ASSESSMENT DAY

Mary Karl College of Workforce and Continuing Education

Cosmetology and Barbering

October 9, 2020

Academic Assessment

	LEVEL	FOCUS	CONDUCTED BY	FREQUENCY
Academic Success Committee	Program	• Quality of assessment practices	Committee of peers	Years 1 & 2
Instructional Program Review	Program / Cluster	• Enrollment, retention, completion • Industry certifications and job placement • Program budget and staffing • Advisory committees • Curriculum changes	Committee of peers	Year 3
Assessment Day	Course/ Program	• Enrollment by demographics • Graduation and retention • Average class size • Course success rate • Placement rate • SLOs, PLOs and ILOs	Program Chair and Faculty	Years 1, 2, 3

Programs

[1084 - Cosmetology](#)
[1204 - Barbering](#)

Last Assessment Day Action Items

Cosmetology & Barbering Assessment Meeting: 04/07/2020

- Collaborating with Advising to better understand the questions and expectations from students;

- Summer level V to be offered online;

- Work with Karla on the Barbering program learning outcomes;

- Reviewing data from retention committee and developing options to understand Cos/Barb students' barriers to identify students' achievement gaps. Participate in the Retention subcommittee.
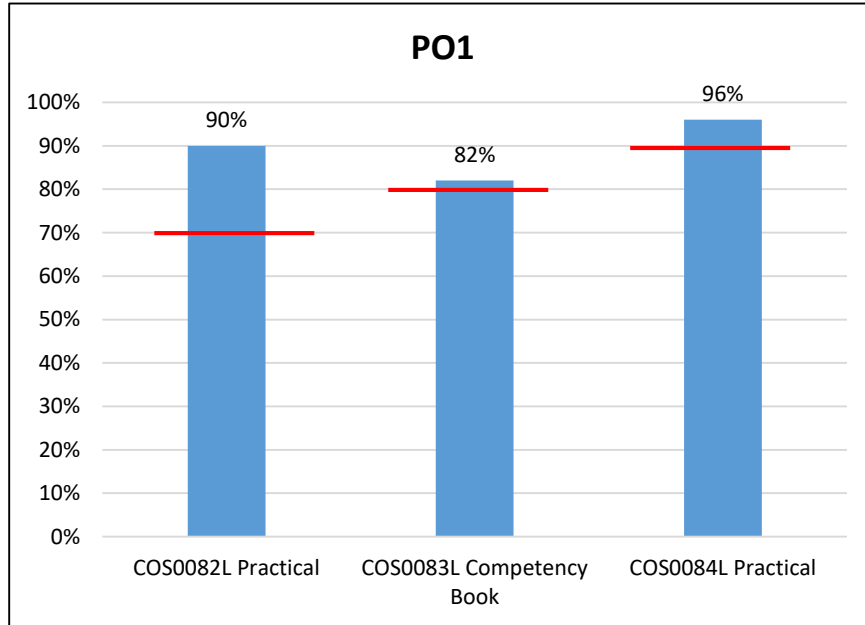
Cosmetology Program Learning Outcomes

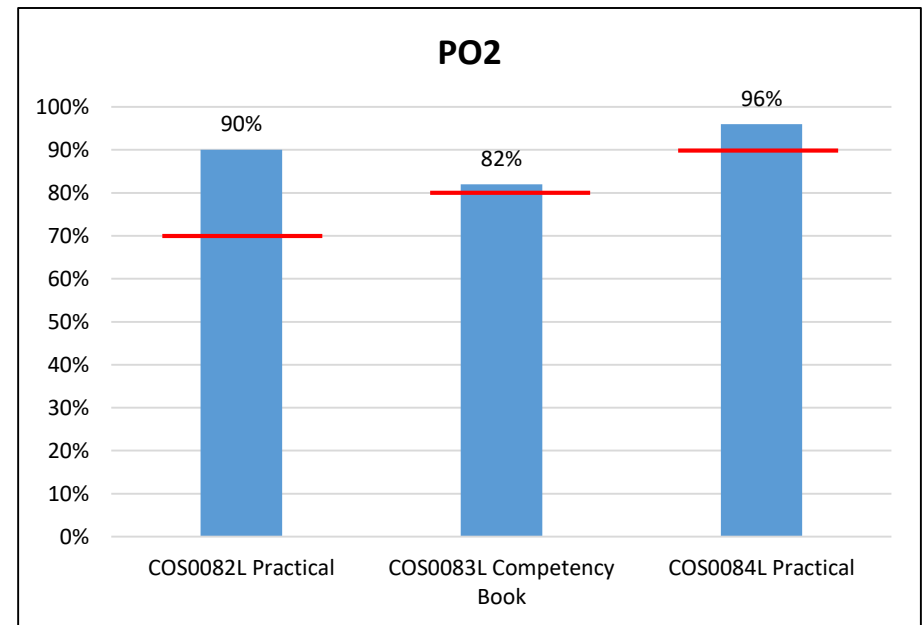Graduates of the program will be able to:

1. Perform all competencies in hair as required by the Florida State Board of Cosmetology.
2. Perform all competencies in skin as required by the Florida State Board of Cosmetology.
3. Perform all competencies in nails as required by the Florida State Board of Cosmetology.
4. Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on OSHA and the Department of Business and Professional Regulations.
5. Apply critical thinking skills to solve problems that may arise in the cosmetology industry.

Assessment Data 2019-2020
1084 - Cosmetology

PO1

PO2

PO1: Perform all competencies in hair as required by the Florida State Board of Cosmetology. *Target: 80% of the competency book completed by level IV. 70% proficiency in level 3 (practical). 90% proficiency in level 5 (practical)*

PO2: Perform all competencies in skin as required by the Florida State Board of Cosmetology. *Target: 80% of the competency book completed by level IV. 70% proficiency in level 3 (practical). 90% proficiency in level 5 (practical)*
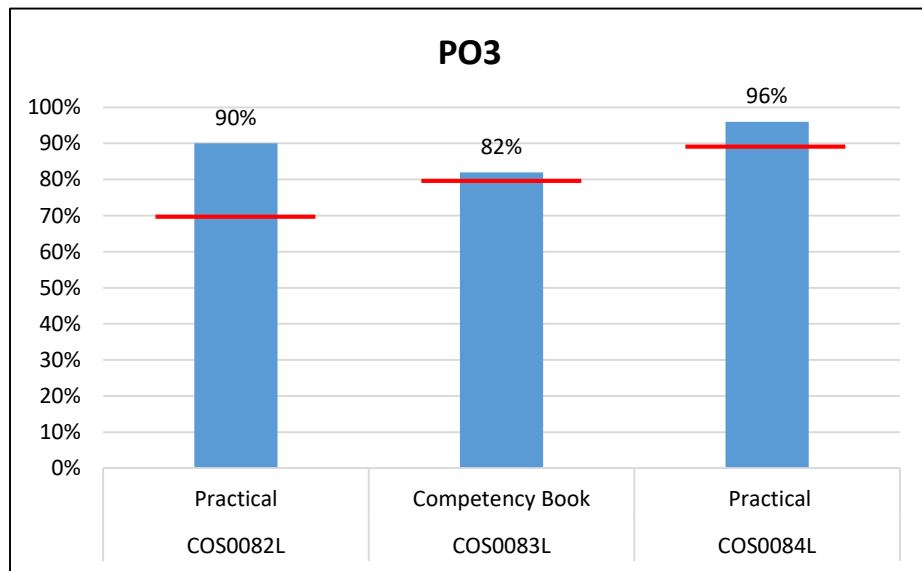
Assessment Data 2019-2020
1084 - Cosmetology

