SAN DIEGO MESA COLLEGE

Program Review

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

Instructional Program - Dental Asissting (DENA)

2022 - 2027

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
Successes:
1. We continue to have a diverse cohort (24–23) students within the program.
2. After graduation, every student who wanted a job is working and making a living wage.
3. The Community and Wellness Clinic helps provide students with patients to complete their certification exams for the state of California.
4. We have made textbooks optional for our program by parting up with the library and reformatting our packets to make them low-cost within our program.

Challenges:
1. With only one full-time instructor in the DENA department, it limits the number of students that we are able to admit into the program.
2. It limits the hours that the Community and Wellness Clinic is available to the public and Mesa Students.

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.
The one big service change is the operation of the Community and Wellness Clinic. This gave students and the neighboring community the opportunity for no-cost dental services that included full-mouth X-rays, coronal polishing, and pit and fissure sealants.

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
By having another full-time employee within the DENA department, it would allow us to take an additional 12 students per year and allow the community clinic to be available more days to the Mesa students and neighboring communities.

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

Related Documents for Charts and Graphs
Community Clinic Data 2023.pdf

Executive Summary Complete
Yes

Data Reflection

Trends observed in program/service area's data.
Trends within our program data; enrollment is strong, and students are meeting the learning outcomes and are successful within the program. Retention rates are high from the start to the end of the program. The labor market analysis predicts a 16.5% increase from 2016-2026 for well-trained dental assistants. Industry within San Diego County is feeling the pressure of this shortage. With only a cohort of 24 graduates per year, we are barely able to meet the demand.

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)
The data shows that the equity gap within the DENA unit is male. This unit is predominantly female.

Related Documents for Charts and Graphs
DENA Data Program Review.pdf;
DENA Student Data.pdf

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.
Discussions within the unit takes place at the beginning of the semester and at the end of the semester. This allows for adjustments to be made to the assessments to make sure that the data is accurate and the assessments are equitable.

Summary and Reflection

Data Reflection Complete
Yes

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.
Continuing community outreach, networking at conferences, working with industry professionals, creating pathways with other high schools, and working with the San Diego Dental Society.

What other factors (internal or external) might also impact the above data trends and equity gaps?
The hiring of another full-time faculty member will allow the department to take on more students within the program. This would improve our equity gap with the male gender since we are a lottery system.

Related Documents for Charts and Graphs
DENA Student Data.pdf

Practice Reflection Complete
Yes

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.
Edit: We could make use of a 3D printer in addition to hiring a second full-time staff member. Buy having the 3D printer we should be able to extend the community and wellness clinic services and offer customized mouth-guards to the different sports on campus and night guards to the classified and faculty of Mesa College. This would provide the department's students access to cutting-edge equipment so they could design and make mouth guards and night guards that precisely fit each athlete and patient. This gives the department's students access to modern equipment that will enable them to acquire the information and skill set necessary to stand out from the competition when it comes to hiring new staff members. The athletes and employees will profit from owning this expensive piece of equipment.

Update: We are running strong with our successes of the program.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.
No

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

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.
Updates: I've been networking at conferences, communicating with the college's visual arts department on Instagram, and increasing the clients/patients by 10% and growing to the community clinic to receive treatments. I reached out to the CEO of the Dental Society, and together we set up a spring meeting where students could utilize their resources and talk about the possibility of hosting a speed-interview event with their members.

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
Update: We have received the 3D printer with Perkins monies. This will allow us to extend the community and wellness clinic services and offer customized mouthguards to the different sports on campus and night guards to the classified and faculty of Mesa College. In addition, it gives the students access to modern equipment that will enable them to acquire the information and skill set necessary to stand out from the competition when it comes to hiring new staff members. This will take place this spring 2025.

Edit: In addition to hiring a second full-time staff member for the Dental assisting department, it will allow the expansion of our program from 24 students to 36 students and the creation of Dental Hygiene program here at Mesa college.

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

Summary and Reflection

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

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.
Updates: I've seen a 10% rise in clients and patients since networking at conferences and interacting with the college's visual arts department on Instagram. I've also seen an increase in patients seeking treatment at the community clinic. Since holding our inaugural work-based learning open house, students have had the opportunity to network with business leaders, practice interview techniques, and tour our facilities. We are continuing this again.

YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.
Updates: Our current executive summary demonstrate robust performance and sustained momentum. The Community Wellness Clinic has experienced notable growth, reporting an increase of 2% in activity compared to the Year 3 cycle (2024-2025). The Student Certification Exam pass rate has significantly improved, showing an increase of 10%.

