

*Contra Costa Community College District
2025 Educational Planning Annual Report*

Los Medanos College

Program Review Narrative

Los Medanos College (LMC) is excited for the opportunity in 2025 to align its program review process with the development of two major institutional plans: the **Educational Strategic Plan (2026–2031)** and the **Student Equity Plan (2025–2028)**. This intentional alignment strengthens our integrated planning efforts and ensures that program-level activities are directly tied to equity-centered institutional goals and priorities.

All planning processes, including program review, the Educational Strategic Plan, and the Student Equity Plan, will follow the **Discover, Design, Resource, Implement, Evaluate, Reflect & Report** planning cycle



This framework provides consistency across collegewide planning and ensures accountability and progress toward student success and equity.

In Fall 2025, LMC will launch the **Discover and Design** phases of the cycle. Collectively as a college, and individually in departments through program review, we will:

- Analyze data connected to Student Equity Plan metrics and identify equity gaps.
- Focus on the prioritized populations identified through our Student Equity Plan discovery process: Black/African American students, First-Generation students, and Male students.
- Examine metrics related to enrollment, persistence, course success, attainment of learning outcomes, and completion (degrees/certificates).
- Establish both overall and equity-focused goals for each metric.
- Research best practices related to supporting these outcomes and design activities for implementation.

This fall's work will lay the foundation for Spring 2026, when departments request resources connected to their designed activities as part of the resource allocation process (RAP). To support this alignment, the Shared Governance Council (SGC) has formed a workgroup to propose modifications to the resource allocation process, ensuring equity-driven and strategic priorities are adequately funded.

Meanwhile, our assessment bodies, the Teaching and Learning Committee (TLC) and Learning Support Outcomes (LSO) Committee are integrating their assessment cycles into the relaunched program review and planning process.

Progress Since 2024 Report

In 2024, Los Medanos College and the District paused the scheduled "Year Three" program review update to re-envision program review in alignment with strategic planning and equity planning processes.

During this pause:

- A subgroup of the planning committee led a collegewide process, including surveys and College Assembly sessions, and gathered feedback on how to improve templates and timelines.
- The Academic Senate and Classified Senate ultimately approved new program review templates in Spring 2025 for fall use.
- LMC worked in concert with Districtwide research efforts to inform the designs of the new program review dashboards being developed by District research to support the new templates and process.

This pause allowed the College to fully align program review with the upcoming Educational Strategic Plan and Student Equity Plan cycles. Program review is now set to relaunch in Fall 2025, positioning LMC to begin its planning cycle in step with these larger institutional efforts.

Changes to Program Review

Beginning in Fall 2025, Los Medanos College will implement a redesigned program review process that is streamlined, equity-focused, and fully integrated with strategic planning:

1. Streamlined Templates

Each program review template now consists of one page per core metric area:

- Enrollment / Students Served
- Course Success
- Persistence / Retention
- Student Learning
- Completion (Degree/Certificate)

2. Equity Integration

For each metric, programs will:

- Develop both an overall goal and an equity goal tied to one of the prioritized populations.
- Identify and design activities to support each goal.

3. **Embedded Planning Cycle**

- **Year 1 (2025–2026):** Discover and Design goals and activities and Resource through the RAP process.
- **Year 2 (2026–2027):** Begin Implementation.
- **Year 3 (2027–2028):** Evaluate and Report progress (aligned with SEP midpoint review).
- **Year 5 (2029–2030):** Evaluate and Report again at the close of the Educational Strategic Plan cycle.
- **Year 6 (2030–2031):** Launch of a new program review cycle

4. **Resource Allocation Alignment**

- The Resource Allocation Process (RAP) rubric will be explicitly tied to Educational Strategic Plan and Student Equity Plan goals.
- Requests will be prioritized for equity-focused and research-informed activities, particularly those addressing gaps for Black/African American, First-Generation, and Male students.

