

Current Year Reviews							
Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
<b>AA Indigenous Studies (formerly Dakota Studies) and Certificate Dakota Language</b>	11/2022	Continuance	<p>Continue to seek out qualified faculty and continue supporting training of new faculty fluent in the Dakota language and culture.</p> <p>Continue to try to fill the critical need with qualified and knowledgeable tribal members.</p> <p>Seek out grant opportunities for additional funding sources.</p> <p>Consider development of 2+2 agreements to encourage students to move forward into a four-year degree program upon completion of their 2-year degree.</p> <p>The program fills a critical need for the Tribal community and continuation of the Dakota language. The committee recommends continuing efforts to establish a means for creating a pipeline of qualified individuals to continue effective programming.</p> <p>Continue training qualified faculty participating in the transition to teaching program. Recruit additional faculty as needed.</p>	<p>qualified faculty fluent in the Dakota Language and culture; difficult to get student interest in the program due to opportunities for gainful employment; program relies heavily on federal funding; local support from the tribe is needed; having the tribe support the program by mandating certain classes from the program be populated by its tribal members and workers would not only benefit the program and the college, but it would also benefit the Tribe as a community</p>	<p>Dakota Language class: incorporate additional language resources - develop material with more translations, student engagement and visuals</p> <p>Dakota Culture and History course: increase use of visuals and video resources</p> <p>Continue community outreach and development of sessions on various cultural traditions</p> <p>Continue to develop archives for museum artifacts</p>	<p>POS and all coursework was updated and renamed fall 2020 to increase transferrability to 4-year programs and address tribal needs; a Dakota Language certificate was established fall 2020, effective summer 2021 semester; fall 2021, program was on temporary holding status pending personnel needs - coursework was being offered as personnel allowed; adjunct faculty were secured and a more permanent strengthened solution is currently being implemented through education funding to groom qualified candidates to administer the program and to teach the courses; an Instructor-in-Training/Dakota Culture Specialist has now been employed; a new Spirit Lake-specific course was approved 7/2022; all course descriptions were updated 6/2022</p> <p>Institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits and eliminate HPER requirement (GERTA changes requested to reflect changes Fall 2022)</p>	Nov 2025
Previous Review: 11/2018; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022; 4/2023 Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
AA Social Work	11/2022	Continuance	<p>Continue searching for funding sources or grants for student internships; per the CFO, funding is currently available and are waiting to hear if the current funding source will continue prior to pursuing other avenues for funding</p> <p>Seek funding sources to sponsor professional conferences (student and faculty) and professional development</p> <p>Maintain current transfer agreements and finalize the 2+2 agreements with University of Mary and Minot State University</p>	<p>Program is fiscally sound and self-supporting through enrollment numbers; continued funding of the field trip experiences, internships, and support for students transferring on to complete terminal degrees</p> <p>Printed materials/flyers to be supplied through CCCC communication department Technology update for instructor equipment (completed spring 2023)</p> <p>Monetary support for professional development (student and faculty)</p>	<p>Continue to increase enrollment, completion, and transfer to four-year universities to complete advanced education; finalize the 2+2 agreements with University of Mary and Minot State University and increase awareness of these educational options to pursue bachelor degrees; create Native outreach opportunity with Red Cross for the need of front line responders during a catastrophic event in Native communities - this has the opportunity to be a good collaboration with/for social work; maintain relationships with the various agencies where students can complete their 40-hour internship.</p>	<p>Established 2+2 agreement with UND continues; enrollment, retention, persistence and graduation rates continue to increase with increased transfer and 4-year degree completion rates and movement on to the Master degree level; many former students are now serving in roles in the community; the strengths of the program has now drawn students from across the region and neighboring states; program fulfills area of high need within the community</p> <p>Institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits and eliminate HPER requirement</p> <p>Program students interactive within the community, initiating public service announcements on suicide prevention, participating with Wana Wota (food pantry), coat drives, etc</p> <p>Internships have grown to include 34 agencies</p>	Nov 2025
<p>Previous Review: 11/2018; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022</p>							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
