INNOVATIVE SCHEDULING

FIRE TECHNOLOGY PROGRAM REVIEW

Academic Year: Spring 2025

1. **Has your program mission or primary function changed in the last year?**

   No, the Fire Technology Program has remained the same other than adding Instructional Service Agreements to the goals and objectives for the program. The Fire Technology Program includes the following disciplines:

   > Fire Technology Certificate and Degree Program
   > Wildland Fire Technology Certificate and Degree Program
   > Fire Department In-Service Training Courses
   > California State Fire Marshal FSTEP Courses
   > California State Fire Marshal CFSTES Courses
   > Firefighter Internships
   > Women's Fire Camp
   > Fire Department Instructional Service Agreements
   > FT-306 Pre-Fire Academy

2. **Were there any noteworthy changes to the program over the past year? (eg, new courses, degrees, certificates, articulation agreements)**

   The largest change in the past year has been developing the Fire Department Instructional Service Agreement program. This included developing the following non-credit courses.

   > FTNC 7001 Spring Firefighter In-Service Training
   > FTNC 7002 Fall Firefighter In-Service Training
   > FTNC 7003 Summer Firefighter In-Service Training
   > FTNC 7004 Winter Firefighter In-Service Training

   The addition of a three-day Pre-Fire Academy (FT-306) has served the Fire Academy program very well. Student applications are up to very positive levels.

3. **Is your two-year program map in place and were there any challenges maintaining the planned schedule?**

   Yes, the 2-year program maps for the Fire Technology and Wildland Fire Technology Degree's are in place. Minimal challenges.

4. **Were there any staffing changes?**

No staffing in the program remains at 1 full-time faculty and several part-time faculty

5. **What were your program successes in your area of focus last year?**

The Fire Technology program had several successes in the last year several are listed below.

Launched the first ever Women's Fire Camp to help increase female participation in the Fire Academy.

Launched the first ever fire department ISA with FTNC courses available in the catalog

Completed construction on the Roof Prop to increase Firefighter Training value

Continued to service full courses in the Degree and Certificate programs

Had the largest student count for the Wildland Fire Technology Degree program since it's inception
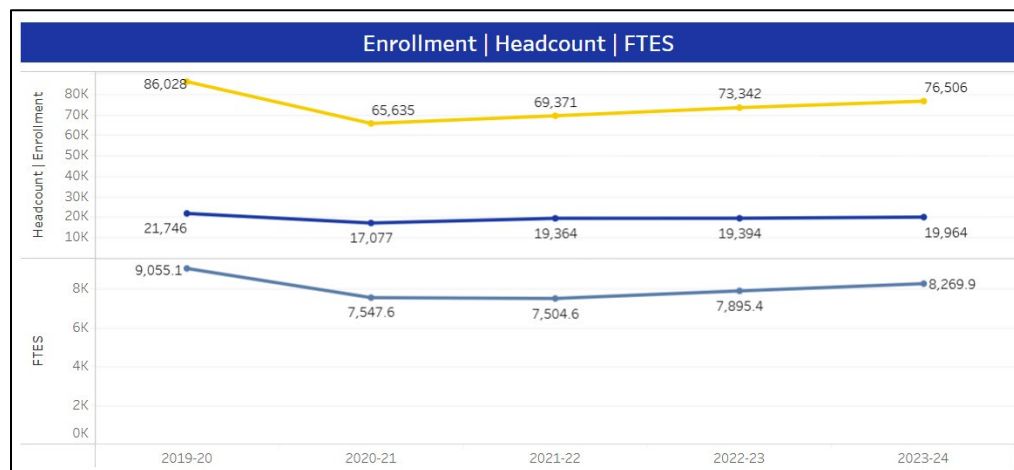
The addition of a Pre-Academy course was a goal to improve the volume of successful applications to the Fire Academy. This effort has without doubt hit the mark and has seen three deliveries to completely full classes.

We continue to provide Firefighter Internships to our Fire and EMS Academy

Learning Outcomes Assessment

a. **Please summarize key results from this year's assessment.**

All programs that fall under Fire Technology are strong and growing.

