

Assessment, Improvement, Measurement (AIM) Report: 03/13/2015**Reporting Years:** 2011-2016**Program:** Interdisciplinary Early Childhood Education**Coordinator(s):** Maria Rutherford, Karman Wheeler, Jenny Jones**Program Quality and Student Success****External awards or other recognitions of students, faculty, and/or program.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Students			Hosna Ara: Outstanding Student of the Year		
Faculty			Maria Rutherford: Elected President Elect of the Kentucky Association of Education for the Young Child		
Program (include accreditation if applicable)					

Average actual time and credits to degree completion.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
General Education Credit Hours					
Technical Credit Hours					
Total Credit Hours					
Number of Graduates					
Average Actual Time to Degree					
Average Actual Credits to Degree					

Employer and student satisfaction.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Employer Satisfaction Survey Results		100% (28/28)	67% (2/3)	92.3% (12/13)	
Graduate/student satisfaction		98% (45/46) 2010-11 grad surveys	97% (28/29) 2011-12 grad survey	92% (24/26) 2012-13 grads	
Advisory Board/Employer Recommendations for Improvement					

Job placement data for program graduates.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Number of graduates		57 surveyed (2010-11 grads)	30 surveyed (2011-12 grads)	26 surveyed (2012-13 grads)	
Number of graduates gaining employment		57	27 employed; 23 in field	23 employed; 19 in field.	
Percentage of graduates gaining employment		100%	90%; 77% in field.	89%; 73% in field.	
KY Unemployment Insurance job data		UI=74%	UI = 76%	76% (n=25)	

Pass rates on licensure/certification exams (if applicable).

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Total # graduates attempting					
Total # passing on first attempt					
Total # passing after multiple attempts					
Pass rate of all attempting					

Productivity and Funding

Student measures.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Enrollment (Academic Year)					
Fall Enrollment		179 (Fall 2011)	185 (Fall 2012)	172 (Fall 2013)	
Credentials Conferred		13 AD; 3 dips; 51 certs (2011-12)	10 AD;9 dip; 83 certs (2012-13)	11 AAS;4 dip; 46 certs (2013-14)	
Credit hour production		954 (Fall 2011)	1,263 (Fall 2012)		

Student credit hour per instructional faculty FTE.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Student credit hour per instructional faculty FTE.		251 (Fall 2011)	332 (Fall 2012)		

Extramural funding.

Source of Funding	2011-2012

No funding sources	
Source of Funding	2012-2013
No funding sources	
Source of Funding	2013-2014
No funding sources	
Source of Funding	2014-2015
No funding sources	
Source of Funding	2015-2016
No funding sources	

Comments (2012-2013)

Roles	Comments
Coordinator	
1. Strengths of the Program	The IEC Program has experienced major growth within the past two years especially in online classes. Our class offerings have risen from fifteen classes a semester to twenty three. As the coordinator, I have implemented several new techniques to accommodate the growth. 1: Standardized Course Shell for all IEC Classes. 2. Generated Email Blasts to all IEC Students for Graduation Applications, Advising Notes, and/ or special training session, etc. 3: Specialized Advising Packets for each semester giving the student important information about changes in the program etc. 4. The IEC faculty made gathering Data from specific classes and student learning outcomes a priority during 2012 - 2013.
2. Items Requiring Continued Attention	As the IEC Coordinator, I believe the ongoing problem would be that we need a person who uses part of their weekly load to ensure that all NINE documents needed per IEC student are intact and the student is expected to be in compliance. During the fall, 2012, the IEC Department had Mrs. Cooper who worked so well on this project during the fall, 2012. We are asking that this continue in the future to ensure that the MOA's with Directors in the community continues to move forward in a positive manner.. Document and provide evidence indicating how last year's program review resulted in improvements in the program/department. The IEC Department used the Program Health Review to consider strategies on improving advising, retention in online classes, and employer satisfaction of graduates. Directors stated at the Advisory Meeting in October that they were very happy with the BCTC eCommunity of Background Checks and our implementation plan for this to be on a yearly basis. The directors believe this ensures the students doing observations in their center are in compliance with state regulations. Thus, the directors are protected from fines up to \$1200.00 per student for non compliance. IEC Graduation Applications have shown an increase in student completion as well.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	
Assistant Dean	IECE is a strong program with much demand. We currently have one fulltime faculty dedicated to the program. I recommend that we hire a new faculty member to share the teaching load, to share advising duties, and to serve the college. The program coordinator is intrinsically involved in the program and does an outstanding job. The health of the

	program is evidence of this.
Dean	Agree with coordinators comments. Strong program and creative faculty member with strong advisory committee.
Vice President	

