

SAN DIEGO  
MESA COLLEGE



# Program Review

Summary and Reflections with Unit Goals, Action Plans,  
and Updates

Instructional Program - Neurodiagnostic  
Technology (NDTE)

## Executive Summary

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**Describe the successes and challenges your unit has faced since the last comprehensive review.**

Successes:

The NDTE program has graduated its' first class in December of 2022. The second class is expected to graduate in December of 2023.

The NDTE program held its' first advisory committee meeting.

The NDTE program was able to offer the licensure examination prep course to the 1st graduating cohort.

Challenges:

Being a new program, the challenge of transitioning clinicians to educators has been a challenge. This includes management of the program in a manner that blends the clinical/industry knowledge with the educational institution and requirements.

Successful passing of the licensure exam by graduates – due to challenges passing the exam, the exam prep course/training was purchased to assist with graduate success.

Clinical sites – obtaining a sufficient number of clinical sites to provide the students with the number of scans necessary for certification.

**If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.**

N/A – this is the programs 1st program review.

Due to feedback from clinical partners, the curriculum will be reviewed to ensure students are prepared for employment upon graduation.

**If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.**

The NDTE program requires a full-time program director who has industry specific knowledge and can be trained in the educational requirements. This person would be responsible for curriculum review, curriculum integration, clinical sites, teaching, faculty training and meeting all institution and district requirements for a CTE program.

The program would also benefit from faculty attending trainings on teaching and how to implement clinical knowledge to the classroom.

**If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.**

Reviewed Not Accurate - Update In Progress

**Related Documents for Charts and Graphs**

**Executive Summary Complete**

Yes

## Data Reflection

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**Trends observed in program/service area's data.**

The NDTE program has only accepted 2 cohorts. There were sufficient number of applicants to fill the cohorts.

Data has not yet been provided on CLO's or PLO's however a plan is in place to begin that process.

## Summary and Reflection

A deeper dive into the LMI for the program is needed to establish an appropriate application cycle and number of students accepted into each cohort.

**Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g. race/ethnicity, gender, age, etc.)**

According to the Mesa Data Dashboards, there is an equity gap in ethnicity for Asians of 7/7% and in gender for males of 4/4%. A strength is that there is no equity gap for 1st generation students.

### Related Documents for Charts and Graphs

**Describe the discussion(s) that took place about the unit's learning outcomes assessment data.**

After receiving the results of the graduate and employer surveys as well as the current student surveys, a faculty meeting will be held with the NDTE faculty, department chairs and dean to discuss the learning outcomes. Action plans will be placed based on the outcomes of those discussions.

**Data Reflection Complete**

Yes

## Practice Reflection

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**Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.**

This will be completed at the meeting following survey results.

**What other factors (internal or external) might also impact the above data trends and equity gaps?**

Other factors that could impact equity gaps include faculty training. All faculty need to participate in training on how to meet educational needs of all students. Connecting with the LOFT for trainings will be discussed with program faculty.

### Related Documents for Charts and Graphs

**Practice Reflection Complete**

Yes

## Mid-Cycle Updates

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### **YEAR 2 Updates (2023 - 2024)**

**Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.** Hiring an NDTE professional who can transition to education and run the program continues to be a challenge.

**Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.**

The NDTE curriculum review will take place over the current year with a goal of increasing the students pass rate on the certification examination.

**Review Outcomes Report. Review the unit's outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.**

**Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.**

## Summary and Reflection

### YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.

### YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.

# Unit Goals, Action Plans, and Updates

## Goal 1: NDTE Program Director

**Unit Goal:** Goal 1: Hire a program director to manage all aspects of the NDTE program.

**Goal Status:** Active

**Beginning Year:** 2022 - 2023

**Projected Completion Year:** 2025 - 2026

### Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (X)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (X)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (X)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (X)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (X)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (X)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (X)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (X)

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active  <b>Action Plan:</b> Hire a program director for the NDTE Program.  <b>Action Plan Cycle:</b> 2022 - 2023, 2023 - 2024</p>	

## Goal 2: Complete graduate and employer surveys.

**Unit Goal:** Goal 2: Complete graduate and employer surveys.

**Goal Status:** Active

**Beginning Year:** 2022 - 2023

**Projected Completion Year:** 2025 - 2026

### Mapping

# Unit Goals, Action Plans, and Updates

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (X)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (X)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (X)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (X)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (X)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (X)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (X)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (X)

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active  <b>Action Plan:</b> Complete and distribute the surveys.  <b>Action Plan Cycle:</b> 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026</p>	

## Goal 3: NDTE Course Assessments

**Unit Goal:** Goal 3: Complete assessments for each NDTE course to ensure an accurate adjustments to curriculum and teaching strategies. Review curriculum and complete any necessary modifications to improve student learning and preparation for licensure and employment.

**Goal Status:** Active

**Beginning Year:** 2022 - 2023

**Projected Completion Year:** 2025 - 2026

### Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (X)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (X)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (X)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training

## Unit Goals, Action Plans, and Updates

to prepare students for future careers (X)

- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (X)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (X)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (X)

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> 1. Faculty training on equitable pedagogy and evidence based industry standards. 2. Access to licensure review course for each graduating class.</p> <p><b>Action Plan Cycle:</b> 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026</p>	

### Faculty Training

**Unit Goal:** Provide faculty training on equitable teaching practices for Allied Health programs to meet the needs of students and employers.

**Goal Status:** Active

**Beginning Year:** 2024 - 2025

**Projected Completion Year:** 2026 - 2027

### Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (X)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (X)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (X)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (X)

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p>	

## Unit Goals, Action Plans, and Updates

Action Plans	Action Plan Update
<p><b>Action Plan:</b> Complete the following trainings with NDTE faculty: 1) Create a group of NDTE faculty to participate in training through the LOFT for effective online teaching. 2) Provide support and guidance for NDTE faculty for equitable teaching practices by reviewing the Allied Health Diversity in Healthcare Education Workshops</p> <p><b>Action Plan Cycle:</b> 2024 - 2025, 2023 - 2024</p>	