Certificate Carpentry	11/2022	Continuance	<p>Assist students, and possibly past students, work towards addressing housing issues on Spirit Lake Nation; continue to establish connections and partnerships with area entities for completing community service projects while providing students with hands-on work opportunities; seek out work opportunities to accommodate workloads that will support local apprenticeships.</p> <p>Continue planning for facilities expansion as enrollment increases; seek out funding sources to expand facilities; plan for additional faculty needs as enrollment increases; continue to increase enrollment within the confines of the existing facilities. Develop policy concerning safe use of facilities and substance safety policy; establish written safety policy and guidelines prior to the Fall 2023 semester.</p>	<p>Long-term planning for building facilities to construct projects out of the elements</p> <p>Creation of elective class in cabinet making and finish work using the CNC machine; to consist of a 4-credit class and 8-credit onsite class which could be completed in one semester</p> <p>Budgeting for an additional faculty for one semester each year to accommodate elective class and onsite instruction</p> <p>Promotion/Advertising regarding program self-funding of current tiny house project from sale of two houses previously constructed by the program/students</p> <p>Professional development in the area of building inspection</p>	<p>Continue development of syllabi and coursework to incorporate CNC operation and programming into the curriculum along with maintaining proven carpentry practices</p> <p>Prepare students as entry level carpenters in the work force; instill and stress the importance of, and the need for, safe secure housing (doing things for the collective good of the community through the tiny house project)</p> <p>Continue working toward implementation of an Apprenticeship Program and being able to offer students productive work to continue honing their skills as well as earning income for themselves and their families</p>	<p>An additional faculty member has been employed as the program has grown and expanded; program students have nearly completed the Land Grant kitchen and classroom remodel project</p> <p>The program faculty and students completed the house project in 2022-23, with proceeds going to fund housing for a CCCC student</p> <p>Continued efforts to participate and establish relationships with SLN tribal leaders and Spirit Lake Housing; classes completed construction of an addition to the concession area to the rodeo grounds that is used during pow-wow events as well as other events</p> <p>Carpentry classes are now fully involved in the programming and operation of the CNC machine and have utilized it in the assembly and installation of cabinetry on campus and with the tiny home project; students are encouraged to pursue additional education in the areas of pre-engineering and advanced manufacturing upon certificate</p>	Nov 2025
<p>Previous Review: 11/2018; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022</p>							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
<b>Certificate Professional Driving</b>	11/2022	Continuance	Continue outreach to pursue liaisons with NDDOT and other contractors to provide industry drivers and give students additional employment options; forward plan for instruction/hours to ensure obligations to outside contractors is viable and that student numbers can be accommodated; hire part-time person to assist for 6 hrs/wk or when faculty are not available to ensure 2 people are on duty at all times; continue purposeful scheduling of drive time to accommodate student schedules for improved attendance; continue to update program content in line with federal regulations; remove restrictions on student numbers due to the additional truck acquired; maintain established partnerships; establish marketing materials that include offerings, but also importance of maintaining clean driving records for eligibility - especially for high school students	Limited classroom space is an obstacle now that the program continues to expand and show growth; additional faculty needed for behind-the-wheel hours as the program continues to grow; building and parking lot funding and construction	Construction of building facilities and parking lot; ensure adequate staff are employed, especially during behind-the-wheel portion of the program	POS changes completed and piloted spring 2019; additional revision of the certificate coursework was made according to emerging program and student needs - coursework can now be completed in a single semester for entrance into the workforce within a shorter time period; 1 additional faculty hired as enrollment has increased; program updated to be in compliance with new regulations and has now trained personnel to deliver approved testing services for CDL licensure (this service can be provided to anyone, not only CCCC students); simulator updated; classroom and offices have been moved to an area with expanded space; increased marketing; additional truck acquired Program of Study revision 3/2022 Enrollment continues to increase Funding allocated for facilities and parking lot	Nov 2025
Previous Review: 11/2018; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							

Upcoming Reviews							
Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