5. **Integration with Assessment**

- Course- and program-level assessments will remain annual and connect directly to program review.
- TLC and LSO Committees will ensure assessments feed into the broader integrated planning process.

Looking Ahead

With the relaunch of program review in Fall 2025, Los Medanos College will begin a fully integrated planning cycle that:

- **Centers equity** by analyzing outcomes for prioritized populations.
- **Connects planning** across program review, strategic planning, and equity planning.
- **Aligns resource allocation** with institutional priorities.
- **Ensures accountability** through cyclical evaluation, reflection, and reporting.

This structure positions LMC to not only meet the ACCJC 2024 Accreditation Standards but also to drive meaningful, equity-focused improvement across the College.

Programs on Watch/In Trouble

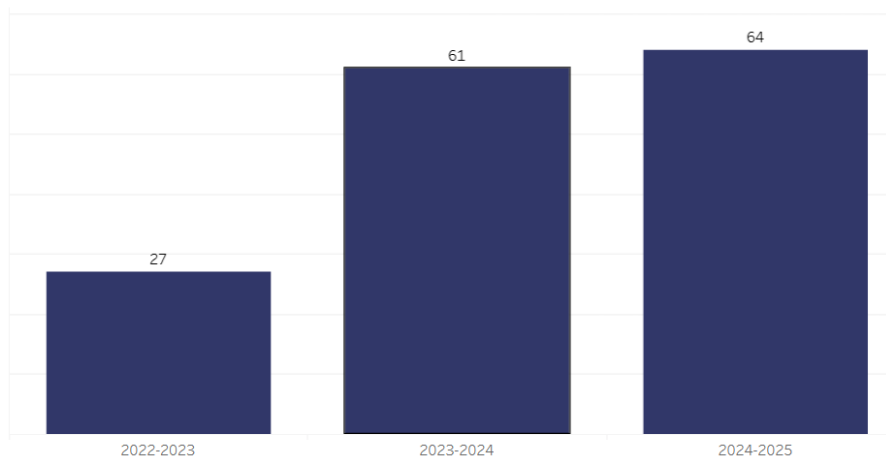
PTEC Update

Last year, an effort was made to concentrate the program on one starting cohort per year instead of two starting cohorts per year. The College did not offer a new cohort in Spring 2025. Enrollments have continued to increase over the past three academic years from 27 to 61 to 64. These efforts also appear to have had a positive impact on Fall 2025 enrollment. While the enrollments have improved for the program, success rates and completion rates have steadily declined. Based on this, PTEC will move from In Trouble to On Watch as we continue to determine ways to support student success in this program.

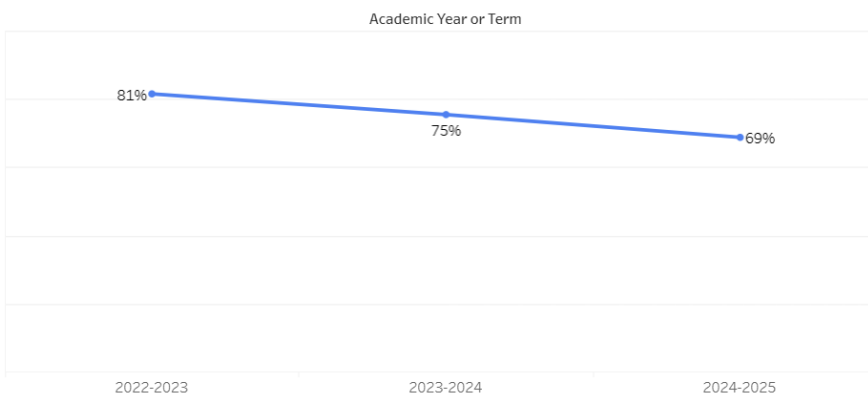
Program Enrollment and Success for PTEC Courses

Enrollment by Subject

College: LMC Subject: PTEC



College: LMC Subject: PTEC



Most Improved Programs (Please use your own elements when choosing the programs for this section. Ideas could be the top 5 improved programs due to increase in resources or the most improved over a three-year period. Please include the reason for Improvement including productivity)

