Pharm Tech Program Review

Rubric Evaluation	Lisa Schultheis (Same Division Faculty)	Hilary Gomes (At-Large Faculty)	Alfred Guzman (At-Large Classified Staff)	Ram Subrmaniam (Dean)
A. Program Information				
How many criteria are met for the Program Mission statement?	Exceeds expectations for all 8 criteria - Excellent	Addresses all 8 criteria - Meets the Standard	Exceeds expectations for all 8 criteria - Excellent	Addresses all 8 criteria - Meets the Standard
Reader Feedback	I particularly liked the emphasis on "first-time entrants to health care", with examples that prospective applicants can identify with. The mission statement is very strong.	Three out of 7 of the core values are the foundations of this program similar to Foothill Colleges' Values. A suggestion would be to add the remaining values of openness, transparency, forgiveness, and sustainability to the mission statement.	• Clearly states the purpose of the program> trains students and empowers them to pursue careers in a variety of healthcare settings while exceeding the requirements to become a state-registered technician. • Clearly indicates the primary function> target, train, empower students to pursue careers in healthcare. • Indicates activities of the program > Didadics are introduced and reinforced by laboratory and clinical internships where students demonstrate competencies required of profession • Describes programs aspirational goals and what it hopes to achieve > empowers students to pursue careers in a variety of healthcare settings while practicing values of honesty, trust and integrity • Reflects programs priorities and values > Program provides advanced level training while promoting values of honesty, trust and integrity • Indicates who the students and stakeholders are > 1st time entrants including high school graduates and individuals transitioning from other professions or reentering the workforce • Is aligned with the college mission statement of empowering and instilling honesty, trust and integrity • Is clear and concise • Inspirational	Could address item 4 more explicitly.
How many criteria are met for the Program Learning Outcomes?	Addresses all 5 criteria - Meets the Standard	Addresses all 5 criteria - Meets the Standard	Exceeds expectations for all 5 criteria - Excellent	Addresses all 5 criteria - Meets the Standard

Reader Feedback	These are difficult to write in a way that is measurable. Nice work.	The PLO's met the 5 criteria.	Although this response technically met all criteria, I also thought that the response was not "student centric" and on the dry side. Then I counted the number of words used = 100. This is the absolute top limit of words that that can be used. With this in mind there was no improvement that could be suggested, at least on my part. Exceeds expectations for all 5 criteria - Excellent! In the future there might be some consideration to increase the word limit here to allow for some...inspiration?	N/A

B. FTES - Enrollment Trends

1. What does the FTES data trend indicate?	FTES has decreased over the time span by 10% to 30% - Needs Some Improvement to Meet the Standard	FTES has decreased over the time span by 10% to 30% - Needs Some Improvement to Meet the Standard	FTES has decreased over the time span by 10% to 30% - Needs Some Improvement to Meet the Standard	FTES has decreased over the time span by 10% to 30% - Needs Some Improvement to Meet the Standard
How many criteria are met in the data trend narrative explanation for FTES?	The narrative includes 3 of the criteria - Needs Some Improvement to Meet the Standard	The narrative includes fewer than 3 of the criteria - Needs Major Improvement to Meet the Standard	The narrative includes all 4 of the criteria - Meets the Standard	The narrative includes 3 of the criteria - Needs Some Improvement to Meet the Standard
How many criteria are met in the proposed action narrative for FTES?	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes fewer than 4 of the criteria - Needs Major Improvement to Meet the Standard	The narrative exceeds expectations - the narrative could be used as an exemplar - Excellent	The narrative includes all 5 of the criteria - Meets the Standard
Reader Feedback	Census enrollment went up, and sections stayed the same. Do you think the decline in FTES is mainly due to attrition from census time to end of term? What proportion of the students are high school students that may be less equipped than students retraining for a career switch? That could have a large impact on attrition. There are solid strategies in the narrative. #3 and #4 in particular are in direct control of the PHT program. If a large % of program students come out of high school, the PHT Pathway certificate will be very helpful. The wording in #4 was a bit confusing for me. Perhaps say "Create accredited PHT programs at two levels, an Entry-6 month program and an Advanced-9 month program."	This one sentence in the narrative doesn't seem in the control of the department. Limited transportation accessibility-distance, traffic, long commute to campus. The explanation says to explore viable options to improve accessibility. I would suggest to be more specific in in this explanation. What do you mean by accessibility?	I think a real attempt was made here to make sure this question was completely answered. Although FTES might have decreased, I find it difficult to blame the program or the writer. Most of the time frame under analysis, 2016-present, is also the time frame where the program was unexpectedly uprooted from its home campus. In addition with this move, the program also lost it's Program Coordinator of over 10 years. In spite of all the adversity the program has endured, it is still ranked among the best in the nation.	N/A