PO3: Perform all competencies in nails as required by the Florida State Board of Cosmetology. *Target: 80% of the competency book completed by level IV. 70% proficiency in level 3 (practical). 90% proficiency in level 5 (practical)*
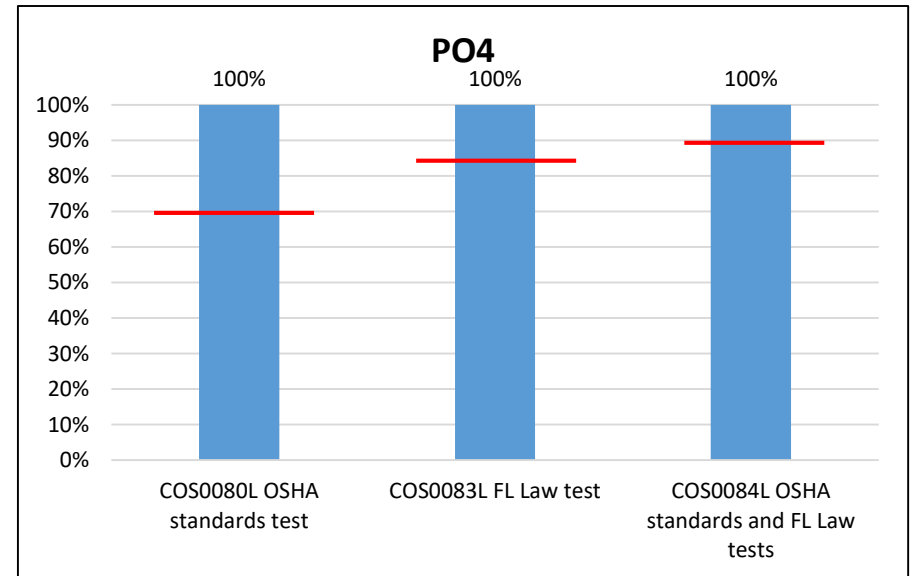

PO4: Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on OSHA and the Department of Business and Professional Regulations. *Target: 80% of students will achieve 70% or higher (OSHA standards test). 85% of students will achieve 80% or higher (FL Law test). 90% of students will achieve 90% or higher (OSHA standards and FL Law tests)*

Assessment Data 2019-2020
1084 - Cosmetology

PO5
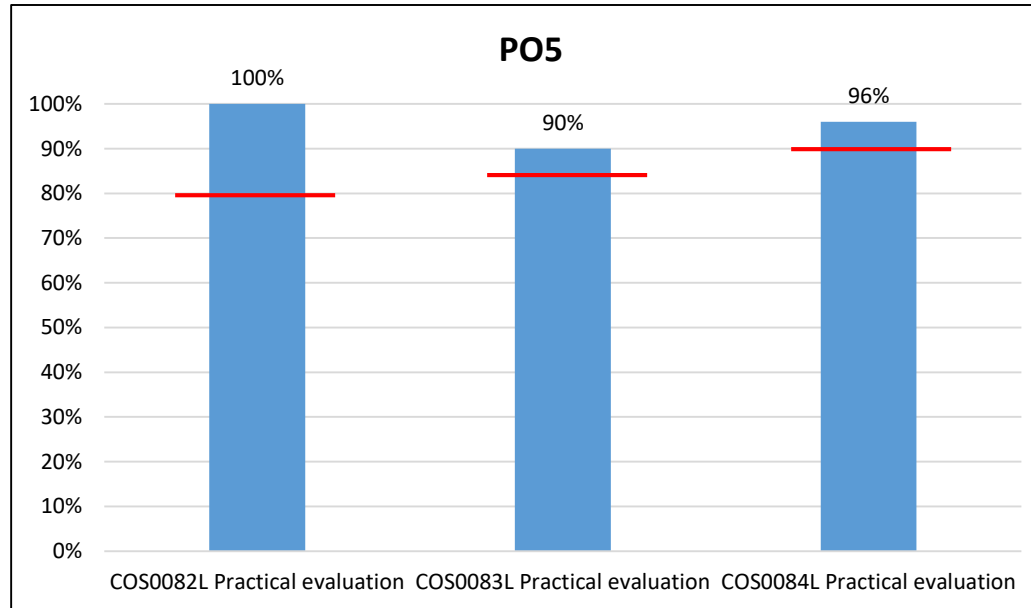
PO5: Apply critical thinking skills to solve problems that may arise in the cosmetology industry. *Target:80% of students will achieve 70% or higher (level III). 85% of students will achieve 80% or higher (level IV). 90% of students will achieve 90% or higher (level V)*

Barbering Program Learning Outcomes

Graduates of the program will be able to:

1. Complete all skills and techniques as required by State Board in the following categories: FL Law, Hair Structure & Chemistry, Haircutting & Styling, Shampooing, Chemical Procedures, Shaving, Beard & Mustache Trimming.
2. Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on Occupational Safety and Health Administration (OSHA) standards and the Department of Business and Professional Regulations.
3. Develop a professional image, business standards and employability skills to satisfy a diverse population.
4. Apply critical thinking skills to solve problems that may arise in the barbering industry.

Assessment Data 2019-2020
1204 - Barbering
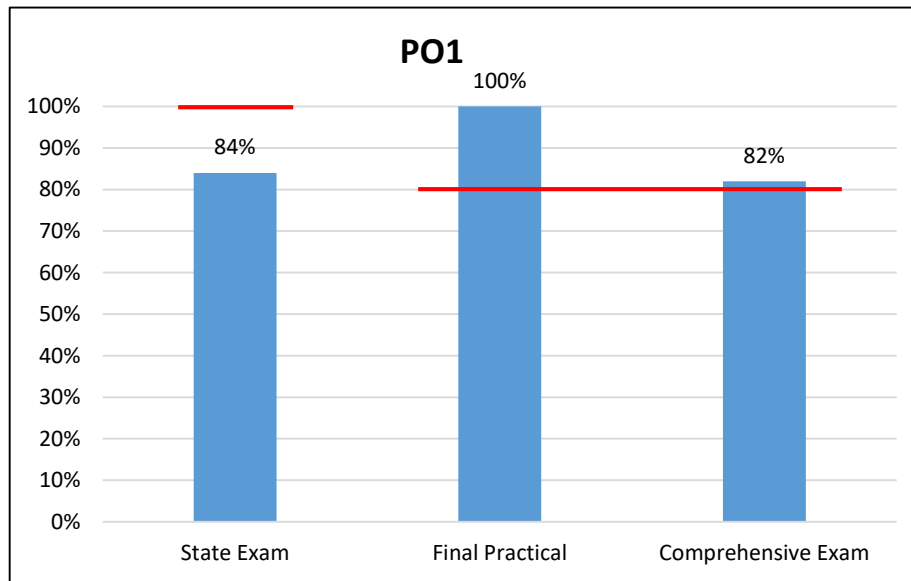
PO1: Complete all skills and techniques as required by State Board in the following categories: FL Law, Hair Structure & Chemistry, Haircutting & Styling, Shampooing, Chemical Procedures, Shaving, Beard & Mustache Trimming. *Target: 100% of students passing the State exam 100% of students achieving 80% or higher in the Final practical and the Comprehensive exam*