Challenging Edits: Due to current staffing limitations, specifically the inability to hire an additional full-time employee for the department, several critical goals are currently unachievable.
We are unable to increase our cohort size or launch the planned Dental Hygiene program with a Bachelor of Science degree. Furthermore, a 25% reduction in funding for Work-Based Learning/CTE prevents us from operating the Community Wellness Clinic. These constraints create a dual negative impact: they establish a barrier for students seeking professional certification and simultaneously deny the community essential access to care services.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.
Updates: Analysis indicates a gradual increase in the equity gap among male students participating in the program.

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.
Goal Connection to Action plans for lecture courses are adjusted each semester to optimize student success outcomes based on assessment data. Continuous, data-driven refinement of instructional strategies. Goal Connection to Action plans for lab courses are directly aligned to ensure students achieve the necessary professional skill sets. Structured evaluations are designed to facilitate specific skill acquisition.

The action plans for lecture courses are driven by internal continuous improvement cycles and require minimal material resources. In contrast, the success of the program lab courses—which directly address the goal of professional skill attainment—is critically dependent on acquiring the necessary material resources (supplies, repairs, and up-to-date equipment) to align with evolving industry standards.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.
Update: Current operational practices are effectively contributing to the reduction of existing equity gaps. Additionally, we are actively collaborating with the California Dental Association (CDA) and key regional leaders to establish a comprehensive apprenticeship program.

YEAR 5 Updates (2026 - 2027)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 5.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 5.

Review Outcomes Report. Review the unit's outcomes assessment process for 2025 - 2026. 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 5.

Unit Goals, Action Plans, and Updates

Goal 1: Building the cliental of the Community and Wellness Clinic.

Unit Goal: Goal 1: Building the cliental of the Community and Wellness Clinic.

Goal Status: Active

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Expanding to more sections to accommodate more students will allow expansion services to clients within the Community and Wellness Clinic. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/30/2025 **Action Plan Update**: We are successfully meeting projections for patient retention and clinic growth, achieving a 2% increase in new patients. This steady volume is crucial as it provides students with expanded opportunities to practice and refine their skill sets. This increased practical experience directly contributes to elevated confidence and better prepares them for entry into the workforce upon graduation. **Update Year**: 2025 - 2026 **Action Plan Progress**: Completed **Submission Date**: 12/02/2024 **Action Plan Update**: Our community clinic is doing well, and we are fostering a sense of community among our returning patients and clients. Over the past year, we have seen a 2% growth in new patients. It is anticipated that we will continue to add 2% more new patients to our current patient base. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track **Submission Date**: 12/04/2023 **Action Plan Update**: We are projected to increase the client/patients seen this year by 10%. **Update Year**: 2023 - 2024 **Action Plan Progress**: On Track
Action Plan Status: Active **Action Plan:** Hiring of a new faculty member to help with the expansion. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 12/02/2024 **Action Plan Update**: We will be able to continue hiring a new full-time employee by adding a new objective to the Dental Hygiene Program. This person can assist in both the Dental Hygiene and Dental Assisting programs. In California, there is an urgent demand for dental hygienists. The following are some main reasons: 1) Increasing numbers 2) The population's aging 3) A varied population 4) A Greater Knowledge of Oral Health 5) The Extension of Dental Hygiene's Practice Area 6) Lack of Dentists in Underserved Communities. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track
Action Plan Status: Active **Action Plan:** Acquiring a 3D printer would enable the students to make custom mouth guards for school athletes and night guards for faculty and staff using cutting edge dental technology. By providing more services and equipping the students with a skill set that would enable them to compete in the labor market, this would help both parties in developing the community clinic.	**Submission Date**: 12/02/2024 **Action Plan Update**: This piece of equipment has been acquired and will be implemented in the Spring of 2025. In the spring of 2026 will be offered to patients/clients within the community clinic. **Update Year**: 2024 - 2025 **Action Plan Progress**: Completed

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Cycle: 2024 - 2025	

Goal 2: Creating articulations with ROP Dental Assisting Programs within the county.

Unit Goal: Goal 2: Creating articulations with ROP Dental Assisting Programs within the county.

Goal Status: Archived

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Establishing relationships with directors of different ROP programs in the county to create a pathway for licensure for the RDA or CDA Registered Dental Assistant/Certified Dental Assistant **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 12/02/2024 **Action Plan Update**: The Dental Board of California (DBC) is changing auditing and scope of practice programs to provide stand-alone training to complement ROP Dental assisting programs, which presents a minor obstacle. Once the new laws and regulations are in place then we can move forward with offering stand alone courses. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered
Action Plan Status: Active **Action Plan:** Working with the ROP Dental Assisting Programs curriculum to meet accreditation standards for articulation. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 12/02/2024 **Action Plan Update**: The Dental Board of California (DBC) is changing auditing and scope of practice programs to provide stand-alone training to complement ROP Dental assisting programs, which presents a minor obstacle. Once the new laws and regulations are in place then we can move forward with offering stand alone courses. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered

Goal 3: Creating a pathway for credit for prior learners with an emphasis with veterans, and people who Certified Dental Assistants from other states.

