

Instructional Program Review- Annual Update Template

Instructional Program

Indicate the type of program: ☐ AA; ☐ AS; ☐ AA-T; ☐ AS-T; ☒ Certificate

Program Name: Cosmetology

Academic Year: 2025

Name of Faculty Submitter(s): Austin Spangler, Patricia Gardner

Annual Update #1 ☒ #2 ☐

****Note: An Annual Update must be submitted each year that a Program Review is not submitted.***

I. Progress on Program Level Outcomes (PLOs) and Student Learning Outcomes (SLOs) Data

- A) Summarize the progress made on course level outcomes and assessments (SLOs):
Since the last program review, the Cosmetology program has made significant strides in strengthening both instruction and student outcomes. Two new full-time faculty members have been hired: one bringing 36 years of teaching experience and another with a barbering license, expanding instructional expertise and student support. The program has also established new accounts with Cosmoprof and Essential Labs, ensuring students have access to current, industry-standard salon products and consumables. Assessment data reflects strong student success, particularly with Black students, whose outcomes have been so positive that other programs have asked us to share our strategies. Overall, students are progressing through the program and passing their exams at encouraging rates. Key areas of improvement remain in physical space and equipment. The program is in urgent need of updated salon tools and expanded facilities to better serve students. A sustainable budget allocation of approximately \$40,000 annually (\$20,000 per semester) would support this growth. Looking ahead, the program plans to build on its equity successes by continuing to support women entering the workforce and by expanding offerings to include Barbering. This addition would attract more male students and further diversify the student body while addressing regional workforce needs. We would also like to include community classes that would include natural haircare courses.
- B) Please list specific courses or SLOs that were identified for student-centered growth and improvement.
Use the information from Part C of the "Program Learning Outcomes Assessment Data" section of the IPR.
[Click or tap here to enter text.](#)
- 1) List the actions identified to help grow or improve those areas.
We would like to finish the new curriculum for both barbering and cosmetology listed in the last full review to attract more male students and keep or improve our current enrollment.

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- 2) Discuss the progress the program has made on those actions. Include any data used to support progress.

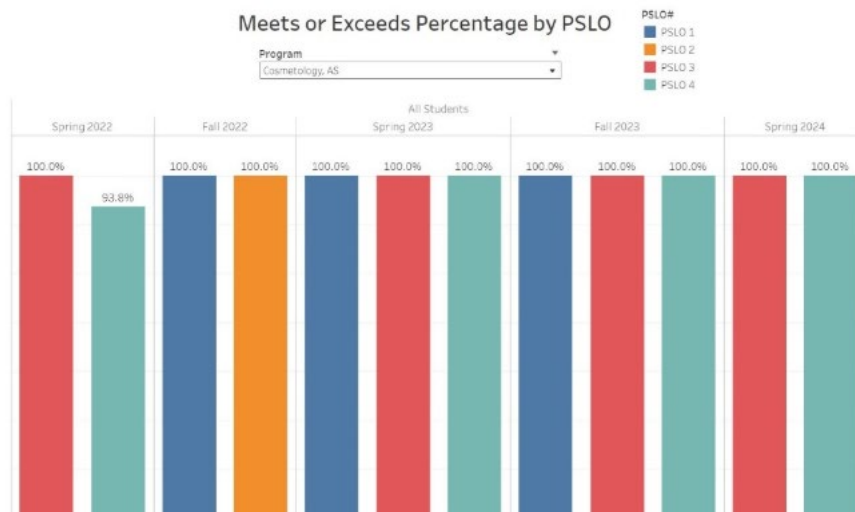
We have currently completed the hiring process of two new full time instructors one with a barbering liscense, and plan to implement the program by fall 2026.

- C) Please list any actions identified to support equitable outcomes.

Use the information from Part D of the "Program Learning Outcomes Assessment Data" section in the IPR.

Click or tap here to enter text.

- 1) List the specific student groups the program identified as students they would like to focus their efforts on.
Males- addition of barbering program
- 2) Discuss any progress with equitable action within the program and any measures taken to ensure the identified student group(s) would receive appropriate support. Include any data used to support progress.



- D) Describe any other program, course, and/or instructional changes made by your program as a result of the outcomes assessment process.

We have had some changes in Full time faculty and we are currently in the process of revising the current program from a seven course program to a five course program.

- E) Reflecting on the responses for B) and C) above, what will you implement for the next assessment cycle?

We plan to implement the five course program both Certificate and Degree. Along with the new Barbering and evening Cosmetology programs by Fall of 2026.

II. Progress Toward Achieving Program Goals, Objectives, and Outcomes

These should be carried forward from your full Program Review (Section III), or from your Annual Update #1, if revised since your full Program Review.

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A) List the 2-3 goals from your Program Review or most recent update.

1. GOAL #1

As part of our ongoing commitment to improving the Cosmetology Program at Barstow Community College, we aim to enhance the educational experience for our students and the working conditions for our staff. To achieve this, we are focusing on the following objectives:

2. GOAL #2

Click or tap here to enter text.