PO2: Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on Occupational Safety and Health Administration (OSHA) standards and the Department of Business and Professional Regulations. 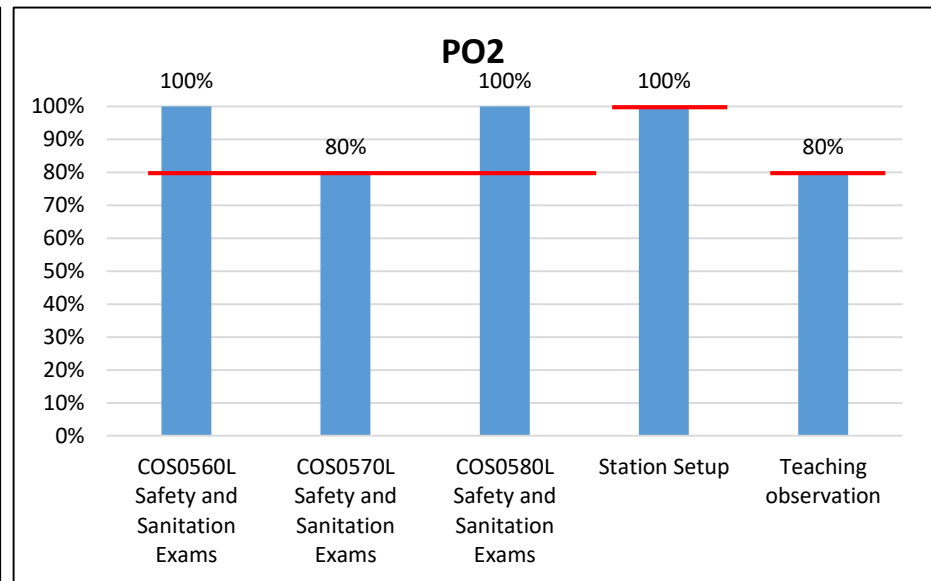*Target:80% of students achieving 70% or higher in the Safety and Sanitation exams. 80% of students accomplishing correct station setting (Level II). 100% of students accomplishing correct station setting on the practical exam (Level III and above). 80% of students practice proper sanitation on a daily basis in the classroom*

Assessment Data 2019-2020
1204 - Barbering

PO3

100%

92%	100%	90%

100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%

Professional Image Exam   Customer Satisfaction   Service Book
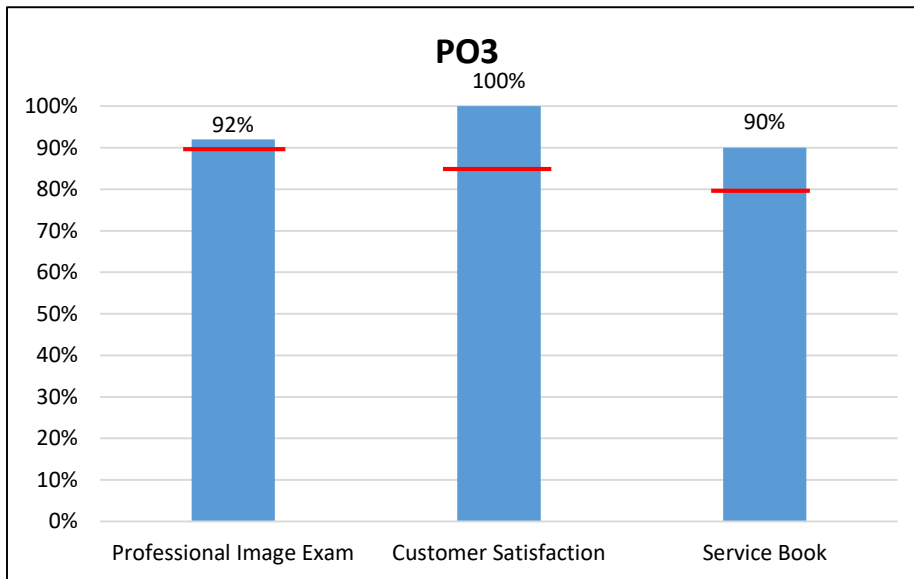
PO3: Develop a professional image, business standards and employability skills to satisfy a diverse population. *Target:90% of students will pass the Professional Image Exam. 85% customer satisfaction. 80% of students will complete their service book for each level*

PO4

100%   100%   100%

100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%

Project (Role playing)   Customer satisfaction   Client interaction
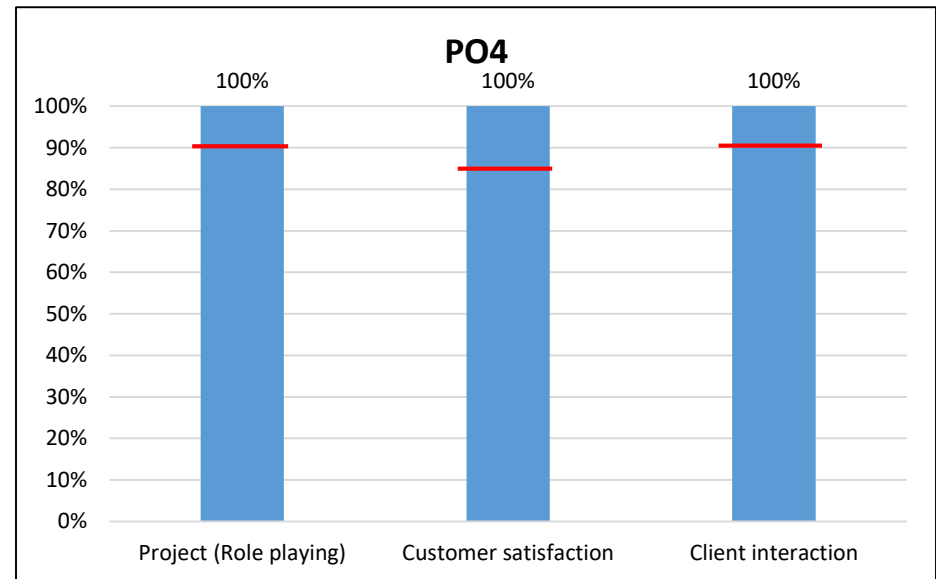
PO4: Apply critical thinking skills to solve problems that may arise in the barbering industry. *Target:90% of students will reflect excellent role playing. 85% customer satisfaction. 90% of students will demonstrate professional client interaction*