Physics

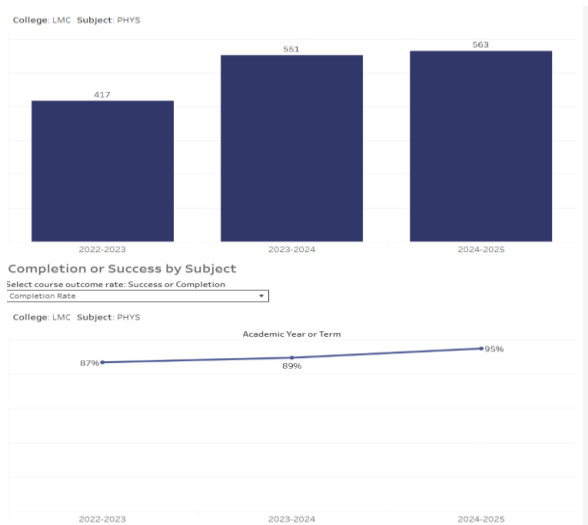
The Physics Program has continued to make substantial progress in enhancing student learning and program outcomes. Over the past three years, enrollment has shown strong growth: PHYSIC courses increased from 74 students in 2022–2023 to 127 students in 2024–2025, while PHYS courses increased from 417 to 563 students in the same period.

Student performance has also demonstrated significant improvement. The success rate in PHYSIC courses rose from 59% to 65%, and the completion rate increased from 66% to 87%, for PHYS Success 77% to 88% and Completion rose from 87% to 95% reflecting the program's ongoing commitment to student achievement and persistence.

These improvements build upon efforts launched two years ago, including schedule adjustments informed by comprehensive student feedback from a campus-wide, alumni and community survey. Additionally, the program explored modality changes and curricular updates to strengthen engagement and better align with student needs.

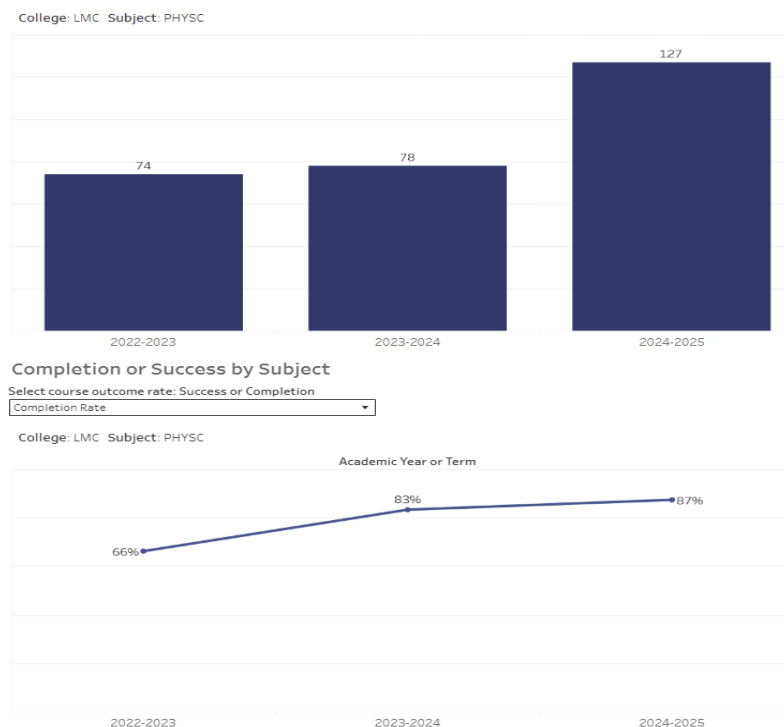
As a result of these efforts, the Physics Program has now come off “on watch” status. Enrollment growth, higher success rates, and improved completion rates all highlight a revitalized program with a strong foundation for continued success. Moving forward, the program will maintain its focus on responsive scheduling, innovative teaching modalities, and data-driven decision making to ensure sustained student achievement and long-term stability.