ISA Partnership will continue to be a focus in the Fall 25' semester. Additionally building the certificate of completion for the FTNC program will be a key focus for the Fall semester.

b. **Please summarize your reflections, analysis, and interpretation of the learning outcome assessment and data.**

The official course outcomes live in CurriQunet on the course outlines of record. Course learning outcomes are the specific **knowledge**, **skills**, **abilities**, and **attitudes** that students ascertain at the course level. Every course has CLOs. If your outcomes are missing or you have further questions, please contact your LOAC representative listed in the chart below. Our current learning outcomes are appropriate and accurately reflect the course offerings.

c. **Please summarize recommendations and/or accolades that were made within the program/department.**

An exterior bathroom has long been a significant need at the training center. The bathroom has now been approved, and a vendor has been selected. This was a significant win for the training center and all that train, attend courses, or graduations at the facility.

d. **Please review and attach any *changes* to planning documentation, including PLO rubrics, associations, and cycles planning.**

There is no need for significant change at this time. The goal for the Fall semester will be completion of the FTNC 7004 course in Curriqnet. Additionally, continuing to grow the fire department's participation with our Instructional Service Agreements (ISA's) will be a major goal for the fall.

Distance Education (DE) Modality Course Design Peer Review Update (Please attach documentation extracted from the *Rubric for Assessing Regular and Substantive Interaction in Distance Education Course*s)

a. **Which courses were reviewed for regular and substantive interactions (RSI)?**

WFT-102 Wildland Fire Safety and Survival
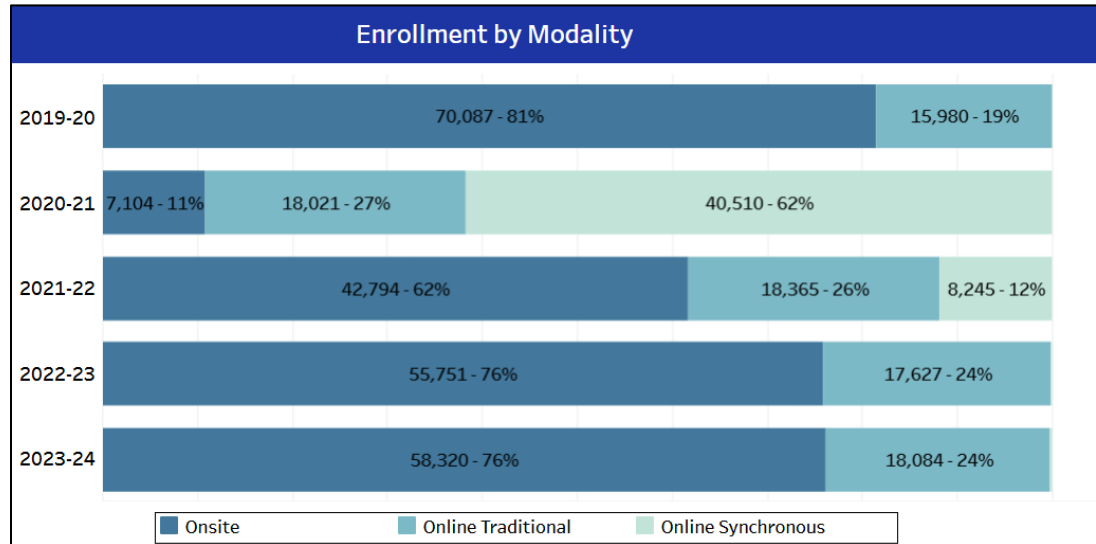
WFT-103 Wildland Fire Operations

b. **What were some key findings regarding RSI?**

- Some strengths: The course is well designed with interactive discussions that include student to student interaction as well as faculty to student interaction.
- Discussion close outs by faculty are used to further develop the assigned topic with real world experience and examples for student examine
- Video conferencing is also a great method to enhance student and faculty substantive interactions.
- Faculty provide quality feedback in the student grading section.
- Student participation in open-zoom conferences to discuss course topics or career topics is low.
- We will work to explore better advertising for these opportunities to increase student participation.

c. **What is the plan for improvement?**

We will look to improve the advertising of zoom conferences to enhance student participation possibly supply extra credit

Below is the breakdown of Fire Technology enrollment by modality

Enrollment by Modality

Year	Onsite	Online Traditional	Online Synchronous
2019-20	70,087 - 81%	15,980 - 19%	
2020-21	7,104 - 11%	18,021 - 27%	40,510 - 62%
2021-22	42,794 - 62%	18,365 - 26%	8,245 - 12%
2022-23	55,751 - 76%	17,627 - 24%	
2023-24	58,320 - 76%	18,084 - 24%	

CTE two-year review of labor market data and pre-requisite review

a. **Does the program meet documented labor market demand?**

Yes. Our programs are based within two standard industry organizations. Our Fire Academy is accredited by the California State Fire Marshal. It is also accredited by IFSAC and Pro Board which allows the training to be recognized across the United States. Our Fire Technology Degree Program has been developed to be in-line with the National Fire Academy FESHE Standards

We meet regularly with industry partners as part of the Fire Technology Advisory Board. This group of mostly area Fire Chiefs provide feedback on standards and trends to allow our programs to match industry standards.

b. **How does the program address needs that are not met by similar programs?**

Our programs meet all current benchmarks that service the fire service trade. A tremendous strength is our programs live in two distinct areas.