Source: School of Education Assessment Reports

Assessment Data
Program vs. Institutional Learning Outcomes

Program	Year	Critical/ Creative Thinking	Communication	Cultural Literacy	Information and Technical Literacy
1084 - Cosmetology	2019-2020	90%-100%	82%-96%	82%-96%	78%-100%
	2018-2019	85%-92%	88%-90%	88%-90%	70%-94%
	2017-2018	85%-92%	88%-90%	88%-90%	70%-94%
1204 - Barbering	2019-2020	82%-100%	92%-100%	90%-100%	100%
	2018-2019	72%-100%	90%-100%	90%-100%	90%-100%
	2017-2018	72%-100%	90%-100%	90%-100%	90%-100%

Source: School of Education Assessment Reports

Headcount in Major

256   251   245   267

56   55   52   64

2016-2017   2017-2018   2018-2019   2019-2020

1084 - COSMETOLOGY   1204 - BARBERING

Source: IR Program Assessment Data
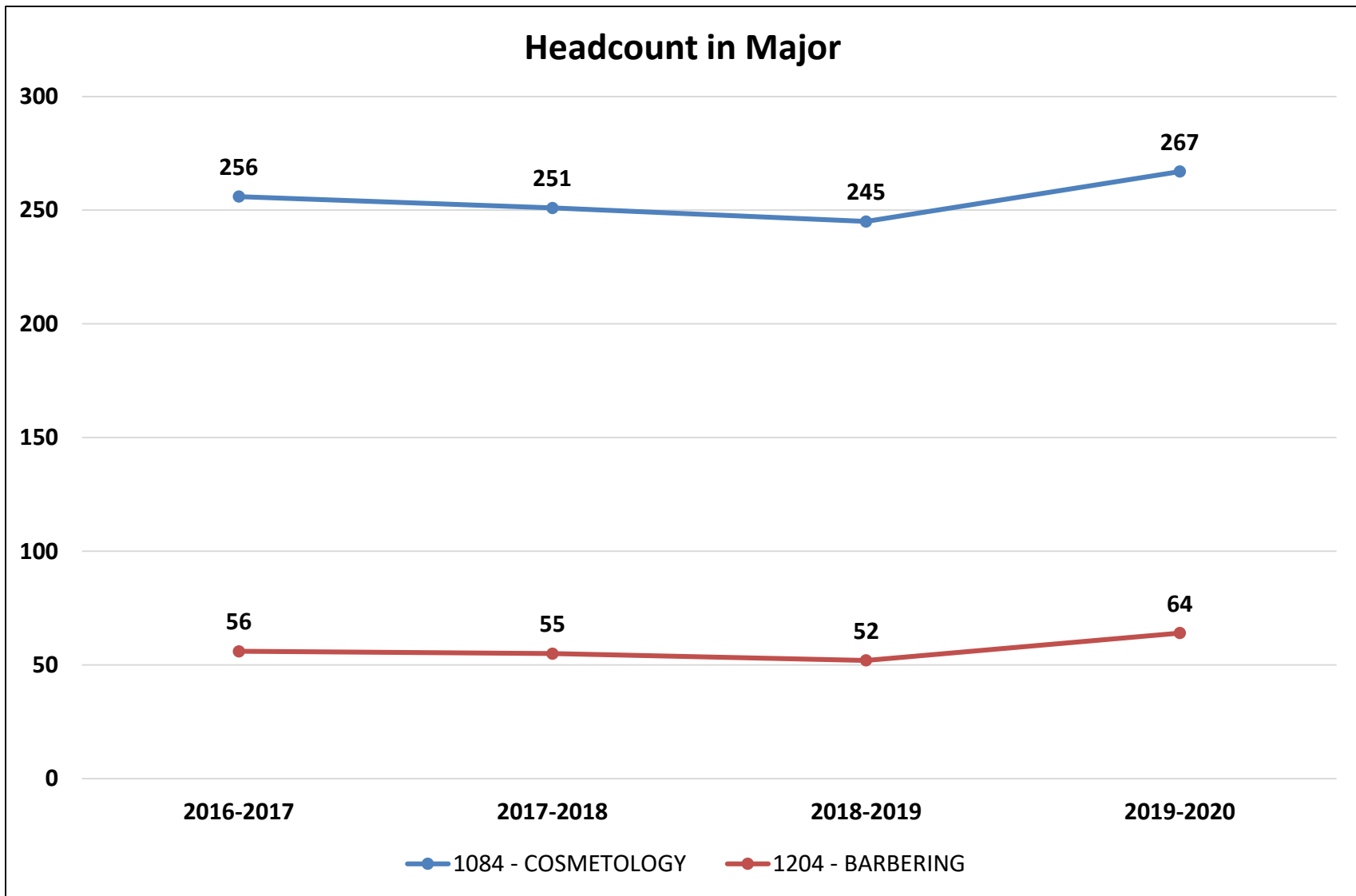
Students are duplicated across programs, unduplicated in the total.

