



Program Review - Overall Report

Instructional: Real Estate

Data Review

2021 - 2024

Overall Trends

What overall trends do you see in success, retention, program of study, educational planning, and awards over the past 3 or more years?

Overall, this program has seen an increase in enrollment, retention, and success from AY 15-16 to present. Data from the review period supports this conclusion. The growth in enrollment exceed 20% from AY15-16 to AY 19-20. That being said, student educational planning did not increase during the review period. The program will work to improve the number of students who complete a comprehensive educational plan.

Disaggregated Student Subgroups

Look at the disaggregated student subgroups in success, retention, program of study, educational planning, and awards for your area. Are there any equity gaps that you will address in the next 3 years?

Across the disaggregated student subgroups retention improved from AY15-16 to AY19-20. Additionally, this finding holds for both male and female students in the disaggregated student subgroups. Data for student success show a small, but present, decline, in the disaggregated student subgroups. This dip may be attributed to the institution of Guided pathways but also suggest that additional work is needed to close equity gaps which have affected historically marginalized groups.

If there are any concerning trends over the past 3 or more years, or if equity gaps exist, what is your action plan to address them?

The action plan to address the aforementioned equity gap will be to participate in college wide efforts and to promote new professional development opportunities for faculty in the program.

Is there a resource request associated with this Data Review? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Assessment Review

2021 - 2024

Section 1: SLO Assessment Status (Based on Dashboard - Assessment Status)

Which Disciplines are included in this Assessment?

RLE

What percent of SLOs in the disciplines you identified above have been assessed?

84.2%

Which SLOs have not been assessed and why? Identify both the Course and the associated SLO(s).

With respect to one course, namely RLE-80, SLO 2, 3, and 4 (75% of SLOs for this course) have not been assessed. The previous instructors of this course were not asked to assess these SLOs. However, these SLOs will be assessed the next time the course is offered.

Section 2: Mapping Status (Based on Dashboard - Mapping Status)

Are all SLOs mapped to at least one PLO?

No

If all SLOs are not mapped to at least one PLOs, please explain why.

One course, RLE-80 has one SLO mapped to a PLO with the remaining three outstanding. Evaluation of these SLOs to PLOs will occur the next time the course is offered.

Are the appropriate SLOs mapped to GELOs? (If you have a course that is listed in any general education area, it should have at least one SLO mapped to at least one GELO)

No

If the appropriate SLOs are not mapped to GELOs, please explain why.

RLE courses are not GE courses and as such have not been mapped to GELOs.

Section 3: PLO Analysis (Based on Dashboard - Analysis: PLO Direct Assessment)

Which Programs are included in this Assessment?

Business Administration: Real Estate Concentration

Please identify the PLO(s) - and name the associated Program(s) - that achieved benchmarks.

PLOs 1-6

To what do you attribute this success?

Focusing on SLO attainment led to PLO success

Please identify the PLO(s) - and name the associated Program(s) - that did not achieve benchmarks.

Not applicable

If there are PLOs that did not achieve benchmarks, what do you plan on doing to improve benchmark attainment?

Not applicable

Assessment Review

Section 4: Alignment to Career and Transfer

Describe the process used in this area to ensure programs (PLOs) align with career and transfer needs.

PLO alignment with career needs is reviewed and approved by an Industry Advisory Committee, as well as the College Curriculum Committee and the Academic Senate.

Describe the activities, projects, and opportunities this program offers to support experiential learning and alignment of programs to career and transfer (e.g. capstone projects, portfolios, service-learning opportunities).

The courses focus on real life situations with transactional documentation allowing for the potential of real world scenarios.

Without looking at your current PLOs, describe some program outcomes which would best help your students continue on the path towards their workforce and transfer goals (e.g. subject matter expertise, hands on experience, partnerships, etc.).

Program outcomes that facilitate a successful understanding of industry vocabulary and key concepts.

Review current PLOs. Do the outcomes listed above align with the current program outcomes?

Yes

Program Review: Part 1

EMP GOAL 1. Expand college access by increasing both headcount and full-time equivalent students (FTES).

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

The overall trend in the RLE program shows that from AY 15-16 to AY 19-20, overall enrollment increased by 20.95%. This represents an increase of 110 students enrolled in the program.

What are your plans/goals (3-year) regarding this goal?

In the next three years, instructors will continuously improve their pedagogy. They will offer courses in all suitable modalities and will make necessary scheduling adjustment to maximize the number of students who will be able to enroll in the program.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes, the current data on enrollment and retention are robust and will be used for decision making purposes.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

EMP GOAL 2. Implement Guided Pathways framework.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

This EMP goal is critically important to the department. The current course offering has been evaluated to ensure that the program is well rounded and will prepare students for their next educational opportunity or career.

What are your plans/goals (3-year) regarding this goal?

