



Athletics Annual Unit Plan

STEP I: DESCRIBE YOUR DEPARTMENT/UNIT

a. Mission

The mission of Cerro Coso Community College Department of Athletics is to provide an athletic program that helps develop the whole person through education and competition. The intercollegiate athletic program enhances the institutional mission by providing a platform from which students are able to develop their highest potential by: stimulating a lasting attitude of discipline, sportsmanship, integrity and social responsibility. We encourage our athletes to further their education through pursuing an advanced degree at a university of their choice and strive to graduate athletes that are leaders and critical thinkers. We promote ethnic, cultural and personal diversity within athletic programs and strive to insure equal opportunity for all staff and student-athletes. Finally, the Athletics Department at Cerro Coso Community College takes priority in making the athletic program an enduring source of pride for the student population, student-athletes, alumni, college, and community.

b. Program Applicability

All

c. Partnerships

The athletics programs is working closely with the Cerro Coso Community College boosters program to create a capital campaign that can offset the cost of the athletics program. In addition we have created community partnerships to help increase community awareness and connection. These partnerships include: Gateway Elementary School(Coyotes in the Classroom program) KZIQ radio, IWV youth football, and IWV youth cheer. We are also members of the Foothill Athletic Conference.

c. Distance Education

No



STEP 2: EXPLAIN YOUR PLANNING

a. Review of Past Goals

Goals for the CCCC athletics program are being reconfigured to address the changing environment athletics must function under.



b. Review of Overall Department/Unit

The last program review for athletics cast a new direction for the program. It was a conference level review and resulted in many recommendations and many new goals and a new direction for the program. **The following is a list of the findings and response to those findings. The goals in the next section are a direct reflection of this program review.**

Commission On Athletics(COA) Standard 3- College and Athletic philosophy-

- Athletics needs a gender equity statement
- Athletics needs written statement on athletic recruitment philosophy or guidelines

STATUS- In progress; Working on researching wording for these statements

COA Standard 4 Staff professionalism-

- No indication of in-service meetings
- No involvement at the state level

STATUS Addressed-Athletics meeting held Date January 28, April 28, Aug 18

Coaches meetings May 9, Aug 23/24

Athletic Director Attended 2 conference and 2 state level meetings in 2011

COA Standard 5 Academic achievements and support

- Women's BB-low enrollment, poor retention
- Need for increased community and campus support

STATUS In progress

An athlete's orientation was implemented start of fall 2011 semester for all athletes

Revitalization of boosters Fall 2011

Implementation of early intervention with tutoring, for athlete receiving a C or less at grade check

Mandated study hall for both men and women's teams, tutors provided during these study hall times.

COA Standard 6 Citizenship

- Not enough community involvement

STATUS In progress

All teams have committed to increasing their presence and volunteerism in the community.

Basketball- hosts several youth tournaments, hosted youth cheer club at home events,

Baseball- coyotes in the classroom, Involvement with CDC

Coyotes in the Classroom partnership with Gateway Elementary

COA Standard 7 Gender equity

- Out of Title IX compliance

STATUS On-going

Athletics survey done, goal to add one women's sport by 12-13 school year. (must be equal in 3 years)

COA Standard 8 fundraising

- Lack of fundraising support for athletics



STATUS Addressed: capital campaign plan under development
Foundation has reinstated Boosters Club and commitment to fundraising to support athletics
Teams have each added one-three fundraising events to help support their programs.

