Athletics Rubric 2024

A. Program Information

Narrative Criteria

The Program Mission Statement
- clearly states the purpose of the program
- indicates the primary function
- indicates the activities of the program
- describes the programs' aspirational goals for the future and what the program hopes to achieve
- reflects the program's priorities and values
- indicates who the students and/or stakeholders are
- is aligned to the college mission statement
- is clear and concise

☑ Meets Expectations

☐ Needs Improvement

Feedback

> The mission statement is well written as it clearly expresses the program's purpose, primary function, and activities, while also highlighting its goals and alignment with the college's mission. It also shows the program's values, who it's meant to serve in a clear manner. We loved the emphasis on physical and mental wellness within a both fun and respectful environment.

B. Retention Rates

Data Criteria

- The data shows that the program is making progress towards accomplishing their goals (The data is in alignment with the program's goals).

Narrative Criteria

The narrative response...
- aligns with data
- is informed by data
- is within the control of the program
- has measurable outcomes

Data

☐ Meets Expectations

☑ Needs Improvement

Narrative

☐ Meets Expectations

☑ Needs Improvement

Feedback

> The feedback suggests that while the program is making progress, the narrative response could benefit from a deeper analysis of the data. The current responses seem anecdotal rather than being fully informed by the data, which makes it harder to clearly track measurable outcomes. It would be helpful to focus on capturing why students are enrolled in the program and their specific academic goals, then track whether they are meeting those goals. Breaking down the data by sport could offer more specific insights, and targeting the college average might provide a more realistic benchmark. Setting more achievable targets, such as aiming for a reasonable percentage of students meeting their goals instead of 100%, would provide a clearer picture of the program's progress. The current approach seems to be based on guesses rather than a deep understanding of the issues. Better alignment could be achieved by truly understanding the underlying causes of retention challenges, allowing for a more tailored action plan. The program has proposed a number of great

retention efforts including team building and social events, mentoring, weekly academic check ins, workshops, and study groups. We believe some efforts at the front end to better understand why students leave and which students need support could help better focus the retention efforts. Developing a survey for both entrance and exit, in collaboration with counselors and possibly the admin coordinator, would provide valuable insights into student needs and experiences. Additionally, building a student support system, including a trigger system to identify students who may need additional help, would better support retention and success.

C. Service Area Objective Addendum

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

Narrative Criteria

- Outcomes/objectives are informed by data
- Outcomes/objectives are within department control
- Outcomes/objectives are demonstrable/actionable
- Outcomes/objectives are measurable
- Possible to accomplish including short term, as well as long term (e.g., aspirational and practical)

☐   Meets Expectations

☑   Needs Improvement

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

Narrative Criteria

- Actions are informed by data
- Actions are within department control
- Actions are demonstrable
- Outcomes are measurable
- Possible to accomplish including short term, as well as long term (e.g., aspirational and practical)

☐   Meets Expectations

☑   Needs Improvement

Feedback

In reviewing the criteria for this section, the reviewers had many questions related to the narrative in this section, which may require additional thought and reflection. The program lists a large number of outcomes and strategic objectives. All of them would benefit both student athletes and the Foothill community in general. However, as written they are broad, probably hard to measure progress on and to create specific action items in the short term. We suggest you create a smaller set of measurable objectives for the coming year so that you can build a set of action items around and measure progress. Some questions we had to guide are: What are the specific details of providing a comprehensive health and wellness/mental support program for students, and how can these services be structured to effectively meet their needs? What would a measurable outcome and strategic objective look like for this initiative? Is the goal to make these outcomes measurable so that progress can be tracked over time? For instance, could the program aim to attract a certain number of students each season, setting a baseline for participation to establish clear, actionable goals for growth and improvement?

D. Enrollment Trends

Data Criteria

- The data shows that the program is making progress towards accomplishing their goals (The data is in alignment with the program's goals).