Graduates

	2016-2017	2017-2018	2018-2019	2019-2020
1084 - COSMETOLOGY	76	81	69	61
1204 - BARBERING	18	15	13	9
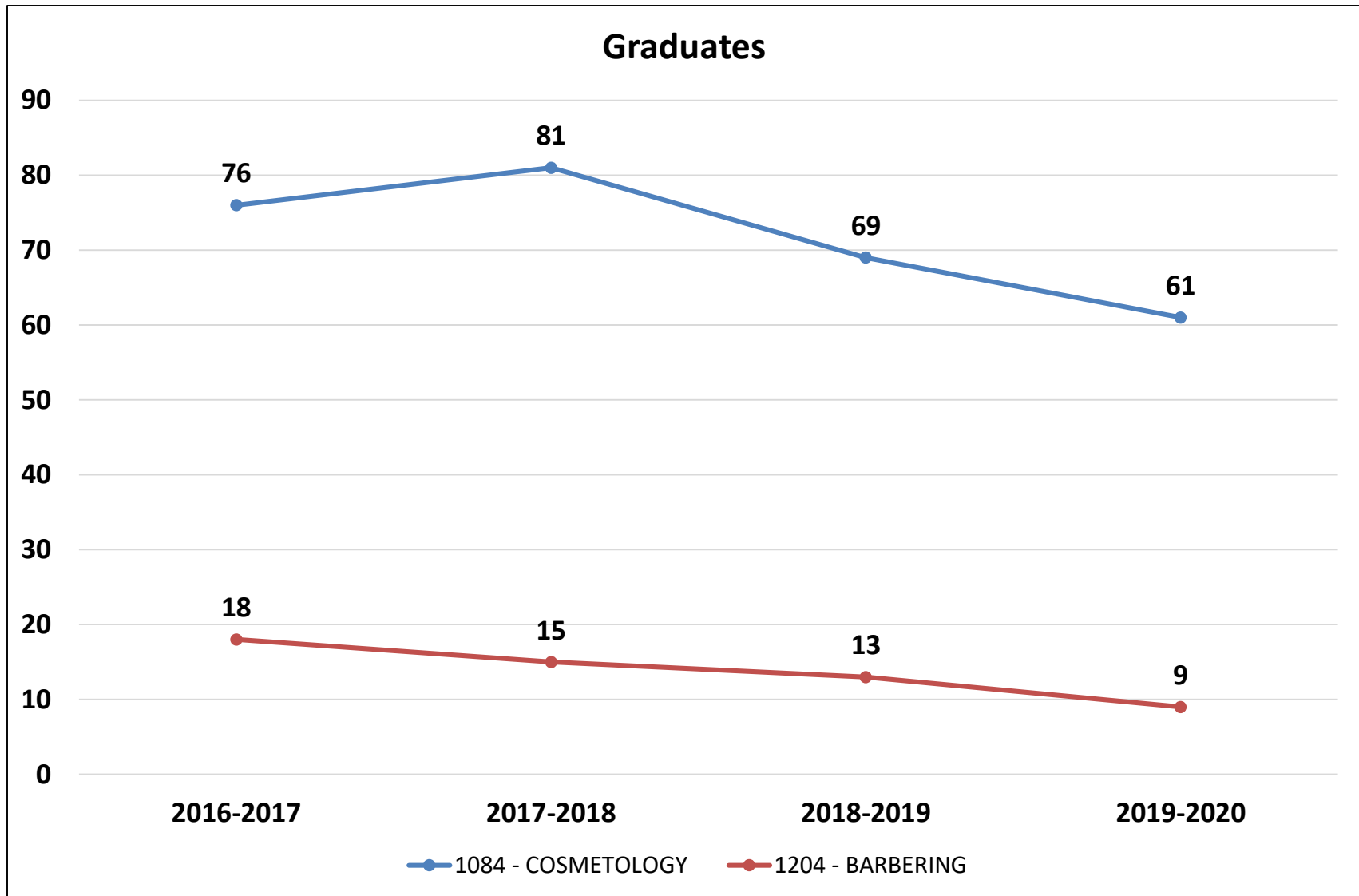
Blank cells or missing years indicate no graduates.

Source: IR Program Assessment Data

Number of Graduates by Race/Ethnicity

Source: IR Program Assessment Data
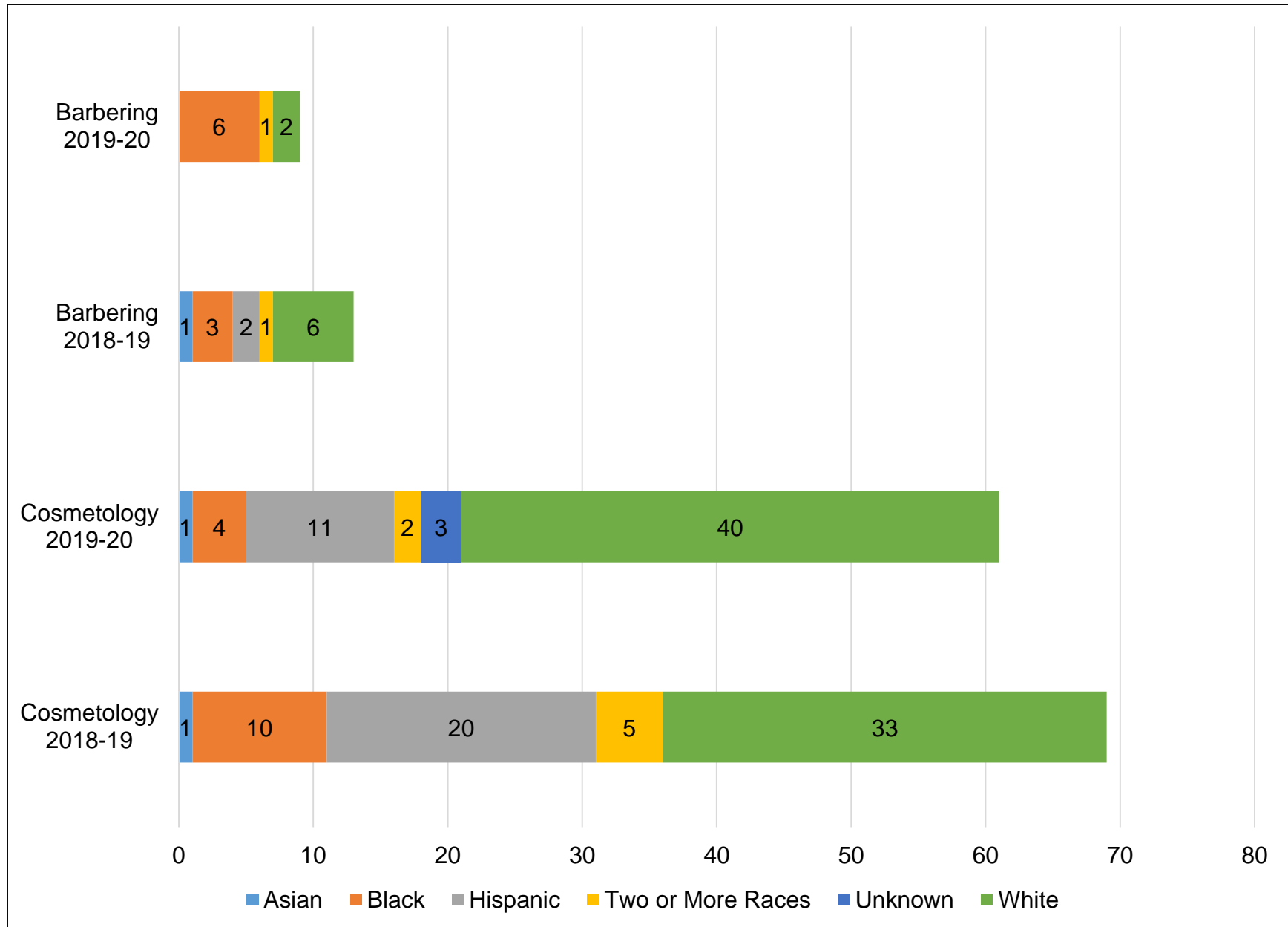
Time to Degree

Major	Average of Years to Completion
108400 - Cosmetology	0.78
120400 - Barbering	0.76

Source: IR Program Assessment Data

Graduation Rates

Major	Summer or Fall Term	Registered in First Course	Graduation			
			Graduated within 150% Time	Graduation Rate	Graduated within 200% Time	Graduation Rate
1084- Cosmetology	FA15	79	37	47.4%	37	47.4%
	FA16	115	62	53.9%	62	53.9%
	FA17	80	47	58.8%	47	58.8%
	FA18 – 200% In Progress	83	42	50.6%	43	51.8%
	FA19 – In Progress	98	57	58.2%	57	58.2%
1204- Barbering	FA15	10	5	50.0%	5	50.0%
	FA16	17	6	35.3%	8	47.1%
	FA17	9	4	44.4%	4	44.4%
	FA18 – 200% In Progress	21	8	38.1%	8	38.1%
	FA19 – In Progress	25	12	48.0%	12	48.0%

Workforce Completion Rate for 150%: 34.28% and for 200%: 41.09%

1084 PT program courses began in SP13.

1204 began in FA13. 1204 PT program discontinued FA15.

