Program Review - Overall Report

Student Services: Enrollment Services

Data Review

2021 - 2024

Program Comparison

How does your program compare to the college in the following areas: age, gender, ethnicity, FT/PT enrollment status?

24 and younger	17FAL-20SPR
Norco College	70.76%
Dreamers	83.66%
Dual Enrollment	100%
Upward Bound	100%
Promise Program	98.58%
CCPG	66.72%

17FAL-20SPR	Males	Females
Norco College	46.85	52.22
Dual Enrollment	36.91	61.38
Promise	44.26	54.47
CCPG	44.66	54.51
Dreamers	43.96	56.04

Ethnicity

17FAL-20SPR	Norco College	Dual Enr.	CCPG	Dreamers	Promise	Norco Advantage
American Indian or Alaska Native	.26%	.25%	.3		.14	.26

Data Review

Asian	9.99%	21.01	7.9	4.12	8.09	9.99
Black or African American	5.71%	4.96	6.41	.27	6.24	3.91
Hispanic	58.01%	48.46	63..32	94.51	64.26	67.66
Native Hawaiian or Other Pacific Islander	.33%	.33	.35		.43	.19
Twor or more	1.77%	2.11	1.65		1.28	.75
White	22.47%	22.01	18.96	1.1	19.01	19.66

FT/PT Enrollment

17FAL-20SPR	Full-time	Part-time
Norco College	19.76	80.24
Dual Enrollment	.14	99.86
CCPG	29.08	70.92
Dreamers	30.91	69.09
Promise	90.92	9.08
Norco Advantage	65.24	34.76

Program Comparison: Are there any gaps in demographic areas that need to be addressed?
Age: For the Dual Enrollment, Upward Bound, and Promise Programs, it's obvious to see these groups falling below the demographics as these programs serve high school students or first time college student population. As for the CCPG recipients and Dreamers, these programs are closer in match to the general population.

Gender: The Dual Enrollment program serves about 10% less males and 10% more females. Other programs closely resemble the general population trends.

Ethnicity: The Dreamers seem to serve a much higher rate of Hispanic students in comparison to other programs.

Data Review

FT/PT Enrollment: The Dual Enrollment is extremely low in full time enrollments as they many are still attending high school and conversely, the Promise Program has a 90.92% of student in full time status as it is the intent of the program.

Program Student Outcomes Comparison

How do student outcomes for your program compare to the college overall in Student Educational Planning, Success, GPA, and Persistence?

Student Educational Planning: There seems to be a consistently low numbers of students completing an ed plan across programs, but Norco College also accepts many non-first-time college students who are not required to complete any type of ed plans.

17FAL - 20SPR	SEP	No SEP
Norco College	9,590	51,312
Dual Enrollment	1,085	4,136
Promise	275	430
CCPG	6,036	20,980
Dreamers	207	521
Norco Advantage	335	738

Success and GPA: There's a consistent correlation between success and GPA in all programs.

17FAL-21SPR	Success Rates	Semester GPA
Norco College	70.1	2.75
Dual Enrollment	80.9	3.07
Promise	77.3	2.85
CCPG	70.0	2.71
Dreamers	68.9	2.64
Norco Advantage	70.2	2.64

Data Review

Persistence: With available financial or academic support, persistence rates increase beyond the rates of the general population.

Spring 2019	1st and 3rd Persistence Rates
Norco College	44.9%
Dual Enrollment	40.6%
Promise	NA
CCPG	48.5%
Dreamers	50.7%
Norco Advantage	NA

Program Student Outcomes: Are there any gaps in student subgroups that need to be addressed?
It's important to review the data annually to determine patterns and gaps. Because the data is somewhat delayed it's difficult to identifyt specific solution in gaps that persist.

Assessment Review

2021 - 2024

1. How does this student service area evaluate the quality of service delivery? (“Quality” can be measured various ways: speed of service, student satisfaction with services, accuracy of processing, responsiveness, achievement of SLOs, etc.)
Enrollment Services is evaluated on assessments and student survey to determine service delivery. Certain program within using success, persistence, and enrollment headcount using Power BI.

2. In what ways does this student service area support student learning?
We promote application and enrollment of all students college-wide as well as provide financial support to students in need. Specialized programs within also serve by onboardings students as well as monitoring progress and success factors.

3. What strategic goals does this student support service area align with to support the college mission?
Goals within Enrollment Services align with the mission of the college.

4. How has assessment data been used to improve this student support program or service?
Yes, we are continuously closing the loop and making improvements in various areas of Enrollment Services.

5. How does this student support service area assure equitable access to appropriate, comprehensive, and reliable services?
Not only does Enrollment Services ensure equitable access for the general student population, but also for specific programs within the division specific to high school students as well as those exhibiting financial need.