Unit Goal: Goal 3: Creating a pathway for credit for prior learners with an emphasis with veterans, and people who Certified Dental Assistants from other states.

Goal Status: Archived

Beginning Year: 2022 - 2023

Projected Completion Year: 2025 - 2026

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)

Unit Goals, Action Plans, and Updates

- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** The creation of evaluations and exams for the pathway for credit for prior learning. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024, 2022 - 2023	**Submission Date**: 11/30/2025 **Action Plan Update**: The Dental Board of California (DBC) has officially created a pathway for out of state residents that have a CDA and or veterans to take the state boards in California. No longer is there a need for a pathway. **Update Year**: 2025 - 2026 **Action Plan Progress**: Completed **Submission Date**: 12/02/2024 **Action Plan Update**: The development of paths for veterans and those certified in another state is still on schedule. The Registered Dental Assisting Scope of Practice and the procedures for out-of-state applicants to get licensed have been modified by the Dental Board of California (DBC). It will be simpler for us to set up a pathway once the DBC laws and regulations are released. **Update Year**: 2024 - 2025 **Action Plan Progress**: Barriers Encountered

Dental Hygiene Program with a Bachelor Science degree

Unit Goal: By intergrading a dental hygiene program with an existing dental assisting program, institutions can create a comprehensive dental education and training hub that benefits students, faculty and the community.

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2026 - 2027

Mapping

Unit Goals, Action Plans, and Updates

Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **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 (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)
- **Scholarship - Objective 5:** Reduce costs associated with instructional materials to support the elimination of equity gaps (✓)
- **Stewardship - Objective 4:** Establish a college-wide practice and schedule that addresses routine maintenance and renewal of equipment, facilities and technology to ensure access to adequate resources and better serve students (✓)
- **Stewardship - Objective 5:** Increase campus understanding, communication of and transparency in budget and resource allocation (✓)
- **Stewardship - Objective 6:** Develop a proactive hiring plan that includes a review of advertising, screening, and interviewing with a goal of establishing a diverse and competent workforce that is reflective of the student population and the local community (✓)

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 11/30/2025 **Action Plan Update**: Still working to achieve this goal. In need of a full time employee to help with this new program and the Community Wellness clinic, **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered

Unit Goals, Action Plans, and Updates

Action Plan: 1. Enhanced Career Pathways:
1. Vertical Integration: It provides a clear pathway for dental assistants and dental assisting students to advance by pursing a high- level degree in dental hygiene.
2. Expanded Job Opportunities: Dental hygienists have a boarder scope of practice, including preforming preventive dental procedures, administering local anesthesia, and educating patients. This would create more diverse and higher-paying job opportunities for graduates.

2. Strengthened Curriculum and Curriculum and Clinical training:
1. Shared Resources: Both programs can share resources, such as clinical facilities, equipment, and faculty, optimizing the use of resources and reducing cost.
2. Complementary Skill Development: Dental assisting students can benefit from exposure to advance clinical procedures performed by dental hygiene students, enhancing their understanding of comprehensive dental care.
3. Improved Patient Care: A well-integrated program can provide a seamless patient experience, with dental assistants and hygienists working collaboratively to deliver efficient and high quality care.

3. Enhanced Community Impact:
1. Expand Community Outreach: Dental Hygiene students can actively participate in community outreach programs, expanded access of care. promoting oral health education and providing preventive services to underserved populations.

4. Interdisciplinary Collaboration:
1. Interprofessional Education: Joint coursework and clinical experiences can foster collaboration and improve communications between all dental professionals.

Action Plan Cycle: 2025 - 2026

Unit Goals, Action Plans, and Updates

Program Accreditation

Unit Goal: To work on and complete all that is required for our program accreditation and site visit.

Goal Status: Active

Beginning Year: 2025 - 2026

Projected Completion Year: 2027 - 2028

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)
- **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 (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Scholarship - Objective 3:** Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed (✓)
- **Scholarship - Objective 5:** Reduce costs associated with instructional materials to support the elimination of equity gaps (✓)
- **Stewardship - Objective 3:** Increase student access and schedule efficiency by coordinating schedules among departments/disciplines (✓)
- **Stewardship - Objective 4:** Establish a college-wide practice and schedule that addresses routine maintenance and renewal of equipment, facilities and technology to ensure access to adequate resources and better serve students (✓)

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active **Action Plan:** To work on our Program accreditation and site visit. **Action Plan Cycle:** 2027 - 2028	