Program Enrollment and Completion for PHYS Courses



Program Enrollment and Completion for PHYSIC Courses

Enrollment by Subject



Early Childhood Education/Child Development

The Early Childhood Education and Child Development department has taken substantial strides in the past three years to develop creative, timely, and relevant courses and partnerships for LMC students

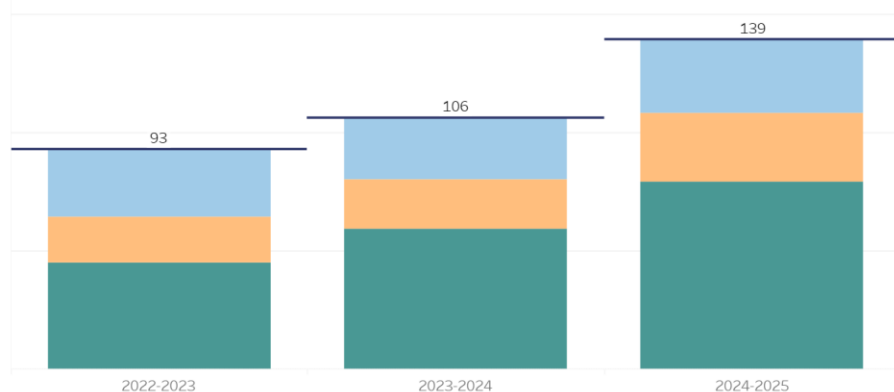
and surrounding community organizations. In large part due to their community outreach, partnerships with local agencies and organizations, and student persistence efforts, the department has grown by 855 annual enrollments over the last three years. Degree and certificate completion has also grown by 49% in the same timeframe.

Child Development majors, degrees and awards 2022-2023, 2023-2024, and 2024-2025

Awards by Academic Program

Award Type	Academic Majors	Award Program Code
(All)	CHDEV	(All)

College: LMC Major: CHDEV Program: AA.ACT.D, AA.ACT.L, AA.ADM.D and 723 more



Ethnic Studies

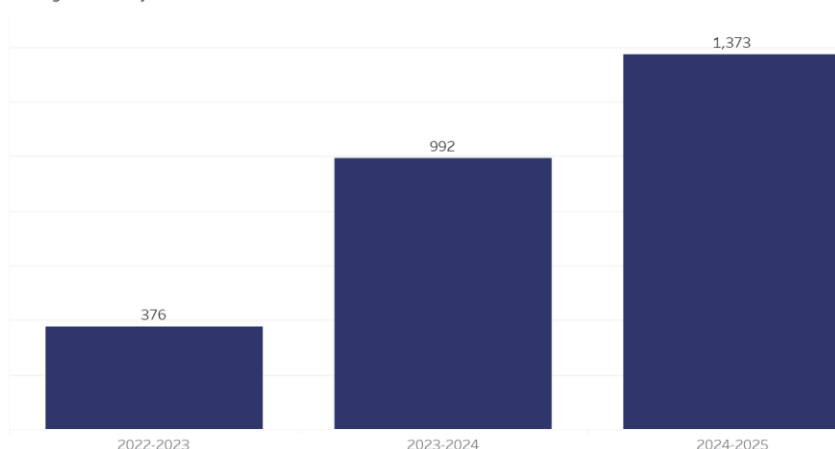
Since its inception as a department and program, Ethnic Studies has demonstrated tenacity and a clear focus on student growth and success in its creation of curriculum, degree design, and faculty

recruitment. They also responded quickly and enthusiastically when Ethnic Studies became a major component of state transfer general education. This is clearly displayed in the program's enrollment growth since 2022, with a 265% increase in enrollment in a three-year period and increases in both course success and productivity.