C. Sections - Enrollment Trends

How many criteria are met in the data trend narrative explanation for sections?	The narrative includes all 4 of the criteria - Meets the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes fewer than 3 of the criteria - Needs Major Improvement to Meet the Standard	The narrative includes all 4 of the criteria - Meets the Standard
How many criteria are met in the narrative explaining why the number of sections increased while FTES decreased?		The narrative includes fewer than 2 of the criteria - Needs Major Improvement to Meet the Standard	The narrative includes fewer than 2 of the criteria - Needs Major Improvement to Meet the Standard	The narrative includes all 3 of the criteria - Meets the Standard
Reader Feedback	I don't have any feedback for this section.	N/A	The writer did not feel these questions were applicable to the Pharmacy Technology program. From my perspective, I am at odds to try to create a scenario where this portion of the Program Review could be applicable to the Pharmacy Technology program. Perhaps this metric would be more relevant in the future if a stackable dual enrollment High School program could be added.	N/A

D. Productivity - Enrollment Trends

1. What does the data indicate about the productivity trend?	The program productivity has not decrease by more than 5% - Needs Some Improvement to Meet the Standard	The program productivity has not decrease by more than 5% - Needs Some Improvement to Meet the Standard	The program productivity is flat - Meets the Standard	The program productivity has not decrease by more than 5% - Needs Some Improvement to Meet the Standard
How many criteria are met in the data trend narrative explanation for productivity?	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard
How many criteria are met in the proposed action narrative for productivity?	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes all 5 of the criteria - Meets the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent
Reader Feedback	An enormous amount of work went into restructuring the curriculum and developing stackable certificates. That should appeal to more applicants. Your dedication is impressive. The Bio58 move will also be a big boost for productivity. Is there a point person for prospective students? With the STEM/BHS restructuring, I'm not familiar with who has taken on that role. I hope that as I write this there is someone taking on this role, since timely response to student inquiries can make a big difference in student follow-through.	Add actions that are informed by data.	It seems that the current staff and director are doing all they can to support their students. The program is highly ranked both at the state and national level. In addition, this program is not resting on its laurels, it is still seeking to increase and improve productivity with new ideas such as a "stackable" certificate, and acquiring more externship sites.	N/A