EMP GOAL 1. Expand college access by increasing both headcount and full-time equivalent students (FTES).

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Enrollment Services actively promotes Norco College through outreaching to various communities in additional to the Dual Enrollment Partnerships and Upward Bound Programs at 11 high schools both offering tranditional and online course offerings. Admissions and Records continues to support students through the application and registration process while Student Financial Services provides financial support for all incoming and conitnuing student groups.

What are your plans/goals (3-year) regarding this goal?

1. Expand outreaching efforts to increase headcount
2. Simplify the application and enrollment process for all programs
3. Based on eligibility, offer financial support to students in need
4. Use technology to ensure registration process is both intuitive and accurate that includes personalized lifecycles with repeated alerts
5. Implement solutions to better communicate with students
6. Accurately process graduation application and ensure auto awarding systems are regularly updated

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Yes, data from 2017-2021 program review cycle. 2021-2024 cycle is just beginning.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left)

Yes

Program Review Part 2

2021 - 2024

Information/Publication Review

Please discuss any publications or published information that require regular updates for your area.

1. The College Catalog includes Application, Registration, and Financial Aid resources available at Norco College. It also includes specific deparment information such as graduation requirements, eligibility information, and steps to access campus programs and services.
2. The Class Schedule
3. Website information
4. Flyers and brochures
5. Applications

Program Review Reflections

What would make program review meaningful and relevant for your unit?

This comprehensive review process seems to make things more meaningful especially as many departments rely on the results of others to close the loop.

What questions do we need to ask to understand your area's plans, goals, needs?

Well, this is the first time I'm completing a comprehensive program review with all my units combine outside of Veterans Resource Center. Please ask away as I'm also getting my bearings together. :)

What types of data do you need to support your area's plans, goals, needs?

I think we need ongoing data available in terms of headcount, success, and persistence rates available at all times.

If there are any supporting documents you would like to attach, please attach them here.

Resource Requests

2021 - 2024

What resources do we already have?
Printer

What resources do you need?
Laserjet Printer. Replacement for Evaluator

Request related to EMP goal or Assessment?
EMP Goal 12

$ Amount Requested
400

Resource Type
ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Assessment Review,Program Review: Part 1

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
Computer

What resources do you need?
Computer, Desktop, Staff - All-In-One (obj. 6485) for Academic Evaluator

Request related to EMP goal or Assessment?
EMP Goal 12

$ Amount Requested
1,600

Resource Type
ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Assessment Review

This request for my area is Priority #:
1

Resource Requests

2021 - 2024

What resources do we already have?
Two Academic Evaluation Specialists / 1 Senior Academic Evaluation Specialist

What resources do you need?
1 PT Academic Evaluation Specialist to equally distribution workload. Workload has increased with the implementation of Credit for Prior Learning.

Request related to EMP goal or Assessment?
EMP Goal 3

$ Amount Requested
24,562

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
CTE: Strong Workforce Project (SWP)

The evidence to support this request can be found in:
Data Review,Program Review: Part 1,Assessment Review

This request for my area is Priority #:
3

2021 - 2024

What resources do we already have?
Computer Monitor

What resources do you need?
Computer Monitor for Academic Evaluator. Replacement of defective monitor

Request related to EMP goal or Assessment?
EMP Goal 12

$ Amount Requested
150

Resource Type
ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Assessment Review

This request for my area is Priority #:
4

Resource Requests

2021 - 2024

What resources do we already have?
Office Supplies

What resources do you need?
Office Supplies for 2021-2024

Request related to EMP goal or Assessment?
EMP Goal 12

$ Amount Requested
4,000

Resource Type
ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Assessment Review

This request for my area is Priority #:
5

2021 - 2024

What resources do we already have?
Desk Chair

What resources do you need?
Chair, Ergonomic Task (FT Employee) (obj. 6481)

Request related to EMP goal or Assessment?
EMP Goal 12

$ Amount Requested
2,310

Resource Type
ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Assessment Review

This request for my area is Priority #:
6

Resource Requests

2021 - 2024

What resources do we already have?
Customer Service Clerk at 31 hours a week

What resources do you need?
Increase hours of Customer Service Clerk to full time (SFS)

Request related to EMP goal or Assessment?
EMP Goal 1

$ Amount Requested
30,000

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
Customer Service Clerk at 19 hours a week

What resources do you need?
Increase hours of Customer Service Clerk to full time (SFS)

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 9

$ Amount Requested
50,000

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
2

Resource Requests

2021 - 2024

What resources do we already have?
Admin Assistant II at 29 hours a week

What resources do you need?
Increase hours for Administrative Assistant II to full time (SFS)

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 9

$ Amount Requested
25,000

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund,Department Regular Funding

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
2 Student Financial Services Specialist