3. GOAL #3

B) Have any goals been completed or discontinued?

If yes, please list the goal and whether it has been completed or discontinued; if discontinued, please explain why.

Yes ☒

No ☐

Click or tap here to enter text.

C) Discuss the objectives and related outcomes for each goal.

1. GOAL #1 Objective(s) with related Outcome.

Up-to-Date Equipment: The beauty industry is rapidly evolving, and we recognize the importance of providing our students with the latest tools and technology. Our goal is to secure funding for new equipment that aligns with current industry standards, ensuring our graduates are well-prepared for modern salons and cosmetology practices.

- **Discuss any progress toward meeting the goal based on the goal objectives.**

Progress was made we have added both cosmoprof and salon centric accounts. Which has allowed us to order more up to date products and is benefical to students and clients.

- **Briefly explain how you have been measuring the goal and any notable indicators of forward progress.**

We have made progress, our shelves are stocked and we have instructional materials for student use on clients.

2. GOAL #2 Objectives with related Outcome.

2. **Expansion of Facilities:** To better accommodate both students and staff, we are seeking to expand our program's physical space. This includes the creation of a dedicated staff and student lunchroom, which will foster a more conducive learning and working environment.

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- **Discuss any progress toward meeting the goal based on the goal objectives.**

So far the only movement is the makers space staf has been relocated. We are still waiting for the space to open up.

- **Briefly explain how you have been measuring the goal and any notable indicators of forward progress.**

Staff being relocated.

3. GOAL #3 Objectives with related Outcome.

3. **Increased Budget for Salon Supplies and Consumables:** In order to maintain a high-quality learning experience, we require a larger budget for salon supplies and consumables. This increase is necessary to meet the demands of our growing student population and to ensure students can practice with professional-grade materials.

- **Discuss any progress toward meeting the goal based on the goal objectives.**

No Budget increase yet we are currently waiting for approval.

- **Briefly explain how you have been measuring the goal and any notable indicators of forward progress.**

Not at this time.

D) List any resource you are requesting for each goal.

1. Goal 1 ☒ Goal 2 ☐ Goal 3 ☐

Please list the resource and how it relates to the goal.

Funding / budget increase. Please see description above

2. Goal 1 ☒ Goal 2 ☐ Goal 3 ☐

Please list the resource and how it relates to the goal.

Facilites remodel. Please see description above.

3. Goal 1 ☒ Goal 2 ☐ Goal 3 ☐

Please list the resource and how it relates to the goal.

More up to date equipment. Please see description above.

III. New Goals (optional)

This section is optional and should be used to replace a completed or discontinued goal OR if a new goal has become necessary for the program.

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A. NEW GOAL #1

N/A

1. Alignment to BCC Strategic Priority (*Select at least one but choose all that apply*)

Choose an item.

Choose an item.

Choose an item.

Choose an item.

2. Relationship to Guided Pathways

☐ Clarify the Path

☐ Entering the Path

☐ Staying on the Path

☐ Support Learning

3. Please list at least one objective for achieving this goal.

Click or tap here to enter text.

4. Please list outcome statements for each objective.

Click or tap here to enter text.

5. Briefly explain how you will measure the outcome.

Click or tap here to enter text.

6. Please list resources (if any) that will be needed to achieve the goal/outcome.

Click or tap here to enter text.

B. NEW GOAL #1

Click or tap here to enter text.

1. Alignment to BCC Strategic Priority (*Select at least one but choose all that apply*)

Choose an item.

Choose an item.

Choose an item.

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Choose an item.

2. Relationship to Guided Pathways

- ☐ Clarify the Path
- ☐ Entering the Path
- ☐ Staying on the Path
- ☐ Support Learning

3. Please list at least one objective for achieving this goal.

Click or tap here to enter text.

4. Please list outcome statements for each objective.

Click or tap here to enter text.

5. Briefly explain how you will measure the outcome.

Click or tap here to enter text.

6. Please list resources (if any) that will be needed to achieve the goal/outcome.

Click or tap here to enter text.

IV. Resource Requests: What does the program need to meet its goals and objectives?

What does the program need to meet its goals and objectives?

List all resources from Sections II.D and III.6 below.

If there was no room on the template to list all resources being requested for a single goal/objective, you may list additional resource requests here. Also list any resources required to implement planned improvements.

IMPORTANT: A BUDGET ALLOCATION PROPOSAL must be completed and submitted for EACH new resource requested.

Goal #	Objective #	Resource Required	Estimated Cost	BAP Required? Yes or No	In No, indicate funding source
1	Up to date equipment	More tools, and salon equipment. Color carts, tables, trays, facial	Click or tap here to enter text.	yes	Click or tap here to enter text.

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		steamers, estitican bed. Accordian Divider, curtains.			
1	Facilities expansion	Salon remodel. TBD	TBD	Click or tap here to enter text.	Click or tap here to enter text.
1	Permanent Annual Budget	Our current budget is 10,000 per year. We are requesting a permanent increase to 40,000 per year. With a annual 2% increase. Due to an ongoing increase in cost of materials and supplies.	TBD	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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