Fall to Fall Program Enrollment for Ethnic Studies

Enrollment by Subject

College: LMC Subject: ETHN



Status for 2025

Potential New Programs Being Investigated

Modern Policing Associate Degree

The Chancellor's Office is encouraging community colleges with a POST-certified academy to adopt the new Modern Policing Degree as a result of SB 1122 and the AB 89 Modern Policing Degree Task Force report and recommendations. Los Medanos College's Social Sciences department is interested in developing the degree and is in the ideation phase. Of the model curriculum proposed, the college already offers 11 of 14 core courses. The Behavioral Sciences department has drafted an outline for one of the remaining core courses, and the department is in conversation with the Art department regarding the development of a remaining core course: Arts of African, Oceania and Indigenous North America.

Economics Associate Degree for Transfer

The Social Sciences department is in the ideation phase of investigating an Economics Associate Degree for Transfer. The department is currently in the recruitment process for a fulltime Economics assistant professor, and an initial department goal upon hire will be data analysis and curriculum development for the degree.

Zero-Emissions Vehicle (ZEV) Program

Tri-Delta is still interested in establishing this program with us and there is a labor market need for this program. In order to establish this program, there is a need to expand bandwidth for the department

chair, finalize the recruitment for an interim dean, as well as conduct a detailed financial analysis of what we can afford in terms of "rent" for Tri-Delta's facility.

New Instructional Programs In Development

Non-Credit Business Communication Certificate

The Business department has explored and created a non-credit Communication Certificate. This certificate has been under development for several years to provide students with focused training in public speaking, interpersonal communication, and media literacy. After progressing through proposal development and the full approval process, the certificate received final board approval in June 2025 and is now ready for implementation.

Non-Credit Non-Profit Business Management Certificate

The Business department has explored and spearheaded a noncredit Non-profit Business Management Certificate. The Non-Profit Certificate is being explored to prepare students for work in community-based and service-oriented organizations. Following community partner input and LMI research, the program has moved into curriculum development phase for the next course in the sequence. One course was created and approved last academic year. The department is in works to create the next in the sequence fall and advanced through the curriculum review process.

Programs to be Modified/Reduced

There are no programs being recommended.

Programs on Watch

There are no programs being recommended.

Programs In Trouble

There are no programs being recommended.

Programs to be Discontinued (or currently undergoing the process) -

There are no programs being recommended for discontinuance and none are in the process of being discontinued.

Transfer Degrees (per SB 1440)

(Provide the listing of active Transfer Degrees at the college as well as a brief description of the degrees developed and approved in 2024-2025 academic year.

AAT Communication Studies 2.0 developed 24/25

The AA-T in Communication Studies 2.0 is designed to provide students with education comparable to lower division coursework completed in the first two years as a Communications major in the California State University system. Students will transfer well prepared, enabling them to succeed in upper division coursework and complete a baccalaureate degree in Communication Studies.

Award

Title

A.S. T Degree	Administration of Justice
A.A- T Degree	Anthropology
A.A- T Degree	Art History
A.S. T Degree	Biology
A.S. T Degree	Business Administration 2.0
A.S. T Degree	Chemistry
A.A- T Degree	Communication Studies 2.0
A.S. T Degree	Computer Science
A.S. T Degree	Early Childhood Education
A.A- T Degree	English
A.A- T Degree	History
A.A- T Degree	Journalism
A.A- T Degree	Kinesiology
A.A- T Degree	Law, Public Policy and Society
A.S. T Degree	Mathematics
A.A- T Degree	Music
A.A- T Degree	Philosophy

A.S. T Degree	Physics
A.A- T Degree	Political Science
A.A- T Degree	Psychology
A.A- T Degree	Social Justice Studies: Chicano/a Studies
A.A- T Degree	Social Justice Studies: LGBTQ Studies
A.A- T Degree	Social Justice Studies: African-American Studies
A.A- T Degree	Sociology
A.A- T Degree	Spanish
A.A- T Degree	Studio Arts
A.A- T Degree	Theatre Arts