What resources do you need?
1 additional Student Financial Services Specialist (SFS)

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 9

$ Amount Requested
119,731

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
2

Resource Requests

2021 - 2024

What resources do we already have?
Minimal funding for professional development opportunities

What resources do you need?
Funding to attend Federal Student Aid Conference

Request related to EMP goal or Assessment?
EMP Goal 4

$ Amount Requested
4,200

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
Department Regular Funding,General Fund,Other/None

The evidence to support this request can be found in:
Assessment Review

This request for my area is Priority #:
8

2021 - 2024

What resources do we already have?
Minimal funding for professional development opportunities

What resources do you need?
Participate in the National Association of Student Financial Aid Administrators

Request related to EMP goal or Assessment?
EMP Goal 4

$ Amount Requested
3,400

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund,College Futures Foundation,Other/None,Department Regular Funding

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
5

Resource Requests

2021 - 2024

What resources do we already have?
Minimal funding for professional development opportunities

What resources do you need?
Participate in California Community College Student Financial Aid (CCCSFAAA)

Request related to EMP goal or Assessment?
EMP Goal 4

$ Amount Requested
2,100

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund,College Futures Foundation,Other/None,Department Regular Funding

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
5

2021 - 2024

What resources do we already have?
Minimal funding to support professional development opportunities

What resources do you need?
Attendance in California Association of Student Financial Aid (CASFAA)

Request related to EMP goal or Assessment?
EMP Goal 4

$ Amount Requested
1,800

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund,Department Regular Funding,Other/None

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
7

Resource Requests

2021 - 2024

What resources do we already have?
Director of CCPT funded by AB19 funds overseeing Dual Enrollment, Norco Advantage, Outreach, and Promise Programs

What resources do you need?
Associate Dean of Educational Partnerships

Request related to EMP goal or Assessment?
EMP Goal 6

$ Amount Requested
150,000

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
1

2021 - 2024

What resources do we already have?
An outreach team of 1.5 FTE that we will need to expand further to form a proper Outreach team.

What resources do you need?
Outreach Supervisor

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 6,EMP Goal 9

$ Amount Requested
117,334

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund,Other/None

The evidence to support this request can be found in:
Assessment Review

This request for my area is Priority #:
2

Resource Requests

2021 - 2024

What resources do we already have?
We two part time Outreach Specialists, but we are in need of another in order to provide comprehensive outreach to our community partners in various Dual Enrollment partnerships and community.

What resources do you need?
Outreach Specialist (1 FTE)

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 6,EMP Goal 12

$ Amount Requested
114,041

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund,SSSP SEA,Guided Pathways

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
A vacant permanent part time Grants Administrative Specialist position that needs to be full time in order to support areas of Dual Enrollment, Outreach, Norco Advantage, and Promise Programs.

What resources do you need?
Grants Administrative Specialist (1 FTE) - DE

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 6,EMP Goal 9,EMP Goal 12

$ Amount Requested
112,758

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
Other/None,General Fund

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
2

Resource Requests

2021 - 2024

What resources do we already have?
We currently have an Academic Counselor dedicated to JFK for 10 hours a week. As the JFK Middle College population is slowly increasing there needs to be increased in hours for Counseling to 20 hours a week.

What resources do you need?
Increase in counseling hours for JFKMCHS from 10 to 20 hours a week

Request related to EMP goal or Assessment?
EMP Goal 2,EMP Goal 6,EMP Goal 7,EMP Goal 12

$ Amount Requested
60,000

Resource Type
FACULTY: New Full time Faculty (Associate faculty requested through Dept. Chair and Dean)

Potential Funding Source(s)
SSSP SEA,General Fund,Guided Pathways,College Futures Foundation,Department Regular Funding

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
1

2021 - 2024

What resources do we already have?
One Educational Advisor supporting all of our Dual Enrollment programs at 11 high school sites

What resources do you need?
Two Educational Advisors to provide support to over 1,600 students in the Dual Enrollment Program

Request related to EMP goal or Assessment?
EMP Goal 2,EMP Goal 6,EMP Goal 12

$ Amount Requested
244,100

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
SSSP SEA,Guided Pathways,General Fund

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

Resource Requests

2021 - 2024

What resources do we already have?
A&R provides support to all onboarding and course enrollment of students in the Dual Enrollment programs; however, a dedicated staff is needed to be able to process documents quickly when general A&R staff is also supporting the general student population.

What resources do you need?
Student Services Technician (Dual Enrollment)

Request related to EMP goal or Assessment?
EMP Goal 1

$ Amount Requested
94,674

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund,Other/None

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
Existing textbooks are in place for Dual Enrollment (CCAP) students, however, there is a need for funding to purchase new text books.