Comments (2013-2014)

Roles	Comments
Coordinator	
1. Strengths of the Program	The IEC Department is a vital, healthy program here at BCTC and to the community stakeholders and future generations. The 175 declared IEC students are learning developmentally appropriate practices while learning to integrate those practices into work in star rated quality centers in the Bluegrass region. 1. As coordinator, I have intentionally sought out diverse adjunct instructors who are embedded in the field and bring a variety of IEC experiences to the table of learning for our students. 2. As coordinator, I have also been extremely transparent in my leadership to ensure those around me know and understand the gift of leadership as well as modeling a leadership style that is consistent with good work practice, 3. As coordinator, I have intentionally began recruiting "childcare center directors" to be involved on the IEC Advisory Board. We gained six new members this fall. All of which are directors from the Bluegrass region. 4. The program is in the process of establishing a partnership with Kentucky Association of Early Childhood Professionals and creating a presence within the IEC student body for a local chapter. This chapter will be overseen by the coordinator and IEC adjunct. 5. IEC Background checks became the responsibility of the coordinator in exchange for an extra course release. This has proven to be an extremely positive move and has provided continuity to the process as well as a greater number of follow through from the IEC student population. 6. Spring, 2014, IEC 291, the capstone class, will serve as a pilot to create ePortfolio's. This is a state mandate by the ESPB for all educators to have an ePortfolio. Therefore, we are moving in the right direction and will be leading KCTCS IECE in this direction as well. My thoughts as coordinator are to move the CDA Portfolio in this manner as well.
2. Items Requiring Continued Attention	1. Updating IEC website to be more user friendly. 2. IEC Background checks remaining under the direction of the Coordinator. 3. Continuing Email Blasts to all IEC students concerning Grad Applications, Deadlines, Advising Packets, etc.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	1. Last year's advisory committee notes gave insight that directors were needed on the board to ensure the input needed from workforce development, rather than from those who are in the field of IEC but are out touch with those in the trenches. 2. Graduation Rates were up due to advertising of Grad Applications and Email Blasts being sent to IEC students. 3. Advising: IEC students were more conscience of their class schedules when IEC students were given curriculum maps for three semesters out on classes leading up to graduation. This also helped in preparing the IEC schedule and class offerings for semesters in advance. 4. IEC Advising Packet has proven to impact priority registration as well as to provide a tool for IEC Advisors and IEC Students.
Assistant Dean	The IECE program continues to thrive and has shown continued growth in their advisory committee which has long been one of the largest and most active in the college. The program coordinator continues to be very active and provides great leadership in the program. The data indicates a decrease in the number of employer satisfaction surveys and a decrease in the results of the employer satisfactions surveys which bring some cause for concern. This may be a matter of seeing that employers complete the survey along with following up on them. Enrollment is up a fraction, associate degrees awarded are down a bit but diplomas have shown a significant increase. IECE has strong leadership and strong adjunct faculty who all serve the program well.
Dean	Advisory members are very active in attending and supporting IECE. Hard working and knowledgeable faculty. Good enrollment numbers. In agreement with coordinator and AD comments. will have to watch the employer surveys as some

	concern from a few employers.
Vice President	I agree with Assistant Dean and Dean comments. Given that this is a low-wage program, the college will take a close look at this program to determine how we can effectively and efficiently meet student and industry needs.

