



Education/Cosmetology Department 3-Year Strategic Plan: **Fall 2024 – Spring 2027** (Updated 10/13/2023)



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History

The Certificate in Early Childhood (ECE) program began in 1988, the Associate of ECE in 1992. The only CTE secondary program currently under our department is for GWHS students who can earn college credit if they receive mastery level for CD110 ECE Orientation and CD180 Language Arts in EC. A newly adopted track, Certificate in ECE CDA was approved along with a 12-credit practicum course (CD293) by CRC which will allow our ECE students to earn a globally recognized industry credential.

The Education Certificate and Associate Degrees began in 1995. Courses have been developed and added to the program requirements over the years. The most recent program document is aligned with requirements for entering the School of Education at the University of Guam in order to facilitate a smooth transition for those who wish to pursue a Bachelor degree.

The Certificate in Sign Language Interpreter (SLI) Program was established in Fall 2017. The first SLI Practicum course (IN292) was adopted and offered for the first time in Spring 2020. Some 20 students have completed this program with another student completing IN292 (Practicum), and hence, the program, in Fall 2022. The program shifted to a cohort and condensed schedule in Fall 2022, which is being recognized as a pilot program. Initial conversations began in Spring 2022 with Dr. Heather Zimmerman (Director of Deaf Studies at Carolina University) toward collaboration with Carolina University to assist students pursuing a Bachelor of Arts degree in Deaf Studies.

In 2016-17 the Cosmetology program was not offered due to reasons in the RIF Committee Report & Plan of Action (March 2, 1016). With funding under an approved CTE Perkins Grant, the program was reinstated. Under an approved CTE/Perkins grant (funds awarded on 5/15/ 2017 and culminates in Spring 2020- cosmetology was reinstated on campus in rooms A6-A9 which now has state-of-the-art equipment and new labs. An evening cohort commenced in Fall 2022 to accommodate the high interest in this program.

During AY2019-2020 the Dept. assisted in the development of GCC's first bachelor's program, Bachelor of Science in Career and Technical Education began in Fall 2020. The program received accreditation in Spring of 2021 from Accrediting Commission for Community and Junior Colleges (ACCJC) and was awarded approval from GCEC as a Higher Education provider of an Education Preparation Program. We believe this will attract even greater interest from community members in our BSCTE program. To date, two students completed the program in Spring 2023.

Vision and Strengths

Education Department took several steps to improve its programs and processes to be more student-centered such as the update and revision of curricula including a more stream-lined Cosmetology program, incorporation of an internationally recognized credential for ECE, and the offering of GCC's first 4-year degree. The Certificate and A.A. in Education Program's technical requirements have been revised with a focus on offering more methods courses which will better prepare our graduates for entry into the teaching profession. One addition is the requirement for either ASL I and II or CHamoru I and II, which will help to address the needs of Deaf students on Guam and will address the shortage of CHamoru language teachers on Guam. We also have been surveying students electronically every semester since AY2014.

Plans to expand our department were successful in the recent addition of new FT faculty. We currently have one FT faculty for sign language interpreting, one FT faculty for post-secondary ECE, one FT faculty for secondary ECE, one FT faculty for ED, one FT faculty for our BSCTE program (August 2021), and three FT faculty for Cosmetology. One FT faculty is certified in Education for Sustainable Development as an Earth Charter Educator, another two FT faculty maintain certification to teach online which enables the department to offer online and/or hybrid courses as an option for students, and another FT faculty member who completed Barbering Certification. Another faculty completed certification for implementing a community and/or professional interpreter training program at the College, and one FT faculty is working toward completion of her doctorate program. We have an excellent diversity of Adjunct faculty for students since they are specialized in various areas such as early childhood, reading, special education, and CHamoru culture.

The department's efforts to develop and administer interest surveys resulted in important data. For example, in Fall 2021, our next cohort for Cosmetology was selected for Spring 2022. This only allowed for 20 students to begin the program. An informal survey was conducted to determine if sufficient interest was confirmed to open a second cohort which would be held in the evening. This enabled us to begin the evening cohort with the addition of FT faculty.

Perhaps most importantly, our faculty – both FT and adjunct – have demonstrated a commitment to maintaining the integrity of our courses and programs, while assisting students and providing support and guidance in completing their programs. Our faculty have worked tirelessly to address the needs of our students as well as to address the SLOs of our courses.

