



## Program Review 2025 Peer Review Feedback (Non-Instructional)

On behalf of the Program Review Committee, we thank you for your time and effort in completing your Program Review report this year and for your ongoing efforts to continuously improve AVC's programs and services for our students. Your Program Review allows the rest of AVC to better understand your efforts and how they support the college overall.

**Department/Area/Division Name:** CalWORKs  
**Peer Reviewed By:** Van Rider, Gary Heaton-Smith

<h3 style="color: #0070C0; margin: 0;">Part 1.</h3> <p style="margin: 0;">Program Overview</p>	<div style="background-color: #E0F0E0; border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <b>Program Overview: Briefly describe how the program contributes to the district mission.</b> </div> <p> <input checked="" type="checkbox"/> <b>Exemplary:</b> A clear connection is described regarding how the program connects to and supports the district mission.  <input type="checkbox"/> <b>Adequate:</b> The work of the program described, but it is not obvious how it contributes to the district mission.  <input type="checkbox"/> <b>Improvement Needed:</b> No response or response does not connect the program to the district mission.         </p> <p><i>Comments:</i> Strong and explicit alignment to district mission through access, equity, economic mobility, and support of low-income student parents.</p> <p style="text-align: right;"><input type="checkbox"/> <i>REVISION REQUIRED</i></p>
<h3 style="color: #0070C0; margin: 0;">Part 2A.</h3> <p style="margin: 0;">Analyze the program review data</p>	<div style="background-color: #E0F0E0; border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <b>Part 2A: Analyze the program review data for your area including equity data and any internal/external environmental scan information (e.g., surveys, interviews, focus groups, advisory groups, etc.)</b> </div> <p><b>Guiding Questions:</b></p> <ul style="list-style-type: none"> <li>Who do you primarily serve and what services do you provide for each of the groups?</li> <li>How is the work of your area measured or quantified? What is your measure of success?</li> <li>How do the demographics served by your area's work compare to AVC's service area demographics?</li> <li>Which race/ethnicity groups experience the largest equity gaps?</li> <li>What are the success and retention rates (S&amp;R) for your area (if applicable)? Did they decrease or increase in the last year?</li> </ul> <p> <input checked="" type="checkbox"/> <b>Exemplary:</b> Thoughtful analysis of program review data and any internal/external environmental scan information is included, with a thorough answer to each guiding question.  <input type="checkbox"/> <b>Adequate:</b> Narrative information is provided regarding program review data and any internal/external environmental scan information, but is lacking analysis of data and/or does not fully address each guiding question. The section could be strengthened with more data and analysis.  <input type="checkbox"/> <b>Improvement Needed:</b> No response or response provided does not analyze program review data and any internal/external environmental scan information and/or does not address each guiding question.         </p>

	<p><i>Comments:</i> Clear identification of target population (student parents on CalWORKs/GAIN), detailed demographic comparison to AVC population, equity analysis (overrepresentation of African American/Black students), and inclusion of success (73.2%) and retention (89%) data. Strong use of survey results and Spring 2025 Student Profile metrics.</p> <p style="text-align: right;"><input type="checkbox"/> REVISION REQUIRED</p>
<p><b>Part 2B.</b> Analyze the program review data</p>	<p><b>Part 2B: Analyze the program review data, including equity data and any internal/external environmental scan information (e.g., surveys, interviews, focus groups, advisory groups, etc.) to identify the program Strengths, Opportunities &amp; Aspirations:</b></p> <ul style="list-style-type: none"> <li>• <b>Strengths and Accomplishments:</b> Guiding Questions <ul style="list-style-type: none"> <li>○ What does your program/area do well, including capabilities and greatest accomplishments?</li> <li>○ What are the practices that were implemented to increase student success/retention rates or completion rates, or other practices that support the college mission?</li> </ul> </li> <li>• <b>Opportunities and Challenges:</b> Guiding Questions <ul style="list-style-type: none"> <li>○ What does your program/area need to do better to support/improve student success?</li> <li>○ What actions can be taken to help close equity gaps?</li> </ul> </li> <li>• <b>Aspirations:</b> Guiding Questions: <ul style="list-style-type: none"> <li>○ What does your program/area want to be known for?</li> <li>○ What is a desired future?</li> </ul> </li> </ul> <p><input checked="" type="checkbox"/> <b>Exemplary:</b> Thoughtful analysis of program review data and any internal/external environmental scan information is included, with a thorough answer to each guiding question regarding Strengths, Opportunities &amp; Aspirations.</p> <p><input type="checkbox"/> <b>Adequate:</b> Narrative information is provided regarding program review data and any internal/external environmental scan information, but is lacking analysis of data and/or does not fully address each guiding question regarding Strengths, Opportunities &amp; Aspirations. The section could be strengthened with more data and analysis.</p> <p><input type="checkbox"/> <b>Improvement Needed:</b> No response or response provided does not analyze program review data and any internal/external environmental scan information and/or does not address each guiding question regarding Strengths, Opportunities &amp; Aspirations.</p> <p><i>Comments:</i> Thorough analysis of advocacy model, reporting improvements, wraparound services, award growth (84 → 127 awards), and retention trends. Equity strategies are clearly articulated and data-informed.</p> <p style="text-align: right;"><input type="checkbox"/> REVISION REQUIRED</p>
<p><b>2C.</b> Progress towards Outcomes Improvement Plans</p>	<p><b>Review and comment on progress toward past Outcomes Improvement Plans.</b> (List your past OIPs and progress towards those goals.)</p> <p><input type="checkbox"/> <b>Exemplary:</b> Outcomes Improvement Plans are clearly listed, along with brief commentary about progress and the current status of those plans.</p> <p><input type="checkbox"/> <b>Adequate:</b> Information is provided about Outcomes Improvement Plans for the area, but Plans have not been clearly listed and/or progress is unclear.</p> <p><input checked="" type="checkbox"/> <b>Improvement Needed:</b> No response or response provided does not make evident that Outcomes Improvement Plans have been developed nor if progress has been made.</p>