Narrative Criteria

The narrative response...
- aligns with data

- is informed by data
- is within the control of the program
- has measurable outcomes

Data

☑ Meets Expectations

☐ Needs Improvement

Narrative

☑ Meets Expectations

☐ Needs Improvement

Feedback

> We feel the program is doing a good job meeting their enrollment goals. There may be an opportunity to further enhance its success by focusing on the students currently enrolled. This could help drive FTES growth in the long term. This could involve a retention study such as tracking attendance at academic success workshops and measuring student outcomes after attending. Additionally, if certain strategies, like those used with the football program, are proving successful, it might be worthwhile to explore whether these methods can be replicated in other areas to further expand the program's reach and effectiveness.

E. Enrollment by Student Demographics

Data Criteria

- The data shows that the program is making progress towards accomplishing their goals (The data is in alignment with the program's goals).

Narrative Criteria

The narrative response...
- aligns with data
- is informed by data
- is within the control of the program
- has measurable outcomes

Data

☐ Meets Expectations

☑ Needs Improvement

Narrative

☐ Meets Expectations

☑ Needs Improvement

Feedback

> The data shows that the program needs to make more progress towards its goals, especially as women's sports are increasing in popularity across the Bay Area, which could be leveraged to boost enrollment in these programs. We understand the program's desire to hire female coaches and agree that could improve recruitment and retention in women's sports. To gain a better understanding of student goals and track their success, developing a pre- and post-survey could provide valuable insights into their progress and needs. Additionally, creating a listserv for students who have moved on to universities could foster a continued connection, allowing for better mentoring opportunities. This could also involve students who have transitioned to universities, creating a supportive network and enhancing the program's impact beyond the initial enrollment phase.

F. Overall Student Course Success

Data Criteria

- The data shows that the program is making progress towards accomplishing their goals (The data is in alignment with the program's goals).

Narrative Criteria

The narrative response…
- aligns with data
- is informed by data
- is within the control of the program
- has measurable outcomes

Data

- ☑ Meets Expectations
- ☐ Needs Improvement

Narrative

- ☑ Meets Expectations
- ☐ Needs Improvement

Feedback

> The students are doing outstanding in KINS and PHED classes. While the data indicates that the program is making progress towards achieving its goals, it may be beneficial to expand the focus beyond just the of student-athletes success within the athletics program to consider tracking their success in general academics on our campus. By tracking how student-athletes perform academically, socially, and professionally after their involvement in the program, there may be a more comprehensive understanding of their overall development and long-term outcomes. This broader perspective would allow the program to assess its impact on students' lives beyond sports, identify areas for improvement, and better support athletes in transitioning to careers, higher education, or other post-college pursuits. It could also provide valuable data to refine the program's objectives and ensure that it is meeting the diverse needs of its athletes.

G. Disproportionate Impact

Click the link below to view the program's Disproportionate Impact data

https://foothilldeanza-my.sharepoint.com/:f:/g/personal/20078222_fhda_edu/Euw5yUwbvn5OiqkDTAn6yIYBycY0PmInLpXnQm47l7cPKQ?e=JGeeuh

Data Criteria

- The data shows that the program is making progress towards accomplishing their goals (The data is in alignment with the program's goals).

Narrative Criteria

The narrative response…
- aligns with data
- is informed by data
- is within the control of the program
- has measurable outcomes

Data

- ☑ Meets Expectations
- ☐ Needs Improvement

Narrative

- ☑ Meets Expectations
- ☐ Needs Improvement

Feedback

N/A

H. Summative Evaluation

Overall, the Comprehensive Program Review

☑ Meets Expectations

☐ Needs Improvement

Feedback

We applaud the Kinesiology Division for the work they have done in promoting the physical and mental wellness of both student athletes and the Foothill community. The Division shows a lot of care for their students with the emphasis they have placed on community building. They recognize the challenges they have with recruitment, retention, and gender parity. Their program review report lays out a wide-ranging number of broad objectives and retention and recruitment ideas. We suggest the Division first focuses on understanding a bit more about why students leave, and which students are most at risk of leaving. Then we suggest they develop more specific measureable recruitment and retention objectives.

This form is not yet ready.