Institutional Strategic Master Plan (ISMP) Goals/Initiatives for 2020-2026

1. **Advancing Workforce Development and Training:** *Strengthen and improve curriculum and educational delivery to provide a student-centered educational experience that fosters retention and completion to prepare our students for engagement in a global workforce.*
2. **Fostering 100% Student-Centered Success:** *Enhance student success through professional development of faculty related to best practices in providing wraparound services, as well as curriculum, training, and opportunities aligned with changing trends and needs of the community.*
3. **Leveraging Transformational Engagement and Training:** *Engage respectfully in dialogue and seek out recommendations from all stakeholders which are aligned with promoting endeavors for the protections and stewardship of our natural environment.*
4. **Optimizing Resources:** *Seek out alternative methods of developing revenue such as through relevant workforce development opportunities which are aligned with the needs and interests of the college and local community members.*
5. **Modernizing and Expanding Infrastructure and Technology:** *Remove barriers to student learning by providing better access to the technology and instructional support necessary for student success.*

Budget Goals (Objectives), Indicators, & Outcomes

Goal	Performance Indicator	Outcome
1. Explore the development of new programs, improvement of existing programs, and expand the types of instructional methods offered (ASL, CD, CM, ED, and IN) Related to ISMP 1 and 3	Compilation of research, data, advisory minutes, course/program revision or adoption and new offerings. Number of students enrolled. Related to ISMP 1 and 3.	At least one new course and/or program is examined each year (evidence will be minutes, program revision/adoption, and/or new offering). Maintain/increase enrollment. Related to ISMP 1
2. Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2	Student success completing courses and graduating from program. Related to ISMP 2	Increased percentage of students who pass/complete certificate and degree programs. Related to ISMP 1 and 2
3. Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	Classroom observations of faculty and number of SLOs in each course guide that address STEAM and ESD content. Related to ISMP 1 and 2	Student participation in STEAM and ESD-related assignments and/or activities increase. Related to ISMP 1 and 2
4. Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2	Number of students enrolled in courses and community members who complete other trainings and events. Related to ISMP 1 and 2	Maintain and/or increase enrollment and community involvement. Related to ISMP 1 and 2

Annual Events/Dates

August/September	Recruitment efforts
October	Fall Fest
	Global Cardboard Challenge
November	ASL Showcase
	Language Arts Conference (UOG)
	BSCTE Informational Virtual Webinar
	BSCTE Fall Student Learning Outcomes Showcase
February	Head Start Fitness Fair
	Spring Fest
March	Kangaroo Math Carnival (partner with Math Dept.)
April	Young Author's Conference
	ESO Education Gala

FY24/25 (Aug – Oct)

Department Goals	Budget goal	Tasks/Activities
<p>#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3</p>		Continue Assessment Cycle process for courses and programs. Provide Review Cycle as needed.
	\$290 +	Ensure all applications and licenses for salon are updated (CM)
	\$1000	Potential actions for Barbering track through GBBC (CM)
		Potential development of Massage Therapy program. Writing of grant.
		Advancement of BSCTE program - Align program outcomes of BSCTE program with NBPTS-CTE certification.
		Surveys for additional courses/opportunities for ASL/IN
<p>#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2</p>	\$2850/2 (English Dept and ED Dept) = \$1425 for ED Dept.	Secure Turnitin for all GCC students in ED, ECE, BSCTE, EN courses for FY24/25
		Recruitment of students for the Child Dev. Associate (CDA) credential student application.
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)

#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (ASL/IN BSCTE, CM, ECE, ED,) Ex for Aug-Oct: Cardboard Challenge, Mall event, Halloween events.

FY24/25 (Nov-Jan)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3		Continue Assessment Cycle process for all courses and programs.
	\$50	Submit cosmetology's annual GBBC license by the first of November (CM)
		Submit facility license by 12/31 (CM)
	\$1000	Potential actions for Barbering track through GBBC (CM)
		Potential development of Massage Therapy program. Writing of grant.
		Surveys for additional courses/opportunities for ASL/IN
	\$500	Advancement of BSCTE program <ul style="list-style-type: none"> - Continue to align program outcomes of BSCTE program with NBPTS-CTE certification.
#2: Prepare and graduate students who possess the		Recruitment of students for the Child Dev. Associate (CDA) credential

skills needed in their respective career of education and/or a related field. Related to ISMP 2		student application. Monitor and assess CD293 course guide
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
	\$200	Hosting of daycare and preschool centers to connect potential employees to our students.
		Advancement of BSCTE program and student success - Cultivate meaningful partnerships with GDOE and CTE schools in the region to facilitate BSCTE graduates' employment and to provide teacher training and workshops in 21st century CTE methods of teaching
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (ASL/IN BSCTE, CM, ECE, ED,) Ex: Cardboard Challenge, Mall event, Halloween events.
	\$1000	Preparations for 1 st Annual CTE Teaching Innovation Conference (\$25)