Comments (2014-2015)

Roles	Comments
Coordinator	
1. Strengths of the Program	<p>The IEC Department remains a vital, imminent program at BCTC. The community stakeholders and past graduates support the program through their continual expertise at yearly advisory meetings. The 150 declared IEC students are learning developmentally appropriate practices while learning to integrate those practices in star rated quality centers in the Bluegrass Region. 1: As the Commonwealth of Kentucky has just been awarded a 4.6 billion dollar grant to improve quality childcare across the state, the need for the IEC program continues to grow. In November, 2014, the Governor of Kentucky signed into law that every childcare center receiving subsidized childcare monies in Kentucky would need to be Star Rated by August 15, 2015. This law provides the opportunity and requirement that centers must have teachers with CDA ♦s and Director Credentials. Thus, our mission is to provide open access for these centers to obtain the initial credentials needed to obtain their STAR Rating as required. 2: As the leading coordinator, I have been active in working with the Department of Early Childhood Education and the Governor ♦s Office of Early Childhood Education this year. As a BCTC representative, I have been asked to serve on study groups in licensure, policy making, and legislative initiatives in the field of early childhood. I have also served on the Prichard Committee for Academic Excellence Work Study Group which produced the Framework for Early Childhood: Birth to 3rd Grade Proficiency. 3: As the Coordinator, I believe transfer to four year institutions has become a priority. Therefore, BCTC IEC is in the process of making plans to work with KSU, Midway, and Campbellsville University on articulation agreements. EKU has an IEC KCTCS articulation agreement going into effect January, 2015. 4: The IEC Department is working with Educational Professional Standards Board to ensure that our students are going into the four year college with documented observation hours recorded with the ESPB. Therefore, as coordinator, I implemented the proper documentation form to ensure this standard in the fall, 2014. In spring, 2015, the IEC 291 capstone class will enroll in ESPB and record their hours as required with my help. This will enhance and streamline the transfer to four year university in the IECE Certification Teacher Prep Programs across the Commonwealth. 5: Jeffrey Herron, IEC Adjunct, has moved forward with IEC Student Group. The group is meeting once a month and reported out as the Advisory Meeting in November, 2014. The group has initiated change within the program. Their ideas include: IEC tutoring (implemented in October, 2014 on the Newtown Campus and Lawrenceburg Campus weekly), collaboration meeting with adjuncts (implemented in October, 2014), more in person and or hybrid classes at Newtown campus, and a beginning semester Meet and Greet Your Professor (scheduled for January, 2015). 6: Recruiting has become a priority this year in the program. The IEC website was updated in November, 2014 to more user-friendly version. IEC packets were sent out to the center directors in the Frankfort / Lawrenceburg area for recruitment. IEC packets were also sent to KIDS NOW Scholarship Department (Cassie and Leigh) who distribute the packets to prospective students wanting to take classes in early childhood education. As coordinator, I have been attending the Early Childhood Councils in Frankfort, Danville, and Lexington to promote the program to area directors. The student group will be participating in sharing information about the IEC program at Late Registration at Newtown to gain prospective students.</p>
2. Items Requiring Continued Attention	<p>1: Training in the CLASS and Strategies Gold Assessment Instruments as suggested by the Advisory Council. 2: Meeting with KSU and KCTCS to finalize the transfer agreement. 3: Thinking out side the box with CDA Classes for non-traditional students as we continue to compete with Morehead University for students who do not wish to take online classes.</p>
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	<p>The advisory committee continues to provide great insight in the advancement of the program. The suggestion of moving toward industry observation tools such as: CLASS and Strategy Gold to be taught in IEC 170. This is in formation for the academic year 2015- 2016. Plans will need to be made on training the IEC faculty with these instruments. 2: Strengthening</p>

	<p>Families is a large priority of the Commonwealth Race to the Top Grant. Therefore, the advisory committee asked how the coordinator will be implementing this into the program. IEC 210 will certainly have a major role in sharing the information to our students. However, plans are being made to incorporate trainings for child care providers around the Bluegrass Region. 3: Graduation Rates are being pushed by the coordinator through email blasts on weekly and monthly basis to ensure strong and healthy communication. 4: IEC Advising Packets prove to continue inspire and help lead students move toward success in their advising and choosing the appropriate classes toward a pathway of success.</p>
Assistant Dean	<p>The membership of the IECE Advisory Board offers much expertise for the program. I want Maria to take full advantage of the valuable input they can provide by encouraging more discussion from the group at the Advisory Board meetings. I am happy to see Maria pursuing the possibility of providing on-site classes at various early child-care facilities.</p>
Dean	<p>I concur with all comments and suggestions.</p>
Vice President	<p>I agree with the Assistant Dean and Dean comments. Even though this is deemed by the state/feds as a low-wage program, it provides highly trained graduates in a highly needed area.</p>