	<p><i>Comments:</i> Indicates OIPs will be developed but none currently listed. OOs should be developed. <input type="checkbox"/> <i>REVISION REQUIRED</i></p>
<p><b>2D.</b> Progress towards past program review goals</p>	<p><b>Review and comment on progress towards past program review goals.</b> (List your past program review goals and progress towards those goals.)</p> <p><input checked="" type="checkbox"/> <b>Exemplary:</b> Past program review goals are clearly listed, along with brief commentary about progress and the current status of those goals.  <input type="checkbox"/> <b>Adequate:</b> Information is provided about past program review goals, but goals have not been clearly listed and/or progress is unclear.  <input type="checkbox"/> <b>Improvement Needed:</b> No response or response provided does not make evident what the past goals are nor if progress has been made.</p> <p><i>Comments:</i> Past goals clearly listed with measurable updates (e.g., \$168,000 in student employment funding, TANF allocation, Job Specialist advocacy). <input type="checkbox"/> <i>REVISION REQUIRED</i></p>
<p><b>3.</b> Program Review Goals</p>	<p><b>Based on Part 2 above, please list program/area goals for 2024-2025.</b></p> <p><input type="checkbox"/> <b>Exemplary:</b> Each goal is connected to an ILO/PLO/SLO/OO and ESP Goal. The goals are student-centered and are connected to the analysis in Part 2 above. Steps to be taken to achieve the goals are delineated, as well as the measure of success for each.  <input checked="" type="checkbox"/> <b>Adequate:</b> Goals are formed, and each is connected to an ILO/PLO/SLO/OO and ESP Goal, but not all goals are clearly connected to analysis in Part 2 and/or are not student-centered. Steps to be taken to achieve the goal and the measure of success are provided for each, but may be unclear or hard to understand.  <input type="checkbox"/> <b>Improvement Needed:</b> No response or goals listed are not connected to an ILO/PLO/SLO/OO and ESP Goal. Goals listed are actually resource requests, rather student-centered goals. Steps to be taken to achieve the goal and the measure of success are unclear or not provided.</p> <p><i>Comments:</i> Goals are student-centered and connected to ILOs/ESP goals. <input type="checkbox"/> <i>REVISION REQUIRED</i></p>
<p><b>4.</b> Resource Requests that Support Program Needs</p>	<p><b>Resource Requests that Support Program Needs (based on above analysis)</b></p> <p><input checked="" type="checkbox"/> <b>Exemplary:</b> Each resource request entered is clearly connected to and supports a goal from Part 3. Each resource request is entered on the Program Review document.  <input type="checkbox"/> <b>Adequate:</b> Resource requests have been entered, but not all are clearly connected to goals from Part 3. Each resource request is entered on the Program Review document.  <input type="checkbox"/> <b>Improvement Needed:</b> No response or resource requests do not relate to goals from Part 3.  <input type="checkbox"/> <b>N/A:</b> No response because additional resources are not needed at this time and/or funding for resources exists from another source.</p> <p><i>Comments:</i> Job Placement Specialist clearly tied to Goals #1 and #3 and justified by employment-focused analysis.</p>

	<input type="checkbox"/> <i>REVISION REQUIRED</i>
<p><b>5.</b> Program Review Data</p>	<p><b>Insert your Program Review Data here, as well as any other supporting data.</b></p> <p>Required:</p> <ul style="list-style-type: none"> <li>• Supporting data/information</li> </ul> <p><input checked="" type="checkbox"/> <b>Exemplary:</b> Program Review Data and other supporting data (if applicable) is inserted, and is understandable and relevant to the report.</p> <p><input type="checkbox"/> <b>Adequate:</b> Program Review Data and other supporting data (if applicable) is inserted, but is difficult to understand and/or may not be clearly relevant to the report.</p> <p><input type="checkbox"/> <b>Improvement Needed:</b> No data is provided, or data provided is unreadable or does not support the report.</p> <p><i>Comments:</i> Robust demographic, retention, success, award, and satisfaction data included. Tables and Spring 2025 profile metrics are relevant and clearly support analysis.</p> <p style="text-align: right;"><input type="checkbox"/> <i>REVISION REQUIRED</i></p>

**Additional Comments:**