The Athletics Department has taken the program review and its findings very seriously. In addition to hiring a new coaching staff the department has implemented mandatory department meetings, individualized coaches meeting and athlete orientation. All coaches, councilors and the AD will have several opportunities to continue to expand their knowledge through conferences, and professional development activities.

c. Current Year Goals:

Goal 1 Support the academic and athletic success of student-athletes

Connection to College Strategic Goals: 1ADE

Specific internal or external** condition(s) the goal is a response to:*

1. *Action Plan:* Proactively recruit student-athletes who are committed to academic and athletic success to better ensure academic eligibility for sport participation. **Measure of success** improvement in grade point averages and retention and graduation rates.
2. Provide an academic support system with access to college academic resources, such as tutorial services, study sessions for athletes, workshops, and orientation seminar for freshman student athletes on topical areas that will assist them in succeeding in their academic and athletic endeavors. **Measure of success:** Increase enrollment and retention of student-athletics
3. Increase required use of academic advisor for student athletes to help students define academic goals and develop an educational plan for completion of graduation requirements. **Measure of success:** Increase retention of student-athletics
4. Monitor class attendance and academic progress of all student-athletes on a scheduled basis through the use of formal reporting system provided to academic instructors by the CCCC Athletic Department. Address unacceptable reports, develop a plan for improvement, and complete a follow-up process to assess progress. **Measure of success:** improvement in grade point averages and retention and graduation rates.



5. Track the number of CCC athletes who play at the next level or pursue college degrees or careers related to physical education or athletics. **Measure of success:** increased rate of students continuing their education.

Responsibility - Athletic Director, academic advisors and Coaches

Current status 2009-10 year

Female athletes GPA 2.47

Female athlete retention rate 100.00%

Female athlete success rate 82.54%

Comparison group GPA 2.24

Comparison groups retention rate 83.39%

Comparison Group Success rate 58.64%

Male athletes GPA 2.48

Male athlete retention rate 92.91%

Male athlete success rate 78.73%

Comparison group GPA 2.19

Comparison groups retention rate 82.58%

Comparison Group Success rate 57.95%

Data source- Cal PASS

Goal 2 Increase community awareness and involvement with Cerro Coso Athletics Programs

Connection to College Strategic Goals:3A

Specific internal or external** condition(s) the goal is a response to:*

Action Plan:

- Create a Boosters program



- Build relations, encourage participation, and solicit support among local civic groups, Chamber of Commerce, community leaders, area businesses, local citizens, and CCCC Alumni through communication and public relation efforts of members of the Athletic Department.

Measure of success: Increased awareness of CCCC Athletic programs, membership to various social media/alumni groups as connected with the Athletic Department

- Implement an end of the year Athletics Awards Banquets that recognizes the academic and athletic achievements of our Student Athletes. **Measure of success: Recognition will continue to encourage student athletes to participate in community, excel scholastically and feel part of the Cerro Coso family. This will result in increased retention rates and a connection to community and campus.**

- Increase community awareness of programs through community service.
 - “Family day/Night” at least once per semester
 - Continue and expand the Coyotes in the Classroom Program
 - Offer several youth sports camps through the semester

Measure of success: Increased community support for CCCC Athletics, resulting in increased capital support as well as increased event and game support .

- Increase community awareness through better communication
 - Ensure earlier and more visible advertising of sports events
 - Develop more radio presence
 - Develop Face book page for Coso Athletics
 - Create email list serve to all booster members and media

Measure of success: Increased community involvement in CCCC Athletics.

Goal 3 Provide equity and opportunity for all.

Connection to College Strategic Goals: 4B



Specific internal or external** condition(s) the goal is a response to:*

- *Action Plan:* Plan
 1. Insure complete compliance with Title IX on the resource management, as well as in direct proportionality.
 2. Institute a survey program for the general student population on sport offerings for student-athletes.
 3. Submit program recommendations, as appropriate, to insure adequate participation opportunities are available for both genders.

Measure of success - An environment where Title IX compliance is present and respect for diversity and gender equity are fundamental components of the decision making process in the athletic department.