First, our online offerings for all degrees and certificate core courses within Fire Technology and Wildland Fire Technology is absolutely key in allowing for the student volume we currently enjoy. The ability for our courses to be available statewide is what allows for their continued success each semester.

Second, is our state-of-the-art training facility. The Public Safety Training Complex continues to service the public safety learning domain in an extremely positive way. The training center allows for realistic training using industry standard tools and equipment. This provides Allan Hancock College students with top tier training realistic and professional experience.

c. **Does the employment, completion, and success data of students indicate program effectiveness and vitality? Please, explain.**

Yes, the goal of our programs is to provide vocational training and certificates that lead to employment. Many of our students are hired into fire service full time positions within 2-3 years of graduating. Some much sooner.

The measure of success is the regular employment of many of our students, which is very much the case.

Faculty is always working to improve student outcomes by providing high quality educational programs to assist students in staying engaged and motivated to succeed.

d. **Has the program met the Title 5 requirements to review course prerequisites, and advisories within the prescribed cycle of every 2-year for CTE programs and every 5 years for all others?**

Yes, however we are due to review our courses for Title V compliance in the Fall 2025 semester. Faculty will work to complete our 2-year review in the Fall 2025 semester. Due to our guidance being delivered from the California State Fire Marshal as well as the National Fire Academy, our alignment with these certifying institutions assists us to stay compliant with Title 5.
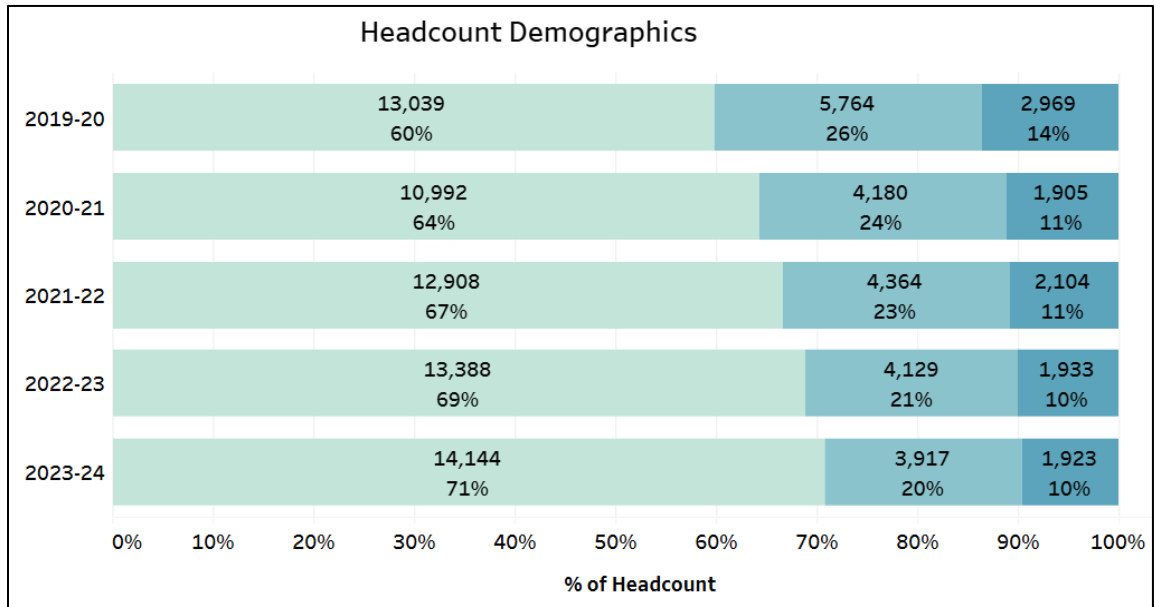
e. **Have recommendations from the previous report been addressed?**

Yes, our courses have been vetted and approved through the college's curriculum committee and Academic Senate.

We have expanded our course catalog to include a suite of non-credit courses to service our fire department Instructional Service Agreements. We are currently working to launch FTNC 7004 which will round out our effort to provide ISA opportunities to the local fire agencies year-round.

