselors and study groups. Finally, securing a full-time coaching position for women's sports will be crucial to ensuring the successful implementation and sustainability of Women's programs and this plan.

Productivity

9. What are your program's goals in respect to productivity?

To increase when possible. It's tough to have Prod with teams that have low roster sizes. As an example M & W Tennis rosters are rarely more than 10 but Football is 110+. We're working to expand roster sizes for all sections of the ATHL classes.

10. What do you observe in the data above in relation to your goals? What do you want the college to understand about productivity in your program?

For ATHL Prod is a difficult thing As stated above, teams are formed without regard to Prod . We recruit based on need, not prod. It wouldn't be appropriate for M & W Tennis to have 50-60 in the class. There's not adequate staffing or facilities to do so. Where as Soccer has the staffing and facility to give a good student experience to 50-60 student athletes.

11. What actions does your program plan to take in order to achieve your goals?

We will continue to recruit according to program needs while trying to maximize roster sizes.

12. What does your program need to execute this action plan?

Support from Administration and a financial commitment from the District.

E. Enrollment by Student Demographics

Enrollment Distribution

Enrollment Distribution For Program Review

Student Headcounts by Gender

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Female	432	38%	269	30%	247	24%	251	23%	256	23%
Male	709	62%	608	69%	798	76%	840	77%	823	76%
Unknown gender	2	0%	7	1%	1	0%	7	1%	11	1%
Total	1,143	100%	884	100%	1,046	100%	1,098	100%	1,090	100%

Student Headcounts by Race/Ethnicity

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Asian	112	10%	63	7%	82	8%	93	8%	104	10%
Black	162	14%	116	13%	146	14%	197	18%	231	21%
Filipinx	34	3%	17	2%	25	2%	19	2%	20	2%
Latinx	451	39%	418	47%	434	41%	433	39%	427	39%
Native American	7	1%	14	2%	4	0%	15	1%	13	1%
Pacific Islander	60	5%	61	7%	99	9%	81	7%	62	6%
Unknown ethnicity	56	5%	39	4%	31	3%	36	3%	32	3%
White	261	23%	156	18%	225	22%	224	20%	201	18%
Total	1,143	100%	884	100%	1,046	100%	1,098	100%	1,090	100%

a. By Gender

13. What are your program’s goals in respect to enrollment by gender in your program?

To grow female participation rates.

14. What do you observe in the data above in relation to your goals? What do you want the college to understand about enrollment by gender in your program?

Female participation rates have not come back to pre-pandemic levels. I have found that Women have begun to focus more on PT employment as a partner to their academic pursuits. We are competing with high paying entry level jobs in many cases when we're recruiting. This is a 3C2A problem as well as decline in Women's Sport offerings have steadily decreased in the past 5-7 yrs.

15. What actions does your program plan to take in order to achieve your goals?

Identify impactful, dedicated female coaches to serve as role models and mentors to our female athletes & recruits.

16. What does your program need to execute this action plan?

A financial commitment for the College & District to hire FT coaches.

b. By Ethnicity

17. What are your program’s goals in respect to enrollment by ethnicity in your program?

We recruit to fill needs in the programs, not to fill ethnic needs. Our coaches recruit the best HS students to enroll and compete as student athletes at Foothill. Our goal in having diverse teams is to bring a variety of experiences, backgrounds, and viewpoints to the team. This range of coach & student athlete perspectives can lead to more creative solutions when faced with challenges, whether in the classroom or on the field.

18. What do you observe in the data above in relation to your goals? What do you want the college to understand about enrollment by ethnicity in your program?

Foothill Athletic teams are more adaptable and resilient in the face of change or adversity. A variety of viewpoints allows teams to navigate unexpected situations, whether changes in game plans, shifts in team composition, or external pressures. Student Athletes from different backgrounds bring varying life strategies and emotional strengths, which helps the team/program remain cohesive during difficult times.

19. What actions does your program plan to take in order to achieve your goals?

Continue to recruit quality people, coaches, faculty, staff & student athletes.

20. What does your program need to execute this action plan?

A financial commitment for the College & District to hire FT coaches.