STEP 3: SUBSTANTIATE REQUESTED RESOURCES (Note: All items must be prioritized. Please see the attached Criteria for Prioritization of Resource Requests chart for a complete list of codes and explanations for prioritization.)

a. Classified Staffing

Position Title	Position Description	Priority	Strategic Plan goal addressed by this position	Provide a detailed rationale for the requested position. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Salary Grade	Number of Months	Number of Hours per Week	Salary Amount	Funding Source: G=General Fund R=Restricted (be specific)
a1.	Department		1A,D 3A,C 6	This position is currently a 9 month position partially		12	40		G/R RP362



Position Title	Position Description	Priority	Strategic Plan goal addressed by this position	Provide a detailed rationale for the requested position. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Salary Grade	Number of Months	Number of Hours per Week	Salary Amount	Funding Source: G=General Fund R=Restricted (be specific)
	Assistant 12 month			supported by student development funds. It also supports athletics. During the summer months when this position is normally off is a crucial planning time for both of the departments and assistance is needed.					

Classified Staffing: Explain why the work of this position cannot be assigned to current staff

It can be an extension of the current position.

Classified Staffing: Describe impact on the college if the position is not filled

Impact includes a "late start" on many aspects of fundraising, and planning for which that position is crucial to both programs it serves

b. Adjunct Coach Staffing



Position	Department	Location	Priority	Strategic Plan goal addressed by this position	Justification	Full-time/Part-time Faculty Ratio	Cost	Funding Source: G=General Fund R=Restricted (be specific)
b1.	Head Volley Ball coach		High	1 ADE	Needed for new program		5616	G
b2.	Assistant VB coach		High	1 ADE	New program		4000	G
	Head Men's basketball coach		High	1 ADE	New program		5616	G
	Assistant Men's BB coach		High	1 ADE	New program		4000	G
	Head Athletic Trainer		High	1 ADE 6A	Requirement of Foothill Conference for safety and health of athletes.		30,000	G

Adjunct Coach Staffing: Provide a detailed rationale for the requested position

There are four new requested positions for the 12-13 school year. They include 2 head coaches, 2 assistant coaches and a 30 hour per week athletic training position. These position recommendations necessitated by the new goals of the department, the program review performed by the foothill conference and the renewed commitment to student life and athletics by the CCCC Administration and the CCCC Foundation.

Head and Assistant Volleyball Coach-

- Rational- The title IX compliance test revealed we are not in compliance with federal law. The addition of the team is necessitated to create equality among male/female athletics.

Head and Assistant Men's Basketball Coach

- Rational- High community support and demand for Men's Basketball. This team will create and opportunity for local young men to compete and gain and education locally. In addition the Foothill conference carries a game schedule in which Men and women's teams play the same night, saving monies on support staff, referees and travel. The return of men's basketball would create an excitement in the community and is a fiscally responsible addition to the sports of CCCC.

c. Supplies (per unit cost less than \$500). *Enter requests on lines below.*



Resource	Describe resource requested	Priority	Strategic Plan goal addressed by this resource	Provide a detailed rationale for the requested resource. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Estimated amount of funding requested	Will this be one-time or on-going funding?	Funding Source: G=General Fund R=Restricted (be specific)
c1.	Office Supplies	med	1A	Needed to maintain printer, fax and general office supplies	\$1500	On going	G
c2.							
c3.							
c4.							
c5.							

d. Non-Technology Equipment (per unit cost greater than \$500). Enter requests on lines below.

Resource	Describe resource requested	Priority	Strategic Plan goal addressed by this resource	Provide a detailed rationale for the requested resource. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Estimated amount of funding requested	Will this be one-time or on-going funding?	Funding Source: G=General Fund R=Restricted (be specific)
d1.	Conference Membership	high	1A 5D, 6	Fees to participate in foothill conference	5,500	On going	G
d2.	Athletic Equipment	high	1A,D	Team basics, bats, balls, nets, ect	20,000 (5,000 per team)	On going	G Possible offset by boosters funding request
d3.	Athletic training supplies	high	1A,D	Necessary to provide injury care for the safety of athletes. Increased due to increase in teams	5000 (approx 1000 per team)	ongoing	G Possible offset by boosters funding request
d4.	4 sets uniforms	High	1A,D	Two new teams, two uniforms each	5000	One time	G

e. Technology Equipment (computers, data projectors, document readers, etc.). Enter requests on lines below.