<b><u>AA Business Administration and Certificate Administrative Assistant</u></b>	12/2020	Continuance with recommendation to consolidate coursework and POS with Office Technology into one strengthened degree program with areas of specialization	Analyze National Clearinghouse transfer data to see if students are transferring/working before they get their AA degree; create additional internships and work study for students; investigate transfer agreements in addition to Mayville State University to other 4-year universities within the state; promote tutoring services to increase attendance and success rates; utilize course assessments and reflections to improve instruction/retention outcomes; continue to bring in business representatives to show job opportunities available to students; participate with students in local career fairs and in AIHEC business bowl; document results of internships and work study student experiences	program remains fiscally viable; continued professional development (Annual NDCTE conference); current technology updates as needed; need for adjunct faculty to accommodate for increased enrollment and faculty attrition	long-term goal is to continue developing strategies to increase student retention and graduation rates; continue to improve student count with program level outreach; increase the number of students moving on and completing terminal business degrees after graduation; continue to research and provide students with opportunities to gain business field experience	New Admin Assistant Certificate Program Approved 4/16/2021; Off Tech and Bus Admin streamlined into single degree program of study effective FA21 per 2018 program recommendations; online offerings and 8-week online offerings have been added; new POS includes field experience opportunities for students; changes in number of program faculty and increased enrollment have generated need for additional adjunct faculty to reduce faculty overload Institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits 8-week and online course sections have been incorporated to increase options and flexibility for students; POS updated FA22 to include additional electives Fall program enrollment and FTE steadily increased from Fall 2018 to Fall 2022 Additional partners engaged to expand student field experience opportunities	Nov 2023
Previous Review: 11/2018, 3/2017; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
AA Liberal Arts	12/2020	Continuance with the following recommendations: Establish the Liberal Arts Committee to guide assessment and improvement of the program; utilize transfer and graduation data to explore possible ways to assist students in the transfer process and encourage terminal degrees	Work with Transfer Specialist when filled to develop ways to follow-up with graduates to try to increase transfer rates; work with Outreach to create videos/ways to attract students, Career Services to address student interest and areas of strength; increase awareness by showing students gateway to continuing their education; develop 2+2 agreements; form group composed of instructors who teach gen ed courses to oversee LA program review and assessment; develop appropriate assessments for Liberal Art courses; professional development within disciplines; training for faculty in the areas of information and instructional technology; review data to analyze factors influencing graduation and transfer rates; recruit/groom students for transfer; educate on value of a culminating degree at a 4-year institution; continued faculty service on NDUS academic discipline groups; leverage technology strengths to attract students	Program is self-supporting and viable; technology and professional development needs are currently being met; additional administrative staff could help with student recruitment and retention; difficult to forge productive, ongoing relationships with other institutions because of low student completion and transfer rates; forming partnerships with other tribal colleges can be challenging due to differences in common course numbering and general education requirements	Continue to increase student retention and persistence; determine student workloads and other commitments with close monitoring of student workload (Liberal Arts committee mentors and advisors); register students in elective courses that reflect their personal interests or that will diversify their interests at the beginning of their program of study; continue to plan activities to assist Liberal Arts students in establishing relationships with their mentors and advisors	The Liberal Arts POS was revised fall 2019 to streamline credits for degree attainment; Liberal Arts committee established spring 2021 to focus on mentoring of liberal arts students, liberal arts course delivery, assessment, student recruitment and completion, and creating awareness among students of available continuing education pathways Institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits and eliminate HPER requirement 2022-23: Liberal Arts program outcomes updated; success in 8-week courses reviewed with additional 8-week course options made available to students; Fall enrollments, retention and persistence rates, and course success rates steadily increased from fall 2018 through fall 2022; efforts ongoing to provide students with exposure to possible fields of interest and to move them into programs that match their interests	Nov 2023
Previous Review: 11/2018, 4/2017; Interim Program Snapshots (Monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