First Course- 1084- COS0080L, 1084 PT- COS0080PL, 1204- COS0012L, 1204 PT- COS0012PL

Fall term includes prior Summer term enrollment in major.

200% Graduation Rate includes graduates in 150% Rate.

Source: IR Program Assessment Data

Graduation Rates by Race/Ethnicity

Major	Summer or Fall Term	Race/Ethnicity	Registered in First Course	Graduation			
				Graduated within 150% Time	Graduation Rate	Graduated within 200% Time	Graduation Rate
1084- Cosmetology	FA17	Asian	2	1	50.0%	1	50.0%
		Black	14	6	42.9%	6	42.9%
		Hispanic	20	13	65.0%	13	65.0%
		Two or More Races	4	3	75.0%	3	75.0%
		White	40	24	60.0%	24	60.0%
	FA18 – 200% In Progress	Asian	1	1	100.0%	1	100.0%
		Black	7	3	42.9%	3	42.9%
		Hispanic	21	8	38.1%	8	38.1%
		Two or More Races	4	2	50.0%	2	50.0%
		Unknown	1	1	100.0%	1	100.0%
		White	49	27	55.1%	28	57.1%
	FA19 – In Progress	Asian	2	1	50.0%	1	50.0%
		Black	17	9	52.9%	9	52.9%
		Hispanic/Latino	21	14	66.7%	14	66.7%
		Two or More Races	6	2	33.3%	2	33.3%
		White	52	31	59.6%	31	59.6%
1204- Barbering	FA17	Hispanic	3	2	66.7%	2	66.7%
		Hawaii/Pac	1	0	0.0%	0	0.0%
		Two or More Races	1	0	0.0%	0	0.0%
		White	4	2	50.0%	2	50.0%
	FA18 – 200% In Progress	Black	9	5	55.6%	5	55.6%
		Hispanic	3	0	0.0%	0	0.0%
		Two or More Races	2	1	50.0%	1	50.0%
		White	7	2	28.6%	2	28.6%
	FA19 – In Progress	Black	7	3	42.9%	3	42.9%
		Hispanic/Latino	8	4	50.0%	4	50.0%
		Two or More Races	1	0	0.0%	0	0.0%
		Unknown	2	2	100.0%	2	100.0%
		White	7	3	42.9%	3	42.9%

Graduation Rates By Gender

Major	Fall Term	Race/Ethnicity	# Students	Graduation			
				Graduated within 150% Time	Graduation Rate	Graduated within 200% Time	Graduation Rate
1084- Cosmetology	2016	Female	109	62	57%	62	57%
		Male	5	0	0%	0	0%
		Unknown	1	0	0%	0	0%
	2017	Female	76	45	59.2%	45	59.2%
		Male	4	2	50.0%	2	50.0%
	2018	Female	79	42	53.2%	42	53.2%
		Male	4	1	25.0%	1	25.0%
	2019	Female	92	52	56.5%	52	56.5%
		Male	1	1	100.0%	1	100.0%
		PrefNoAns	1	1	100.0%	1	100.0%
		Unknown	4	3	75.0%	3	75.0%
1204- Barbering	2016	Female	4	2	50%	2	50%
		Male	13	4	31%	6	46%
	2017	Female	2	0	0.0%	0	0.0%
		Male	7	4	57.1%	4	57.1%
	2018	Female	4	3	75.0%	3	75.0%
		Male	16	5	31.3%	5	31.3%
		Unknown	1	0	0.0%	0	0.0%
	2019	Female	6	1	16.7%	1	16.7%
		Male	19	11	57.9%	11	57.9%

Source: IR Program Assessment Data

Persistence Rates

Major	Term	Registered	Exclusions	Adjusted Cohort	Retained by DSC		Retained by Program		Retained by College
					N	%	N	%	%
1084 COSMETOLOGY	FA16 to SP17	164	28	136	1	1%	94	69%	70%
	FA17 to SP18	115	18	97	2	2%	68	70%	72%
	FA18 to SP19	132	14	118	5	4%	63	53%	57%
	FA19 to SP20	136	12	124	9	7.3%	73	58.9%	66.1%
1204 BARBERING	FA16 to SP17	30	8	22	0	0%	10	45%	45%
	FA17 to SP18	29	7	22	3	14%	9	41%	55%
	FA18 to SP19	35	5	30	1	3%	17	57%	60%
	FA19 to SP20	42	2	40	3	7.5%	20	50%	57.5%

Source: IR Program Assessment Data

Persistence Rates by Race/Ethnicity

Major	Term	Race/Ethnicity	Registered	Exclusions	Adjusted Cohort	Retained by Program N	%
1084 COSMETOLOGY	FA17 to SP18	Asian	3	1	2	2	100%
		Black	23	4	19*	10	53%
		Hispanic	28	4	24*	18	75%
		Two or More Races	5	1	4	3	75%
		White	56	8	48	35	73%
	FA18 to SP19	Asian	1	0	1	1	100%
		Black	14	3	11	4	36%
		Hispanic	35	4	31*	17	55%
		Two or More Races	10	2	8	3	38%
		Unknown	1	0	1	1	100%
		White	71	5	66	37	56%
	FA19 to SP20	Asian	2	0	2*	1	50.0%
		Black	20	1	19	11	57.9%
		Hispanic	33	1	32*	18	56.3%
		Two or More Races	7	0	7	3	42.9%
		Unknown	1	1	0	N/A	
		White	73	9	64*	40	62.5%
1204 BARBERING	FA17 to SP18	Asian	1	0	1	1	100%
		Black	6	4	2*	0	0%
		Hawaii/Pac	1	0	1	1	100%
		Hispanic	4	0	4	3	75%
		Two or More Races	1	1	0	N/A	
		White	15	2	13*	4	31%
	FA18 to SP19	Black	11	2	9*	7	78%
		Hispanic	3	0	3	2	67%
		Two or More Races	4	1	3	1	33%
		White	17	2	15	7	47%
	FA19 to SP20	Black	12	2	10*	6	60.0%
		Hispanic	13	0	13	5	38.5%
		Two or More Races	2	0	2	1	50.0%
		Unknown	3	0	3*	2	66.7%
		White	12	0	12*	6	50.0%