F. Course Success

Student Population Areas of Focus

Course Success For Program Review

Limits: Course Credit Status Credit

Course Success

Kinesiology and Athletics - Athletics-FH

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Grades	Percent	Grades	Percent	Grades	Percent	Grades	Percent	Grades	Percent
Success	1,114	97%	857	97%	1,023	98%	1,086	99%	1,062	97%
Non Success	4	0%	10	1%	3	0%	0	0%	1	0%
Withdrew	25	2%	17	2%	20	2%	12	1%	27	2%
Total	1,143	100%	884	100%	1,046	100%	1,098	100%	1,090	100%

Course Success for Black, Latinx, and Filipinx Students

	2019-20		2020-21		2021-22		2022-23		2023-24	
Success	629	97%	533	97%	593	98%	643	99%	429	96%
Non Success	3	0%	5	1%	2	0%	0	0%	0	0%
Withdrew	15	2%	13	2%	10	2%	6	1%	18	4%
Total	647	100%	551	100%	605	100%	649	100%	447	100%

Course Success for Asian, Native American, Pacific Islander, White, and Decline to State Students

	2019-20		2020-21		2021-22		2022-23		2023-24	
Success	485	98%	324	97%	430	98%	443	99%	633	98%
Non Success	1	0%	5	2%	1	0%	0	0%	1	0%
Withdrew	10	2%	4	1%	10	2%	6	1%	9	1%
Total	496	100%	333	100%	441	100%	449	100%	643	100%

Some courses may continue to be listed but no longer have data due to renumbering or because the course was not offered in the past five years.

21. What are your program’s goals in respect course success in your program?

To create inclusive and equitable teams/program environment that supports all students' achievement.

22. What do you observe in the data? What do you want the college to understand about course success in your program?

Students thrive in ATHL courses due to the hands-on knowledge that gives them a practical edge, allowing them to relate class material to their personal training routines and experiences as an athlete.

23. What actions does your program plan to take in order to achieve your goals?

Continue to offer content and classes that support the needs of our diverse student athletes.

24. What does your program need to execute this action plan?

A financial commitment for the College & District to hire FT coaches.

G. Disproportionate Impact

For Disproportionate Impact visit https://foothilldeanza-my.sharepoint.com/:f:/g/personal/20078222_fhda_edu/Euw5yUwbvn5OiqkDTAn6yIYBcyY0PmInLpXnQm47I7cPKQ?e=LgYxBb

25. Identify the groups that are experiencing a disproportionate impact in the most recent year (please provide the percentage and number for each group).

All groups served in ATHL achieve high 90% course success.

36. What do you observe in the data? What do you want the college to understand about disproportionate impact in your program?

All groups served in ATHL achieve high 90% course success.

27. What actions does your program plan to take in order to achieve your goals?

Continue to offer content and classes that support the needs of our diverse student athletes.

28. What does your program need to execute this action plan?

A financial commitment for the College & District to hire FT coaches.

H. Summary

Use this opportunity to reflect on your discussions above and include any closing thoughts.

The Foothill College Athletics Program helps our student-athletes succeed in both academics and sports by providing a supportive and inclusive environment. It promotes diversity, respect, and personal growth: physically, mentally, and socially.

The program offers a range of sports, including soccer, basketball, football, tennis, and swimming, giving students opportunities to develop their skills, leadership, and teamwork.

One of its main goals is to help student-athletes transfer to four-year universities. The program provides academic support, advising, and recruitment resources to prepare them for the next step. However, it also recognizes that some students may not plan to transfer and instead balance sports with part-time jobs.

To improve retention, the Athletic Department works to keep student-athletes engaged from freshman to sophomore year through study halls, tutoring, and academic check-ins. It also fosters a strong community, "Foothill Family", through team-building activities and extracurricular involvement.

Looking ahead, the program plans to enhance academic support, increase retention, and improve athletic performance. Initiatives include mentorship programs, weekly check-ins, and workshops on time management and academic success. It is also committed to recruiting diverse student-athletes and developing leadership within teams.

A key priority is increasing female participation, which has been slow to recover since the pandemic. Many women are choosing part-time jobs over sports, and opportunities for female athletes are shrinking. To address this, we need financial support from the college to hire full-time female coaches who can serve as mentors and role models. I feel this investment will help rebuild and grow our women's sports beyond pre-pandemic levels.

The Athletic program is also focused on diversity, ensuring student-athletes come from a variety of backgrounds and experiences. It aims to maintain strong academic success rates by offering hands-on learning that supports both their educational and athletic goals.

To achieve these objectives, the program requires financial support to hire full-time coaches, especially for women's teams, to enhance team resources, and upgrade facilities. Continued strong backing from the college administration is essential to sustain these efforts.

Overall, Foothill College Athletics is committed to creating a strong community where student-athletes thrive in both academics and sports, with a focus on retention, diversity, and successful transfers to four-year schools.

I. Rubric

Click on the link below to view the Athletics Rubric.

https://foothilldeanza-my.sharepoint.com/:w:/g/personal/20078222_fhda_edu/EUZyhNsh41Flup9EyqFleelBlwxxsTAPoT_huGsqLzt8yw?e=cdNhgy

End of Athletics Program Review Template

This form is completed and ready for acceptance.