E. Enrollment by Student Demographics

2. Does your program differ in the percentage of males to females, in this most recent year, compared to the College? (College 2018-19 = 52% Female, 48% Male)	The difference between the gender/sex is greater than 30% - Needs Major Improvement to Meet the Standard	The difference between the gender/sex is greater than 30% - Needs Major Improvement to Meet the Standard	The difference between the gender/sex is greater than 30% - Needs Major Improvement to Meet the Standard	The difference between the gender/sex is greater than 30% - Needs Major Improvement to Meet the Standard
How many criteria are met in the data trend narrative explanation for enrollment by gender?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard
How many criteria are met in the proposed action narrative for enrollment by gender?	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes all 5 of the criteria - Meets the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent
Data Table for Enrollment by Gender of Declared Majors https://foothill.edu//programreview/prg-rev-docs/fh-programreview2019_20enroll-by-gender-and-declared-major.pdf (https://foothill.edu//programreview/prg-rev-docs/fh-programreview2019_20enroll-by-gender-and-declared-major.pdf)				
3. What does the data trend indicate about enrollment (headcount) by gender of declared majors in the program?	The Gender gap by declared major is greater than 30% - Needs Major Improvement to Meet the Standard	The Gender gap by declared major is greater than 30% - Needs Major Improvement to Meet the Standard	The Gender gap by declared major is greater than 30% - Needs Major Improvement to Meet the Standard	The Gender gap by declared major is greater than 30% - Needs Major Improvement to Meet the Standard
Reader Feedback	The program is taking action on several fronts to increase enrollment of male students. Increasing exposure in high schools, and working with the Veterans program are the two main examples. Some of this trend is beyond the control of the program and reflects national trends.	It sounds like the course offerings are for a time that supports caregivers. The gender gap between male and females is greater than 30%. Program courses are scheduled 8:00am-2:20pm and span 9 months; making it a short, re-entry health profession program with minimal prerequisites while accommodating primary family care giver responsibilities What are other flexible times, hybrid or distant learning times that would attract more male students into the program?	Due to the gap in numbers, female 76% vs male 24%, logic dictates major improvement needed. However, digging deeper, this is hardly significant due to "blind" process of accepting applicants. If the lottery system is part of the major disparity, perhaps a modification of the approach might be proposed to correct the gender gap. Perhaps the college Outreach could work with the Pharmacy Technology program on some ideas to improve numbers for any perceived gender inequity.	N/A
2. Does your program differ in enrollment distribution among ethnic groups, in this most recent year, compared to the College enrollment by ethnic group?				

(2018-19 College enrollment distribution by ethnicity: 5% African American, 30% Asian, 5% Filipinx, 26% Latinx, 0% Native American, 1% Pacific Islander, 29% White, 4% Decline to State)	The enrollment does not mirror the college's ethnic distribution - Needs Some Improvement to Meet the Standard	The enrollment mirrors the college's ethnic distribution - Meets the Standard	The enrollment mirrors the college's ethnic distribution - Meets the Standard	The enrollment mirrors the college's ethnic distribution - Meets the Standard
How many criteria are met in the data trend narrative explanation for enrollment by ethnicity?	The narrative includes all 3 of the criteria - Meets the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard
How many criteria are met in the proposed action narrative for enrollment by ethnicity?	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes 4 of the criteria - Needs Some Improvement to Meet the Standard	The narrative exceeds expectations - the narrative could be used as an exemplar - Excellent	The narrative includes all 5 of the criteria - Meets the Standard
Reader Feedback	The numbers fluctuate from year to year with the small sample size, but overall the program is doing an excellent job enrolling students from generally underrepresented groups. Again, I am very impressed by this program and the extensive outreach work the are doing.	There could be more specific actions that are informed by data and breakdowns of instructors by similar ethnicity. In the answer the department said "The PHT faculty team is also demographically diverse. Being more specific with numbers and data would more this to criteria to meet the standard.	Good attempt to give a comprehesive narrative regarding individual ethnic groups. Not only is this program strong in success of underserved, underrepresented populations, overall it is one of the top rated Pharmacy Technology programs in the United States.	N/A

F. Student Course Success

1. What does the data trend indicate about overall course success?	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent
How many criteria are met in the data trend narrative explanation for student course success?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent
How many criteria are met in the proposed action narrative for student course success?		The narrative includes fewer than 4 of the criteria - Needs Major Improvement to Meet the Standard	The narrative exceeds expectations - the narrative could be used as an exemplar - Excellent	The narrative includes all 5 of the criteria - Meets the Standard

