**Strategic Direction Questions**

**Current**:

1. Review the Annual Work Plan. Identify at least one metric within a strategic direction and indicate how your program has directly impacted it. What will your program do to continue this work in the future?
2. Analyze the past three years of disaggregated equity data (such as race/ethnicity, gender, age) for your program. What equity gaps exist in your departmental data? What strategies is your program using to close opportunity gaps and ensure that disproportionately impacted student populations are supported and successful in your program? How have/will you incorporate equity and social justice into your curriculum/services?
3. Analyze the past three years of data for different modalities (such as on-ground, online, hybrid, etc) for your program. What strategies is your program using to address any existing gaps between modalities?
4. What are one or two specific actions that your department has taken/will take as a result of your analysis of the SLO data?

**Proposed by EdCAP/Fiscal workgroup**:

1. Review the Annual Work Plan. Identify at least one metric within a strategic direction and indicate how your program has directly impacted it. What will your program do to continue this work in the future?
2. Analyze the past three years of disaggregated equity data (such as race/ethnicity, gender, age) for your program.
   1. What equity gaps exist in your departmental data?
   2. What strategies is your program using to close opportunity gaps and ensure that disproportionately impacted student populations are supported and successful in your program? What specific actions are you taking to implement change? If available, include departmental data to assess the impact of these actions.
   3. How have/will you incorporate equity and social justice into your curriculum/services?
   4. How does the program foster a sense of community and belonging, particularly for equity populations? (See NACCC survey for student data.)
3. Analyze the past three years of data for different modalities (such as on-ground, online, hybrid, etc.) for your program. What strategies is your program using to address any existing gaps between modalities?
4. What are one or two specific actions that your department has taken/will take because of your analysis of the SLO data, especially related to your analysis of equity data?
5. How does your program collaborate with other programs and services across campus to positively impact student success and address any identified issues?
6. In addition to questions 1-5, CTE programs only:

Describe how your program:

* 1. meets a documented labor market demand
  2. does not unnecessarily duplicate other training programs in the area
  3. demonstrates effectiveness as measured by the completion success of its students
  4. demonstrates effectiveness as measured by the employment of students.