We have continued to assess our demographics as well as a comparing male vs. female enrollment. System wide we are serving the Hispanic community as 71% of our total student count across programs. The white community is serviced as 20% of our enrollment.

Fire Technology Enrollment by Demographic

Headcount Demographics

Year	Hispanic	White	Other
2019-20	13,039 — 60%	5,764 — 26%	2,969 — 14%
2020-21	10,992 — 64%	4,180 — 24%	1,905 — 11%
2021-22	12,908 — 67%	4,364 — 23%	2,104 — 11%
2022-23	13,388 — 69%	4,129 — 21%	1,933 — 10%
2023-24	14,144 — 71%	3,917 — 20%	1,923 — 10%

% of Headcount

■ Hispanic   ■ White   ■ Other

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Headcount	% Total	Headcount	% Total	Headcount	% Total	Headcount	% Total	Headcount	% Total
Asian	383	2%	272	2%	289	1%	278	1%	277	1%
Black	413	2%	321	2%	343	2%	318	2%	305	2%
Filipino	432	2%	325	2%	343	2%	310	2%	320	2%
Hispanic	13,039	60%	10,992	64%	12,908	67%	13,388	69%	14,144	71%
Native Am	135	1%	87	1%	77	0%	91	0%	90	0%
Pac Isl	96	0%	64	0%	75	0%	81	0%	60	0%
Two or More	613	3%	520	3%	528	3%	490	3%	523	3%
Unknown	897	4%	316	2%	449	2%	365	2%	348	2%
White	5,764	26%	4,180	24%	4,364	23%	4,129	21%	3,917	20%
Grand Total	21,772	100%	17,077	100%	19,376	100%	19,450	100%	19,984	100%

Revised 8.28.2023

A key area and a cornerstone of our program is the Fire Academy. This program has been traditionally white male dominated. Even more so male dominated. We have worked to develop the Women's Fire Camp as an outreach program to address this issue.

Additionally, the Pre-Fire Academy gives everyone an opportunity to explore the career. The fire service has traditionally had difficulty with recruiting women, Asian, and black candidates. We are experiencing the same thing here at Allan Hancock College. We will continue to innovate and look for solutions to bring more female students as well as Asian, Black students to our programs.

Use the tables below to fill in **NEW** resources and planning initiatives that **do not apply directly to core topics.** *This section is only used if there are new planning initiatives and resources requested*

New Program Planning Initiative (Objective) – Yearly Planning Only	
Title (including number:	*Improve CSFM Fire Control 3 course delivery to Fire Academy students*
Planning years:	*2025 - 2026*

Description:

The Public Safety Training Complex is now 12 years old and some of the original training props have reached the end of life. The first prop that is due for replacement is the Draeger Phase I Flashover simulator. This prop allows students to experience live fire for the first time in a very controlled and safe environment. The current prop has reached the end of life and needs immediate replacement. The cost to replace the current prop is about $15,000.00.

What college plans are associated with this Objective? (Please select from the list below):

☐ Ed Master Plan   ☐ Student Equity Plan   ☐ Guided Pathways   ☐ AB 705

☐ Technology Plan ☒ Facilities Plan   ☐ Strong Workforce   ☐ Equal Employment Opp.

☐ Title V

New Program Planning Initiative (Objective) – Yearly Planning Only	
Title (including number:	FTNC 7004 (Fire Technology Non-Credit Winter)
Planning years:	*2025-2026*

Description:

We will be working to launch the FTNC 7004 Firefighter In-Service Training course in curriqnet during the summer session with the hopes of going live in the Fall 26 catalog.

What college plans are associated with this Objective? (Please select from the list below):

☒ Ed Master Plan   ☐ Student Equity Plan   ☐ Guided Pathways   ☐ AB 705/1705

☐ Technology Plan ☐ Facilities Plan   ☐ Strong Workforce   ☐ Equal Employment Opp.

☐ Title V

New Program Planning Initiative (Objective) – Yearly Planning Only	
Title (including number:	FT-307 and FT-308 Firefighter I Academy
Planning years:	*2025 - 2026*

Description:

The Fire Academy will be updating their assigned course textbook to the IFSTA Essentials 8th edition.

The Fire Academy Staff will also be working to complete their required 5-year state accreditation process with the California State Fire Marshal's Office.

What college plans are associated with this Objective? (Please select from the list below):

[X] Ed Master Plan   [ ] Student Equity Plan   [ ] Guided Pathways   [ ] AB 705/1705

[ ] Technology Plan   [ ] Facilities Plan   [ ] Strong Workforce   [ ] Equal Employment Opp.