Reader Feedback	I hope the faculty are not experiencing burnout with what seems to be a 24/7 support system for the students. This is clearly a dedicated team!	The criteria is met by examples of culturally relevant pedagogy and/or curriculum, consideration of scheduling and instructional modality of the program course(s) delivery. There is a strong social and emotional component to this program and cohort relationship building. is there a way to be specific with data the success with the cohort method? Did your program use a different method before using cohorts?	In and of itself, overall course success is a very good attribute and deserves recognition for this achievement. However, what these numbers fail to point out is that the incredible success rate of Foothill's Pharm Tech program over time. Since the director was first hired, the Foothill Pharm Tech program has met or exceeded the state average in percentage of students passing the state exam. In addition, for the past 2 years has been rated the #1 Pharmacy Technician program in the United States. It is hard to improve on a result close to perfection, and a testament to maintain it year after year. Three cheers for this amazing achievement!	N/A
3. Is there a course success gap between African-American, Latinx, Filipinx student groups and Asian, Native American, Pacific Islander, White, Decline to State student groups?	There is no gap between the two groups - Excellent		The gap between the two groups has decreased over the time span - Meets the Standard	There is no gap between the two groups - Excellent
How many criteria are met in the data trend narrative explanation for course success by student groups?	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes fewer than 2 of the criteria - Needs Major Improvement to Meet the Standard	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent
How many criteria are met in the proposed action narrative for course success by student groups?		The narrative is not included	The narrative exceeds expectations - the narrative could be used as an exemplar - Excellent	The narrative includes all 5 of the criteria - Meets the Standard
Reader Feedback	The program is doing a great job on this front. Make sure you check "no" in #3 (for no success gap).	Is there a way to work with the college researchers to see the data over a larger span of time?	As in previous section, the incredible rating and success is shared across all groups. Yes, there might be some disparity within specific groups, but, overall the success rates far exceed college, state or national norm. Further, there is a consistency across the years of this success. Finally, this is rated as one of the top Pharmacy Tech programs in the United States, #1 in a major rating for the second year in a row. This is with all ethnic groups, the success bar is met by all.	N/A

G. Student Course Success by Demographics

1. What does the data indicate about course success?				
Female	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
Male	Course success has decreased over the time span by no more than 4 percentage points - Needs Some Improvement to Meet the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
How many criteria are met in the data trend narrative explanation for course success by gender?	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
How many criteria are met in the proposed action narrative for course success by gender?	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes all 5 of the criteria - Meets the Standard	The narrative includes all 5 of the criteria - Meets the Standard
Reader Feedback	The success rates are very high for both males and females from year to year. I agree with the assessment that larger fluctuations in success for the male students is related to the smaller sample size. Partnering with veteran's organizations is a wonderful idea for exposing more men to this career field. I also applaud the dual enrollment programs this program has put in place.	There is a great attention to outreach with high schools and veterans to attract more male students to enroll in this program. What other professions or age groups could you recruit to attract more males into the program?	The writer seems to struggle with the logic of the question as applied to the Pharm Tech program for several reasons: 1) When the lowest success rate recorded in the past 5 years - 89% - we are not talking about failure or even the 'need for improvement'. Perfection is nice, but not to be always be expected. 2) Overall, the success bar is met year after year by both genders 3) Due to the small sample, and actual number of males, the curve swings more drastically statistically speaking and thus, not necessarily a bad reflection for the program.	N/A
1. What does the data trend indicate about program student course success by ethnicity?				
African Americans	Course success has improved over the time span - Excellent	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has improved over the time span - Excellent	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
Asian	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard

Filipinx	Course success has decreased over the time span by no more than 4 percentage points - Needs Some Improvement to Meet the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
Latinx	Course success has improved over the time span - Excellent	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
Native American		Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
Pacific Islander	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
White student	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has improved over the time span - Excellent	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
Decline to State	Course success has decreased over the time span by more than 4 percentage points - Needs Major Improvement to Meet the Standard	Course success has decreased over the time span by more than 4 percentage points - Needs Major Improvement to Meet the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard	Course success has been flat or decreased over the time span by no more than 2 percentage point - Meets the Standard
How many criteria are met in the data trend narrative explaining why the percentage decreased for the student ethnic group(s)?	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
How many criteria are met in the data trend narrative explaining reasons for the gap in course success?		The narrative includes 2 of the criteria - Needs Some Improvement to Meet the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
How many criteria are met in the proposed action narrative for student course success by ethnicity?		The narrative includes fewer than 4 of the criteria - Needs Major Improvement to Meet the Standard	The narrative includes all 5 of the criteria - Meets the Standar	The narrative includes all 5 of the criteria - Meets the Standar
Reader Feedback	The student success rates are impressive! I would like to provide some feedback related to the CTE form. There wasn't a spot on that form, so I hope that providing the feedback here is acceptable. With regard to the employment percentages, I was very surprised by the wage differential in retail vs hospital pharmacy settings. I can see	They suggested to look back at the entire program review as reference to this criteria.	Due to what I consider the overall exemplary success of the Pharm Tech program including all of its students independent of gender, cultural, or ethnic background, I find it difficult to rate the anything less than meeting standards. I sense a frustration of the writer to specifically address the questions as asked. Although I realize the attempt	The program has experienced some challenges with enrollment. But the program has proposed an excellent plan to address the enrollment issues. The program plans for Dual Enrollment and also two options for tracks- entry level vs. advanced provides flexibility. Instead of relying on Marketing & Outreach heavily, I suggest the program employ

how graduates might turn down these jobs in favor of aiming for the higher wage jobs, but hopefully they are also considering that gaining experience will increase their chances for the higher wage jobs (especially for the young students on the track out of highschool). What % of your students who don't find employment are actually entering into programs for more advanced degrees, such as Pharmacy School? Is it possible the low employment % is partly an artifact of students who aren't seeking employment at the time they graduate? I imagine that having a PharmTech certificate increases your competitiveness for highly sought after slots in Pharmacy School. Regarding the recommendations from the Accreditation Team, one that stood out to me was the need for the program director to have more release time, given the extensive duties they perform. I want to put in a plug for this to happen permanently for the program director, rather than temporarily while revising the curriculum for the new certificate pathways. This is an impressive program!

from those creating the Program Review to be straightforward and logical, sometimes a one-size-fits-all is hard to achieve and squeezing circles into squares still takes place. Now we all have a totally new dynamic to face with the Shelter-in-Place and ramifications to address. I am optimistic that the college will be able to rally to address future challenges especially with the support of funding from Measure G. In my training to prepare for being a reader, I was informed that these Program Reviews would be used by Foothill to determine where to spend money to make improvements. From my view, there was no hint that structural, organizational or monetary tools/suggestions could be suggested. Perhaps a question like, "if you were to suggest a departmental approach in improving the success of American Natives, what would you like to see?" Encourage talk of working with either more than one program or division to combine resources or monies to achieve a particular goal. Or ask if their program can pointing out a successful attribute of another (rival?similar? outside?)program of Foothill and request it be implemented in their program. For example x program has its own computer lab and we would like one too. Or, talk about the elephant in the room such as: "Marketing is asked to bare the burden to improve percentage of x minority in this program. What ways can you suggest to work with marketing to improve percentage of x minority in this program?" Don't get me wrong, this Program Review I find an improvement over previous versions. Maybe there can be other ways to encourage positive collaboration.

their own students and incorporate outreach activities as part of the curriculum instead.