Retention of Underserved Populations: 56.25% Black, 57.95% Hispanic, and 73.08% Unknown   *one or more students retained by DSC*

Persistence Rates by Gender

Major	Term	Gender	Registered	Exclusions	Adjusted Cohort	Retained by Program N	%
1084 COSMETOLOGY	FA18 to SP19	Female	124	14	110	60	55%
		Male	8	0	8	3	38%
	FA19 to SP20	Female	121	10	111	64	58%
		Male	3	1	2	1	50%
		Unknown	12	1	11	8	73%
1204 BARBERING	FA18 to SP19	Female	11	1	10	3	30%
		Male	23	4	19	13	68%
		Unknown	1	0	1	1	100%
	FA19 to SP20	Female	10	0	10	4	40%
		Male	29	2	27	14	52%
		Unknown	3	0	3	2	67%

*one student retained by DSC

Placement Rates
Workforce High Demand Occupations: 12.96%
DSC Workforce High Skill/High Wage Earnings: 59.10%

Program Title	Major	2014/15		2015/16		2016/17		2017/18		Average Annual Salary
		DSC%	FCS%	DSC%	FCS%	DSC%	FCS%	DSC%	FCS%	
Cosmetology	1084	48%	49%	51%	61%	70%	64%	52%	58%	$24,364
Barbering	1204	71%	60%	25%	***%	***%	***%	60%	***%	$**,***

*Inactive Program
N/A - No placement data for the program.
 (****), ($**,***), or (***%) - Number of graduates less than 10 but greater than 0 suppressed.

Source: Florida Education Training Placement Information Program (FETPIP)

Indicates the College average above the State Averages
Indicates the College average same as the State Averages
Indicates the College average below the State Averages

Licensing Exam

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Barbering			100%	94%	86%	92%	95%	90%
Cosmetology	95%	96%	95%	89%	86%	89%	86%	93%

Source: Daytona State Department Chairs are solicited for this data.

Course Success Rates

Major and Associated Courses		2016-2017		2017-2018		2018-2019		2019-2020	
		Attempted	% Successful	Attempted	% Successful	Attempted	% Successful	Attempted	% Successful
1084-Cosmetology	COS0080L	150	89%	139	90%	138	87%	166	87%
	COS0081L	145	82%	138	87%	128	85%	145	84%
	COS0082L	130	92%	104	88%	124	85%	104	86%
	COS0083L	127	93%	97	91%	115	83%	94	95%
	COS0084L	96	82%	110	96%	112	94%	95	92%
	COS0905	8	100%	10	100%	7	100%	11	91%
	COS0930	11	100%	4	100%			1	100%
Cosmetology Bridge	CSP0003L			1	100%	2	100%		
Barbering Bridge	COS0501L	14	100%	15	100%	13	85%	9	100%
1204-Barbering	COS0012L	33	88%	24	92%	29	83%	38	82%
	COS0511L	32	69%	21	90%	27	67%	31	97%
	COS0560L	17	100%	21	90%	23	91%	26	65%
	COS0570L	19	100%	19	100%	23	96%	21	76%
	COS0580L	17	88%	20	100%	15	93%	21	71%

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Course Success Rate By Race and Ethnicity (1 of 2)

Program, Course, and Race/Ethnicity	2018-2019		2019-2020	
	Enrolled	Success Rate	Enrolled	Success Rate
1084 - Cosmetology				
COS0080L	138	87%	166	87%
American Indian			1	100%
Asian	1	100%	2	100%
Black	18	61%	29	79%
Hispanic/Latino	28	89%	42	86%
Two or More Races	7	86%	10	80%
White	79	92%	82	91%
COS0081L	128	85%	145	84%
American Indian			1	100%
Asian	1	100%	2	50%
Black	14	64%	24	88%
Hispanic/Latino	25	92%	38	89%
Two or More Races	7	86%	9	56%
White	77	86%	71	85%
COS0082L	124	85%	104	86%
Asian	1	100%	1	100%
Black	11	82%	14	71%
Hispanic/Latino	30	93%	23	91%
Two or More Races	7	71%	4	75%
Unknown	2	100%	2	100%
White	73	84%	60	87%
COS0083L	115	83%	94	95%
Asian	1	100%	1	100%
Black	11	64%	12	92%
Hispanic/Latino	28	89%	23	83%
Two or More Races	6	83%	3	100%
Unknown	2	100%	2	100%
White	67	82%	53	100%

Program, Course, and Race/Ethnicity	2018-2019		2019-2020	
	Enrolled	Success Rate	Enrolled	Success Rate
COS0084L	112	94%	95	92%
Asian	2	100%	1	100%
Black	15	100%	6	100%
Hispanic/Latino	29	97%	22	86%
Two or More Races	7	86%	4	100%
Unknown			3	100%
White	59	92%	59	92%
COS0905	7	100%	11	91%
Black	1	100%	1	100%
Hispanic/Latino			5	100%
Two or More Races	1	100%	1	100%
White	5	100%	4	75%
COS0930			1	100%
Hispanic/Latino			1	100%

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Course Success Rate By Race and Ethnicity (2 of 3)

Program, Course, and Race/Ethnicity	2018-2019		2019-2020	
	Enrolled	Success Rate	Enrolled	Success Rate
1204 - Barbering				
COS0012L	29	83%	38	82%
Black	14	79%	10	90%
Hispanic/Latino	4	75%	12	58%
Two or More Races	2	100%	2	100%
Unknown	1	100%	2	100%
White	8	88%	12	92%
COS0511L	27	67%	31	97%
Black	13	62%	9	100%
Hispanic/Latino	3	67%	7	100%
Two or More Races	2	50%	2	100%
Unknown	1	100%	2	100%
White	8	75%	11	91%
COS0560L	23	91%	26	65%
Black	8	100%	11	36%
Hispanic/Latino	2	100%	5	100%
Two or More Races	3	100%	1	100%
Unknown			3	67%
White	10	80%	6	83%
COS0570L	23	96%	21	76%
Black	8	100%	6	83%
Hispanic/Latino	2	100%	5	80%
Two or More Races	3	67%	1	0%
Unknown			3	100%
White	10	100%	6	67%
COS0580L	15	93%	21	71%
Black	2	100%	10	60%
Hispanic/Latino	3	100%	2	50%
Two or More Races	1	100%	1	100%
Unknown			1	100%
White	8	88%	7	86%

Program, Course, and Race/Ethnicity	2018-2019		2019-2020	
	Enrolled	Success Rate	Enrolled	Success Rate
Barbering Bridge				
COS0501L	13	85%	9	100%
Hispanic/Latino	3	67%	3	100%
Two or More Races	1	0%	1	100%
White	9	100%	5	100%
Cosmetology Bridge				
CSP0003L	2	100%		
White	2	100%		
Grand Total	756	87%	762	87%