Resource	Describe resource requested	Priority	Strategic Plan goal addressed by this resource	Provide a detailed rationale for the requested resource. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Estimated amount of funding requested	Will this be one-time or on-going funding?	Funding Source: G=General Fund R=Restricted (be specific)
e1.	Head Coaches laptops	med	1A,D 5D	Coaches required to record and keep scores on the road as well as at home. Laptops provided the appropriate media for this	3,000	On time	
e2.							
e3.							
e4.							

f. Facilities. Enter requests on lines below.

Resource	Describe resource requested	Priority	Strategic Plan goal addressed by this resource	Provide a detailed rationale for the requested resource. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Estimated amount of funding requested	Will this be one-time or on-going funding?	Funding Source: G=General Fund R=Restricted (be specific)
f1.	Repaint Gym floor	high	1AD	Rules have changed in basketball. The three point line is now the same for men and women. We currently have the women's line,	25,000	One time	G
f2.	Terrace baseball seating	Med	1AD	Current setup is not safe, hill is steep and grass can be slippery. The area does not provide adequate seating for fans and is a deterrent to attending events.	15,000	One time	

g. Travel (inter-campus, intra-district, conferences, etc.). Enter requests on lines below.



Resource	Describe resource requested	Priority	Strategic Plan goal addressed by this resource	Provide a detailed rationale for the requested resource. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Estimated amount of funding requested	Will this be one-time or on-going funding?	Funding Source: G=General Fund R=Restricted (be specific)
g1.	Travel to COA events, Coaches meetings(2 per season, 3 seasons per year) Foothill conference Athletic Director meetings (3 per year) COA meetings(3 per year)(1-3 person's per meeting) CCCADA meeting (1 per year)	high		Program review revealed a lack of participation of CCCC athletics department in regional, and state meetings.	5,500	ongoing	G
g2.	Baseball travel			Required for games	22,000	Ongoing	G
g3.	Mens Basketball travel			see above	15,000	Ongoing	G
g4.	Volleyball travel			see above	12000	Ongoing	G
g5.	Women's basketball travel			see above	15000	Ongoing	G

h. Marketing (brochures, radio spots, promotional travel, etc.). Enter requests on lines below.

Resource	Describe resource requested	Priority	Strategic Plan goal addressed by this resource	Provide a detailed rationale for the requested resource. The rationale should refer to your unit's mission and goals, recent Program Review or SLO assessment gaps, planning assumptions, and/or the College's Strategic Plan	Estimated amount of funding requested	Will this be one-time or on-going funding?	Funding Source: G=General Fund R=Restricted (be specific)
h1.	Brochures				250	Ongoing	G
h2.	Collateral for fundraising				500	Ongoing	G
h3.	Marketing				250	Ongoing	G



STEP 4: ATTACH LAST YEAR'S SLO ASSESSMENT DATA

Program/Unit Name: Athletics

Assessment Team:

Outcome and Assessment Definitions				Assessment and Data Collection			
Condition of Outcome	Target Performance Level	Student Learning or Admin. Unit Outcome	Assessment Tool/Scoring Method	Detailed Description of Assessment Plan	Results	Plan for Improvement and Reassessment	
Upon completion of 10 Community Service opportunities and a minimum of one semester as a member of the athletics program	80% of student athletes	will demonstrate leadership, team spirit, and civic responsibility	Survey	Description: Timeline: Spring each year Sample: athletes that meet condition Pending Tasks:			
After completing one semester of intercollegiate class	85% of student athletes will	will demonstrate improved athletic performance	Pre and post skills test	Description: Timeline: at end of each season of sport Sample: all these meeting minimum requirements Pending Tasks			
After meeting with a councilor to develop a long term education plan and attend the mandatory study hall	90% of student athletes	Will maintain athletic eligibility at Cerro Coso.	Review of transcripts and ed plan	Description: Timeline: end of 4 th semester at Cerro Coso Sample: Pending Tasks:			



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