We plan to enhance this program by offering curriculum which will better prepare students to obtain professional licensure and master the skills and capabilities required to success enter the labor force.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes. Student success, retention, and outcome data are useful in assessing this goal.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review: Part 1

EMP GOAL 3. Close all student equity gaps.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Disaggregated student data shows that equity gaps still exist. Although, the impact is lower than the overall Norco College average gap. Faculty will be encouraged to attend equity trainings and to implement best practices to ensure that the program can continue to close its equity gap.

What are your plans/goals (3-year) regarding this goal?

Faculty will be encouraged to participate in the institutional efforts to reduce and eliminate the equity gap on historical marginalized groups. Access to professional development opportunities will be increased.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

EMP GOAL 4. Implement professional development around Guided Pathways and equity framework; foster a culture of ongoing improvement.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

During the review period, Norco's professional development programs have expanded around the EMP goal. Additionally, faculty in the program are attending Guided Pathway trainings. Faculty are also working with other institutions of higher learning, namely UC and Cal State universities, to create articulation agreements. Norco is also partnering with local high schools to create dual enrollment pathways.

What are your plans/goals (3-year) regarding this goal?

To monitor, assess, and expand the aforementioned actions in support of the goal.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review: Part 1

EMP GOAL 5. Reduce working poverty and the skills gap.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

The outcomes for this program support career opportunities that allow student to earn annual income above the median level in the local economy. The program centers on skills and capabilities that are needed in industry. Labor market data supports the fact that demand is strong for jobs that students will be well qualified for after success completion of the program.

What are your plans/goals (3-year) regarding this goal?

To work with the program's advisory committee to determine whether new course offerings are needed to address working poverty and skills gap. If new skill gaps are identified, faculty will develop new courses to address the potential gaps.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

EMP GOAL 6. Pursue, develop, & sustain collaborative partnerships.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

The program has formed an advisory committee. The committee has been helpful to assess new curriculum, recruit associate faculty, and to create new external partnerships.

What are your plans/goals (3-year) regarding this goal?

To continue and expand the aforementioned efforts.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review: Part 1

EMP GOAL 7. Become the regional college of choice by offering a comprehensive range of programs that prepare students for the future and meet employer workforce needs.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

With changes in personnel due to retirement, new faculty is presently in the process of familiarization of the program.

What are your plans/goals (3-year) regarding this goal?

With familiarity of the program will come the potential opportunity to direct the program in furtherance of this objective.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

EMP GOAL 8. Develop institutional effectiveness and integrated planning systems and governance structures to support ongoing development and continuous improvement as we become a comprehensive college.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

New faculty is in the process of self integration and understanding existing governance.

What are your plans/goals (3-year) regarding this goal?

Current goal to achieve this objective is to successful integrate within the institution. This has been a unique challenge in that new faculty has yet to have a physical presence on campus.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review: Part 1

EMP GOAL 9. Expand workforce to support comprehensive college and develop/sustain excellent workplace culture.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

New personnel (due to previous offering of retirement incentives) is presently working to acclimate and assess current status of the program.

What are your plans/goals (3-year) regarding this goal?

These goals and objectives are yet to be determined as new personnel are presently working to situate and assess the program's current status.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

EMP GOAL 10. Build a comprehensive and inspiring campus integrated into the region that serves as a destination for education, commerce, life, and the arts.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Due to changes in faculty personnel, attributable to new hires and incentivized retirement, this goal and activity is presently under evaluation and assessment.

What are your plans/goals (3-year) regarding this goal?

Currently under evaluation.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review: Part 1

EMP GOAL 11. Implement professional, intuitive, and technology-enhanced systems.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Due to changes in faculty personnel, attributable to new hires and incentivized retirement, this goal and activity is presently under evaluation and assessment.

What are your plans/goals (3-year) regarding this goal?

Currently under evaluation.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

EMP GOAL 12. Develop innovative and diversified resources to build and sustain a comprehensive college and achieve its visionary goals.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Due to changes in faculty personnel, attributable to new hires and incentivized retirement, this goal and activity is presently under evaluation and assessment.

What are your plans/goals (3-year) regarding this goal?

Currently under evaluation.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

No.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

No

Program Review Part 2

2021 - 2024

Curriculum

Are all your courses current (within four years)?

No

What percentage of your courses are out of date?

10% or less

If you have courses that are not current, are they in the curriculum process?

Yes

For out of date courses that are not already in progress of updating, what is your plan?

N/A

Do you have proposals in progress for all the DE courses you intend to file?

Yes

Do you require help to get your courses up to date?

No

Program Review Reflections

What would make program review meaningful and relevant for your unit?

The department is evaluating the new program review platform and discussing the best practices for managing the review cycle.

What questions do we need to ask to understand your program plans, goals, needs?

No additional questions are required at this time.

What types of data do you need to support your program plans, goals, needs?

The data provided is robust. No additional data is required at this time.

If there are any supporting documents you would like to attach, please attach them here.

[RLE Assessment.docx](#)

Resource Requests

Submission