What resources do you need?
Funds for Textbooks

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 2,EMP Goal 6

$ Amount Requested
90,000

Resource Type
ITEM: Instructional supplies

Potential Funding Source(s)
Lottery Instructional Supplies

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
1

Resource Requests

2021 - 2024

What resources do we already have?
Miniman funding for office supplies needed to support programs in Dual Enrollment, Outreach, Promise Program, and Norco Advantage

What resources do you need?
Funds for general office supplies

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 2,EMP Goal 6

$ Amount Requested
10,000

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund,Other/None

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
Professional Development funds that are minimal in support of Dual Enrollment

What resources do you need?
Funds for Professional Development

Request related to EMP goal or Assessment?
EMP Goal 4

$ Amount Requested
15,800

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
Guided Pathways,General Fund

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
3

Resource Requests

2021 - 2024

What resources do we already have?
One manager overseeing Enrollment Services

What resources do you need?
Assistant Director of Admissions and Records

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 12

$ Amount Requested
117,334

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
2 Student Services Technician to provide support to the general student populations and a few special programs including IBEW, CRC, and Dual Enrollment with additional programs to support in the future that includes non-credit programs and enrollment.

What resources do you need?
Student Services Technician (1FTE- A&R)

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 7,EMP Goal 9,EMP Goal 12

$ Amount Requested
94,674

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

Resource Requests

2021 - 2024

What resources do we already have?
1 Application Support Technician who provides assistance with A&R applications, Student Financial Aid solution, various data reports from various campus groups.

What resources do you need?
Application Support Technician (1FTE) dedicated to Enrollment Services as we launch Campus Nexus/Anthology where the majority of District functions will be absorbed locally at Norco College.

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 9

$ Amount Requested
117,678

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
Minimal funding for materials and supplies including ID cards, transcript paper, office supplies, student forms, and flyers

What resources do you need?
Funds to purchase office suplies, ID cards, transcript paper, student forms and flyers

Request related to EMP goal or Assessment?
EMP Goal 1

$ Amount Requested
16,000

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
1

Resource Requests

2021 - 2024

What resources do we already have?
Minimal funding for professional development opportunities

What resources do you need?
Funding for professional development opportunities including CACCRAO and AACRAO

Request related to EMP goal or Assessment?
EMP Goal 4

$ Amount Requested
9,000

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
2

2021 - 2024

What resources do we already have?
Office space for existing staff

What resources do you need?
Office space for additional staff members

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 9

$ Amount Requested
20,000

Resource Type
BUDGET: Facilities Building, Remodel

Potential Funding Source(s)
General Fund,Other/None

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review

This request for my area is Priority #:
4

Resource Requests

2021 - 2024

What resources do we already have?
Two workstations at the East entrance of SSV Building

What resources do you need?
Kiosks at all three entrances of the SSV Building especially as we launch the student queueing system for students

Request related to EMP goal or Assessment?
EMP Goal 1,EMP Goal 11

$ Amount Requested
6,000

Resource Type
ITEM: Equipment, Technology, Services, Software, Furniture

Potential Funding Source(s)
General Fund,Other/None

The evidence to support this request can be found in:
Program Review: Part 1,Assessment Review,Data Review

This request for my area is Priority #:
5

2021 - 2024

What resources do we already have?
Minimal Upward Bound funds for professional development.

What resources do you need?
$150 to purchase membership for Latino Network of Riverside

Request related to EMP goal or Assessment?
EMP Goal 3,EMP Goal 6

$ Amount Requested
150

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund,Other/None

The evidence to support this request can be found in:
Data Review,Program Review: Part 1,Program Review: Part 2,Assessment Review

This request for my area is Priority #:
3

Resource Requests

2021 - 2024

What resources do we already have?
Minimal Upward Bound funding for Institutional membership

What resources do you need?
additional funding to purchase the institutional membership for the Council for Opportunity in Education (COE)

Request related to EMP goal or Assessment?
EMP Goal 3,EMP Goal 6

$ Amount Requested
2,800

Resource Type
BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)
General Fund,Other/None,SSSP SEA

The evidence to support this request can be found in:
Assessment Review,Data Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:
3

2021 - 2024

What resources do we already have?
1 FT AST to access data query needs but we need to be able to modify system changes which needs a higher skilled employee to proceed.

What resources do you need?
1 FT Business Systems Analyst

Request related to EMP goal or Assessment?
EMP Goal 1

$ Amount Requested
156,691

Resource Type
STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)
General Fund,Guided Pathways,Other/None,SSSP SEA,Equity,Lottery Instructional Supplies,GRANT: PACES Title V HSI,GRANT: Here to Career Title V,CTE: Perkins (VTEA)

The evidence to support this request can be found in:
Assessment Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:
1

Submission

2021 - 2024

All parts of my Program Review have been completed and it is ready for review
Yes