Pharm Tech CTE Program Review

Career and Technical Education Programs Rubric	Lisa Schultheis (Same Division Faculty)	Alfred Guzman (At-Large Classified Staff)	Hilary Gomes (At-Large Faculty)	Ram Subrmaniam (Dean)
A. Re-Accreditation Information				
2. Did the program maintain accreditation?	The program was reaccredited and received both commendations and citations/recommendations - Meets the Standard	The program was reaccredited and received both commendations and citations/recommendations - Meets the Standard	The program was reaccredited, received commendations, and no citations/recommendations - Excellent	The program was reaccredited, received commendations, and no citations/recommendations - Excellent
4. Did the program make the required improvements in response to the major citations of the last re-accreditation report?	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard
B. Advisory Board				
1. Did the program hold an annual advisory board meeting each year of the five-year cycle?	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard
4. Did the program receive any commendations/special mentions from the advisory board?	The program received commendations - Meets the Standard	The program received commendations - Meets the Standard	The program received commendations - Meets the Standard	The program received commendations - Meets the Standard
5. Did the program identify actions for improvement or recommendations based on feedback from the advisory board?	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard
C. Regional Labor Demand				
1. What does the labor demand data trend indicate?	Labor demand has an upward trend - Excellent	Labor demand has an upward trend - Excellent	Labor demand has an upward trend - Excellent	Labor demand has an upward trend - Excellent
2. How many criteria are met in the data trend narrative explanation for labor demand?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
D. Regional Labor Supply				
1. What does the labor supply data trend indicate?	Labor supply has a downward trend - Excellent	Labor supply is projected to be flat - Meets the Standard	Labor supply has a downward trend - Excellent	Labor supply has a downward trend - Excellent
2. How many criteria are met in the data trend narrative explanation for labor supply?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
E. Regional Wages				

1. What does the wage data trend indicate?	The occupational wage trend increased - Excellent	The occupational wage trend increased - Excellent	The occupational wage trend increased - Excellent	The occupational wage trend increased - Excellent
2. How many criteria are met in the data trend narrative explanation for wages?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard

F. Program 13.5 Course Completion

1. What does the data trend indicate about the number of students completing the 13.5 CTE units each year in the last five years within the program?	The number of students completing 13.5 units stayed flat over the 5 year period - Meets the Standard	The number of students completing 13.5 units increased over the 5 year period - Excellent	The number of students completing 13.5 units stayed flat over the 5 year period - Meets the Standard	The number of students completing 13.5 units stayed flat over the 5 year period - Meets the Standard
2. How many criteria are met in the data trend narrative explanation for the number of students completing the 13.5 CTE units?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard

G. Program Graduate Employment Rates

1. What does the graduate employment rate indicate for certificate/degree completers (e.g., Within one year after Community College Completion)?	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard
2. How many criteria are met in the data trend narrative explanation for graduate employment rate for both degrees and certificates?	The narrative includes all 4 of the criteria - Meets the Standard	The narrative includes all 4 of the criteria - Meets the Standard	The narrative includes 3 of the criteria - Needs Some Improvement to Meet the Standard	The narrative includes all 4 of the criteria - Meets the Standard

| **Reader Feedback** | N/A | Overall, it is my view that the program is exemplary. Any student who is part of the program independent of their faith, color, religion, gender - they all succeed. I think this program is a testament to meeting equity goals. In addition, there was one question that confused me because an option, which I included, seemed to be missing. B/5. Did the program identify actions for improvement or recommendations based on feedback from the advisory board? I answered: "The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard" However, I felt that the program took whatever actions it could and investigated recommendations but did not receive the support from the college it needed. In fact, in 2015-2016 the college forced the program to unexpectedly move from its home base to another campus. In the process the college removed its Program Coordinator of 10+ years to one who was not intimately familiar with the program. These factors were not conducive to positive results in FTES. I am hopeful that Measure G will help the college receive the necessary funding to support Pharmacy Technology now and in the future. | N/A | N/A |