■ Indicates a success rate of 90% or higher
■ Indicates a success rate between 70% and 89%
■ Indicates a success rate below 70%

Source: IR Program Assessment Data

Course Success Rate By Race and Ethnicity

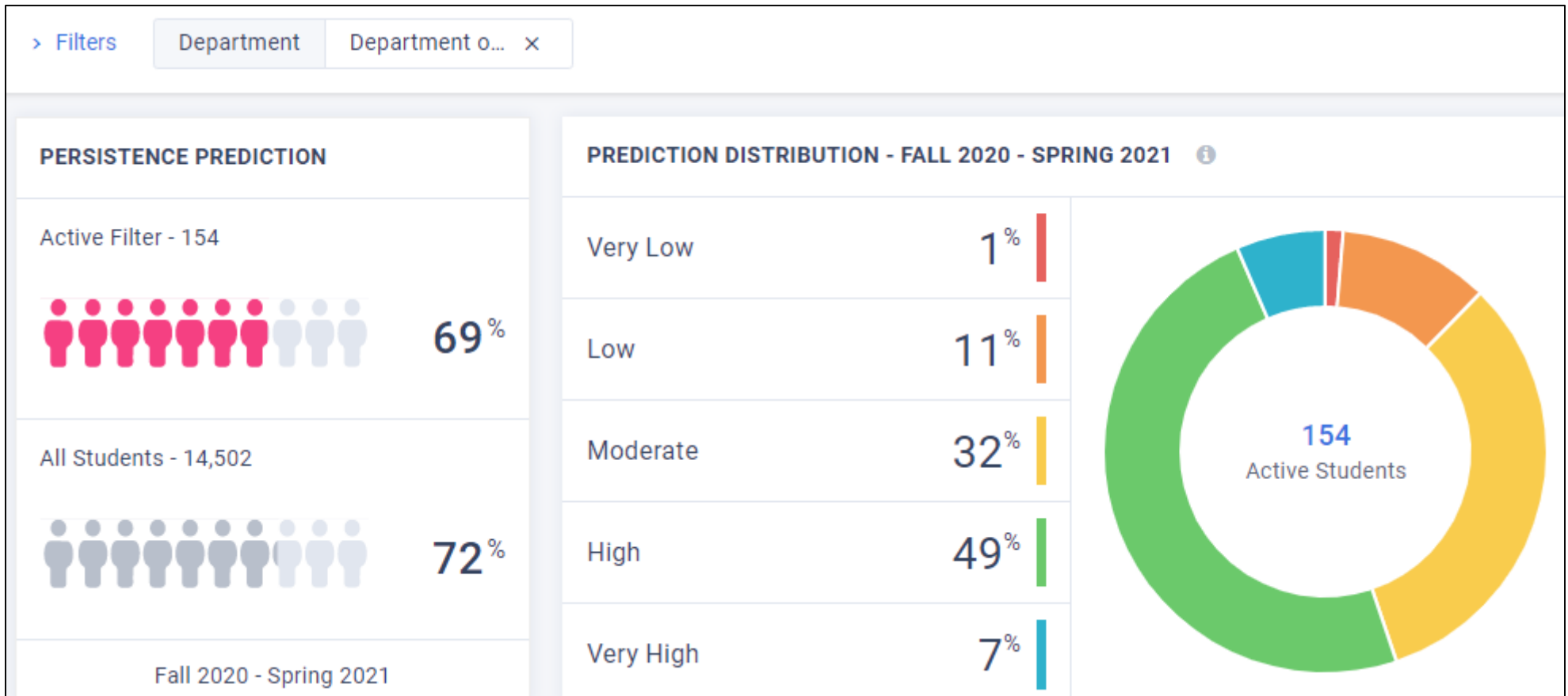|	2019-2020	
	Enrolled	Success Rate
American Indian	2	100%
Asian	7	86%
Black	132	80%
Hispanic	188	86%
Two or More Races	39	79%
Unknown	18	94%
White	376	90%

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Civitas

Civitas

A student's course grade strongly signals graduation likelihood ⌄

creates the biggest boost in graduation likelihood for an individual student. Advising students to prioritize these courses could increase their graduation likelihood.

Department | Department of Cosmetology and Barbering ✕   ✕ Clear All   ⊕ Add Filters

━━━━○──── 5 Courses   •⦁ Bubble Size ⌄   ⬇ Export Courses

Highest Grade Signal →

🏳 **COS-0080L** : Cosmetolo… ＞

🏳 **COS-0081L** : Cosmetolo… ＞

● **COS-0083L** : Cosmetolo… ＞

🏳 **COS-0082L** : Cosmetolo… ＞

● **COS-0084L** : Cosmetolo… ＞

● Year 1

More ↑

GRADE SIGNAL

Less

YEAR TYPICALLY TAKEN

DAYTONA STATE COLLEGE

2020-2021
Academic Affairs
Assessment Day – Program Guides

A Review of Program Guide and Course Catalog Information

Program Guides - Overview

- Given Assessment Day results, are there any changes <u>needed to</u> or <u>desired for</u> the Program Guide?

- Please Review:

  – Program Information

  – General Education Course Selections (if applicable)

  – Program Course Catalog Information

  – Program of Study

Program Guides – Information Review

- Mission statement

  - Does it accurately state the purpose and goals of the program?

- Description

  - Does it clearly portray the nature of the program and any unique characteristics (i.e. embedded certificates, industry certifications, program accreditations, etc.)?

Program Guides – General Ed. Review

- General Education Courses *(if applicable)*

  - Are the selection of courses aligned with the academic knowledge students need to be successful in the related field(s)/occupations?

    - Must be a minimum of 15 credit hours for A.S. programs *(F.A.C. 6A-10.024)*
    - Must include ENC1101 and a Math Core course

  - Do the selection of courses allow for seamless transition to the Baccalaureate level (if applicable)?

Program Guides – Course Reqs. Review

- Program Specific Course Requirements

  – Are the courses relevant to the academic and technical skills required in the related field(s)/occupation(s)?

  – Are there any required courses offered by another department? If so, consult with that department on upcoming changes (if any).

  – Are there any courses that have not been offered in over 5 years?

Program Guides – Course Info. Review

- Program Specific Course Catalog Information

  – Is the course description accurate?

  – Are the course prefix, number and/or title relevant?

  – Are the term offerings up-to-date?

  – Are the prerequisite and corequisite course assignments appropriate to what students need to know to be successful in the requisite *(required)* course?

Program Guide – Program of Study Review

- Program of Study

  – Is the sequence of courses structured from foundational to advanced content, as appropriate?

  – Does the sequence align with course, term offerings?

  – Does the sequence align with course, prerequisite/co-requisite assignments?

  – Are there any special notes/information missing, incorrect or desired?