AS Natural Resource Management	12/2020	Continuance with recommendation to work with Outreach to draw students to the major and increase awareness of opportunities available	Collaborate with the outreach coordinator regarding possible business student recruitment strategies; explore opportunities for faculty development - instructors to collaborate more closely with each other and ask for assistance from the Assessment team; continue to expand the influence of the Program through outreach and education; a current trend toward the practical application of skills as opposed to academic research: gearing the program toward marketable skills of this nature would be beneficial to students	Program is fiscally sound and self-supporting; professional development for faculty to update and enhance instructional delivery and assessment processes; faculty and adjunct faculty to program to replace personnel; recruitment of student interns/employees for summer positions available	Recruit one full-time faculty and one adjunct faculty; continue to attend events and promote the recruitment of students to NRM (minimum 3/yr); pursue additional transfer agreements with 4-year institutions	POS revised 12/2019 to streamline credits required for degree and allow for areas of concentration; 2+2 agreement reached; program considered for furlough 7/2021; furlough not pursued due to self-sustainability of student opportunities; opportunities will be kept open and monitored for increase in enrollment, graduation, and transfer; student internship opportunities increased, along with access to research experiences; faculty professional development in instruction and assessment Institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits and eliminate HPER requirement Area elementary school students introduced to NRM through 4-H and classroom participation Cross-program work experience for pre-engineering interns assisting in setup of hydroponics system Enrollment and persistence increased; attended several area events to	Nov 2023
Previous Review 11/2018, 12/2016; Interim Program Snapshots (Monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
<b>AA Early Childhood Education</b>	11/2021	Continuance of AA 11/2021; Furlough of Certificates 5/2022	AA: Continue expansion of online offerings; continue recruitment and outreach; provide additional coursework in business and/or entrepreneurship to assist ECE students in pursuing business start-ups; document internships, funding sources and partnerships in program reviews; pursue additional 2+2 and 4-year degree options	Increased classroom space (if in-person classes resume); adjunct faculty if move to 4-year degree offering occurs; monies for professional development (Annual NAEYC); continued recruitment and outreach	Begin work on update to Lang/Lit course; continue work on updating classes dependent on trends and 2+2 (on-going); continue working with Mayville State University for transfers and resources needed for success of students attending; continue working with UND and Minot State University to maximize student transferability (they don't offer BA degrees, only BS)	Entrepreneurship course and PSYCH 250 added to POS; POS update effective FA22; work on additional 2+2 in progress; increasing enrollment; certificates furloughed 5/12/2022 due to lack of enrollment and credit eligibility for financial aid; certificates offered internally as needed Institution-wide POS change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits Adjunct instructor hired; course offerings adjusted according to program and student needs Fall enrollment steadily increased Fall 2019 to Fall 2022; graduation rate increased with 5 grads enrolled at Mayville for BA degrees and 1 grad completing Master's in ECE at UND Social/Emotional class update complete; speakers utilized from area daycares and high schools; MSU teachers/advisors coaching students (transfer to BA program)	Nov 2024
Previous Review: 11/2018, 3/2017; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							



Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
AA Fine Arts	11/2021	Continuance	Continue monitoring the progress of the current marketing efforts and program transfer initiatives; research options for forming an advisory board to solicit recommendations for improvement, community needs and interest, and transferability; progress has been made on the previous recommendations; continue to find ways for students to display their portfolios/work; report revenues from gen ed service courses to reflect program net gain; highlight cultural strengths that are offered through the program; complete work moving the AAS degree to an AA degree program for increased transferability semester; establish transfer agreements with 4-year institutions.	Cameras for demonstrations using Zoom; supplies for craft class; updated licenses for Adobe; brushes, canvases, drawing and painting materials; supplies for 3-dimensional course SP22; classroom sink repair (all items budgeted/procured 2021-22); professional development for instructor to take additional ceramics coursework at LRSC in the future	Fine Arts program to offer Summer Art Camps for youth in the community (Fine Arts students to assist with projects and planning); program students to continue to assist in planning, painting of tipis, and winter count hide painting in cooperation with community artists for the CCCC 50th Anniversary celebration 2024; Fine Arts students will be involved in planning and presenting a Student Art Show SP24 showcasing their work in the program	POS changes completed and approved to move to AA degree effective FA22; all core courses reviewed and approved for CCN and GERTA; program needs (supplies and IT) concerns have been budgeted and met Institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits and eliminate HPER requirement Program collaborated with VCSU and other ND colleges and universities to participate in a NDUS Traveling Exhibition with tours of participating campuses from Feb 2023 to June 2023; exhibition at CCCC Apr 24 - May 5 2023 Fine Arts students working on painting of tipis for CCCC's 50th Anniversary 2024; also on a winter count with community artists Program enrollment increasing; summer/online course options expanded; incorporated use of tech applications (Moodle, Adobe and digital design); work continues on 2+2 agreement with VSCU and possibly UND	Nov 2024