Pharm Tech CTE Program Review

Career and Technical Education Programs Rubric	Lisa Schultheis (Same Division Faculty)	Alfred Guzman (At-Large Classified Staff)	Hilary Gomes (At-Large Faculty)	Ram Subrmaniam (Dean)
A. Re-Accreditation Information				
2. Did the program maintain accreditation?	The program was reaccredited and received both commendations and citations/recommendations - Meets the Standard	The program was reaccredited and received both commendations and citations/recommendations - Meets the Standard	The program was reaccredited, received commendations, and no citations/recommendations - Excellent	The program was reaccredited, received commendations, and no citations/recommendations - Excellent
4. Did the program make the required improvements in response to the major citations of the last re-accreditation report?	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard	The program was able to take actions to improve and received the needed support to take the actions - Meets the Standard
B. Advisory Board				
1. Did the program hold an annual advisory board meeting each year of the five-year cycle?	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard	Yes the program held an annual meeting of the advisory board and submitted the minutes - Meets the Standard
4. Did the program receive any commendations/special mentions from the advisory board?	The program received commendations - Meets the Standard	The program received commendations - Meets the Standard	The program received commendations - Meets the Standard	The program received commendations - Meets the Standard
5. Did the program identify actions for improvement or recommendations based on feedback from the advisory board?	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard	The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard
C. Regional Labor Demand				
1. What does the labor demand data trend indicate?	Labor demand has an upward trend - Excellent	Labor demand has an upward trend - Excellent	Labor demand has an upward trend - Excellent	Labor demand has an upward trend - Excellent
2. How many criteria are met in the data trend narrative explanation for labor demand?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
D. Regional Labor Supply				
1. What does the labor supply data trend indicate?	Labor supply has a downward trend - Excellent	Labor supply is projected to be flat - Meets the Standard	Labor supply has a downward trend - Excellent	Labor supply has a downward trend - Excellent
2. How many criteria are met in the data trend narrative explanation for labor supply?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard
E. Regional Wages				

1. What does the wage data trend indicate?	The occupational wage trend increased - Excellent	The occupational wage trend increased - Excellent	The occupational wage trend increased - Excellent	The occupational wage trend increased - Excellent
2. How many criteria are met in the data trend narrative explanation for wages?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard

F. Program 13.5 Course Completion

1. What does the data trend indicate about the number of students completing the 13.5 CTE units each year in the last five years within the program?	The number of students completing 13.5 units stayed flat over the 5 year period - Meets the Standard	The number of students completing 13.5 units increased over the 5 year period - Excellent	The number of students completing 13.5 units stayed flat over the 5 year period - Meets the Standard	The number of students completing 13.5 units stayed flat over the 5 year period - Meets the Standard
2. How many criteria are met in the data trend narrative explanation for the number of students completing the 13.5 CTE units?	The narrative exceeds expectations – the narrative could be used as an exemplar - Excellent	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard	The narrative includes all 3 of the criteria - Meets the Standard

G. Program Graduate Employment Rates

1. What does the graduate employment rate indicate for certificate/degree completers (e.g., Within one year after Community College Completion)?	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard	Employment rate is 79% to 70% - Needs Some Improvement to Meet the Standard
2. How many criteria are met in the data trend narrative explanation for graduate employment rate for both degrees and certificates?	The narrative includes all 4 of the criteria - Meets the Standard	The narrative includes all 4 of the criteria - Meets the Standard	The narrative includes 3 of the criteria - Needs Some Improvement to Meet the Standard	The narrative includes all 4 of the criteria - Meets the Standard

| **Reader Feedback** | N/A | Overall, it is my view that the program is exemplary. Any student who is part of the program independent of their faith, color, religion, gender - they all succeed. I think this program is a testament to meeting equity goals. In addition, there was one question that confused me because an option, which I included, seemed to be missing. B/5. Did the program identify actions for improvement or recommendations based on feedback from the advisory board? I answered: "The program was able to take actions or investigate the recommendations and received the needed support to proceed - Meets the Standard" However, I felt that the program took whatever actions it could and investigated recommendations but did not receive the support from the college it needed. In fact, in 2015-2016 the college forced the program to unexpectedly move from its home base to another campus. In the process the college removed its Program Coordinator of 10+ years to one who was not intimately familiar with the program. These factors were not conducive to positive results in FTES. I am hopeful that Measure G will help the college receive the necessary funding to support Pharmacy Technology now and in the future. | N/A | N/A |