[ ] Title V

Area of Focus Discussion Template
INNOVATIVE SCHEDULING

Innovative Scheduling embraces mapping, scheduling, and student outcomes. This focus includes a review of modalities, times, days, and sequence of courses. It supports areas of interest. It is based on student success, retention, and completion/graduation data. Sample activities include the following:

> **Possible topics:**
> - Review scheduling matrices – program map alignment, successes, and challenges.
> - Collaborate with guided pathways success teams to assess scheduling conflicts and bottlenecks within and across disciplines that impact student completion.
> - Assess mix of teaching modalities – mornings-afternoons-evenings; weekends; face-to-face, hybrid, and distance learning. NOTE: Hybrid is the combined use of various teaching modalities.
> - Address scheduling conflicts or dependencies across disciplines or general education areas.
> - Student access – cultivate majors, support cohorts and interdisciplinary connections.
> - Review units and time to course and program completion.

1. **What data were analyzed and what were the main conclusions?**

   The Fire Technology Certificate and Degree program continues to enjoy full courses. The FT-101 Introduction to Fire Service Organization course runs two sections each Spring and Fall Semester. The FT-102 Fire Prevention Technology course also runs two sections each Spring and Fall Semester. The discipline requires 6 core courses all offered completely online. Students tend to complete the core courses over two semesters.

2. **Based on the data analysis and looking through a lens of equity, what do you perceive as *challenges* with student success or access in your area of focus?**

   All Fire Technology and Wildland Fire Technology courses are open to all students each semester. Students have equity in their access to attend courses. Challenges for students generally come in the form of time due to having to work more than one job to make ends meet. This is why we have created online courses that service students that cannot attend traditional in person courses. The online environment is critical in allowing students with limited time to still pursue academic goals and build towards a better career opportunity.

3. **What are your plans for change or *innovation*?**

   We have no plans for large changes academically. Our Fire Technology Programs are currently successful. We do have a goal of increasing our student count in the Wildland Certificate and Degree programs. Although Spring 25' was our best semester to date we still need to improve. We will work to better market the course to the target audience.

   Our major needs are facilities, support and upgrades.

4. **How will you *measure* the results of your plans to determine if they are successful?**

Fire Technology faculty meet on a regular basis to assess the current state of our programs. All of our efforts are designed around student experience and successful completion of our programs. We do this throughout every semester to maintain growth and program success. We also meet with our Fire Technology Advisory group at least twice a year to discuss our programs to verify they are meeting industry standards and the needs of the agencies that may be hiring our students. This third-party view of our programs is critical to the outside unbiased view of our programs.

Validation for Program Planning Process: If you have chosen to do the Validation this year, please explain your process and the findings.

1. The Fire Technology Advisory Committee is the sounding board for all fire technology programs. They provide critical feedback that ties our programs to industry needs.
2. The recommendations of the Fire Tech Advisory Committee have been to maintain our compliance with the California State Fire Marshal's Firefighter I and Firefighter 2 curriculums. Additionally, the Fire Technology and Wildland Fire Technology Certificate and Degree programs should stay in-line with the National Fire Academy curriculum standards.
3. This group is also very interested in Allan Hancock College Fire Technology Faculty hosting regular in-service training courses as well as State Fire Marshal certified course deliveries to service their current members and help them towards certifications of professional development and promotion.

Based on the narratives for the prompts above, what are some program planning initiatives and resources needed for the upcoming years?

1. The Fire Technology program will continue to work to improve our degree and certificate program making sure they are compliant with Title V. Looking to better market zoom conference attendance to better serve substantive student contact. We will also be looking to expand our partnerships with the local fire agencies within our fire technology instructional service agreement program.

2. We will be working to complete the new course development for FTNC 7004 Firefighter In-Service Training Winter

3. We will continue to evaluate our facilities and equipment to maintain a safe training environment for our students while providing industry standard tools for them to use during their time with our institution.

4. As we have done in the past, we will continue to provide outreach to our current college students as well as the local high schools at various events throughout the year. We will highlight the Fire Academy as well as all public safety programs.

Program Review Signature Page:

_____   _____5/14/2025_____

Program Review Lead   Date

David Whitham

_____   _____

Program Dean   Date

_____   _____

Vice President, Academic Affairs   Date

Fire Tech Innovative Scheduling Disc 2024-25

Final Audit Report   2025-07-18

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