Previous Review: 11/2018; Interim Program Snapshots (Monitoring): 4/1/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2021, 9/2020, 9/2021, 9/2022							

Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
AS Pre-Engineering	11/2021	Continuance with recommendation to explore funding opportunities to support continuance, institutionalizing student experiences where possible	Work within existing funding structures to institutionalize and fund student experience opportunities; create activities to expose younger students to the profession and develop pre-relationships with college; explore additional ways to provide conceptual math supports to help students meet core outcomes and evaluate student success to determine if interventions are effective; continue to expand collaboration between the ND TCUs and 4-year institutions	2022-23: Additional funding with existing TCU collaborative was not forthcoming; need new avenues to meet outreach goals; funding applications submitted in cooperation with UND in the area of AM - outcome pending Future need for qualified faculty in AM courses, expanded AM course options, and for AM lab personnel (former student currently contracted to return as faculty upon completion of Master's degree; currently co-teaching and developing new AM curriculum to be shared with TCU consortium and UND under supervision of CCCC pre-engineering faculty; current student maintaining oversight of AM lab on campus)	Initiate the pilot semester of AM 201 to test the feasibility of the planned course make-up in accomplishing course outcomes and then refine as needed. Acquire new equipment with expanded materials selection for the AM lab to greatly enhance the capabilities in both prototype and production runs for UND research team requests. Plan for pre-engineering students to attend the TMCC/UTTC sponsored ASPIRE summer camp to obtain credit in available technical electives offered.	Program considered for furlough 7/2021 due to funding issues/low enrollment; funding for student opportunities secured for immediate future; additional students recruited; tech has eliminated need for high-cost IVN/distance ed enabling course sharing among TCUs with minimal cost; elective course update 5/2022; institution-wide program of study change 7/14/2022 to reduce Dakota Language I requirement from 4 to 3 credits and eliminate HPER requirement New AM lab space allocated with student-led setup of state-of-the-art lab; student research initiative resulting in liaisons with 4-year institutions and student invention/patent application ENGR 116 course content reorganized FA22 and piloted; continue to meet course outcomes with focus on a final project in more depth; proposal for NASA grant coop with UND submitted in the area of AM towards developing a lunar boot; new AM 201 course developed and approved	Nov 2024
Previous Review: 11/2018; Interim Program Snapshots (Monitoring): 4/1/2020, 4/2021, 4/2022, 4/2023; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021, 9/2022							

Furloughed Programs 2022							
Program	Date of Most Recent Review	Recommendation for Continuance or Furlough	Summary of Review Recommendations	Summary of Program Needs	Current Program Goals	Changes in Status Since Last Review	Date of Next Scheduled Review
AS HPER	07/2022	Furlough recommended 7/2022	Furlough recommended due to low student retention and completion, lack of qualified instructor, and change in general education requirements (state and institutional)	coursework was made available to current students to see them to completion prior to furlough	NA	Furlough completed with Board approval 8/2022 effective immediately Elective HPER courses will continue to be offered using adjunct faculty; wellness and fitness center to remain open for student and staff use	NA
Previous Review: 11/2018, 2/2017, 10/2020; Interim Program Snapshots (monitoring): 4/2020, 4/2021, 4/2022; Program Goal Monitoring: 4/2019, 9/2019, 9/2020, 9/2021							
AS Pre-Nursing	05/2022	Furlough recommended 5/2022	Furlough recommended due to low student retention and completion, lack of qualified instructor, and inability to establish agreements with other TCUs to provide common shared delivery of necessary coursework	coursework was made available to current students to see them to completion prior to furlough	NA	Furlough completed with Board approval 6/2/2022 effective immediately	NA
Previous Review: 11/2018, 11/2021; Interim Program Snapshots (Monitoring): 4/1/2020, 4/2021, 4/2022; Program Goal Monitoring: 4/2019; 9/2019; 9/2020; 9/2021							
<u>AA</u> Office Technology and Certificate Office Technology	03/2022	Furlough recommended 3/2022	All previous review recommendations for combining into one AA Business Administration degree with Admin Assistant certificate completed	coursework was made available to current students to see them to completion prior to furlough	NA	Furlough completed with Board approval 3/10/2022 effective immediately	NA
Previous Review: 11/2018, 12/2020; Interim Program Snapshots (Monitoring): 4/2020, 4/2021; Program Goal Monitoring: 4/2019, 9/2019, 9/2020							
<u>Certificate Early Childhood Education (Pre-School or Infants and Toddlers Options)</u>	05/2022	Furlough recommended 5/2022	Discontinue certificates - to be offered as internal certificate awards for Head Start employees only	coursework was made available to current students to see them to completion prior to furlough	NA	Furlough completed with Board approval 6/1/2022 effective immediately	NA
Previous Review: 11/2021; Interim Program Snapshots (Monitoring): 4/2021, 4/2022; Program Goal Monitoring: 9/2020, 9/2021							