FY24/25 (Feb-Apr)

Department Goals	Budget goal	Tasks/Activities
<p>#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3</p>		Complete Assessment Cycle process for all courses and programs.
		Assess improvement of writing skills and decide on continuing Turnitin (ED, ECE, BSCTE, EN)
	\$1000	Finalizing establishment of Barbering track through (CM)
		Potential continued development of Massage Therapy program. Submission of grant.
		Development of potential course offerings related to ASL/IN
		Advancement of BSCTE program <ul style="list-style-type: none"> - Finalize alignment of BSCTE program outcomes with NBPTS-CTE certification.
<p>#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2</p>		Recruitment of students for the Child Dev. Associate (CDA) credential student application. Monitor and assess CD293 course guide
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
		Advancement of BSCTE program and student success <ul style="list-style-type: none"> - Cultivate meaningful partnerships with GDOE and CTE schools in the region to facilitate BSCTE graduates' employment and to provide teacher training and workshops in 21st century CTE methods of teaching
<p>#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the</p>	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)

curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2		
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (Ex: Young Authors, Head Start, Special Olympics) (ASL/IN BSCTE, CM, ECE, ED)
	\$5000	Host 1 st Annual CTE Teaching Innovation Conference (\$25)

FY24/25 (May-July)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3	\$500	Faculty engage in at least one PD event (May-July)
		Offer summer courses (ASL/IN, CM)
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		NA in summer
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2		NA in summer
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		NA in summer

FY25/26 (Aug – Oct)

Department Goals	Budget goal	Tasks/Activities
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<p>#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3</p>		Begin Review Cycle process for all courses and programs.
	\$290 +	Ensure all applications and licenses for salon are updated (CM)
	\$1000 (licensures, etc)	Potential opening of Barbering track through GBBC (CM)
	\$10,000	Prepare for opening of Massage Therapy program (potential, initial purchases on items) (CM)
		<p>Advancement of BSCTE program</p> <ul style="list-style-type: none"> - Align program outcomes of BSCTE program with NBPTS-CTE certification. - Research on "grow-your-own teacher" program (i.e. Educator Rising program) in high schools - Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation. - Identify and mentor BSCTE student-teachers who are qualified for the NBPTS-CTE certification.
	Recruitment for potential course offerings for ASL/IN	
<p>#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2</p>	\$2850/2 (English Dept and ED Dept) = \$1425 for ED Dept.	Secure Turnitin for all GCC students in ED, ECE, BSCTE, EN courses for FY25/26
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
<p>#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2</p>	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN

		BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (ASL/IN BSCTE, CM, ECE, ED,) Ex for Aug-Oct: Cardboard Challenge, Mall event, Halloween events.
		Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation (BSCTE)

FY25/26 (Nov-Jan)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3		Continue Assessment Cycle process for all courses and programs.
	\$50	Submit cosmetology's annual GBBC license by the first of November (CM) Submit facility license by 12/31 (CM)
	\$1000	Potential actions for Barbering track through GBBC (CM)
		Potential development of Massage Therapy program. Writing of grant.
	\$5000	Potential development of additional courses for ASL/IN (curriculum, resources, licenses)
	\$500	Recruitment for potential course offerings for ASL/IN Offer courses/training for community members (medical, family, etc) starting in January
		Advancement of BSCTE program <ul style="list-style-type: none"> - Continue to align program outcomes of BSCTE program with NBPTS-CTE certification - Continue research on "grow-your-own teacher" program (i.e. Educator Rising program) in high schools - Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon

		<p>graduation.</p> <ul style="list-style-type: none"> - Identify and mentor BSCTE student-teachers who are qualified for the NBPTS-CTE certification.
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		Seek funding for the Child Dev. Associate (CDA) credential student application.
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
	\$200	Hosting of daycare and preschool centers to connect potential employees to our students.
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (Ex: Young Authors, Head Start, Special Olympics) (ASL/IN BSCTE, CM, ECE, ED)
	\$1000	Preparations for 2 nd Annual CTE Teaching Innovation Conference (\$26)

FY25/26 (Feb-Apr)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and		Complete Assessment Cycle process for all courses and programs.

expand the types of instructional methods offered. Related to ISMP 1 and 3		Assess improvement of writing skills and decide on continuing Turnitin (ED, ECE, BSCTE, EN)
	\$1000	Potential final steps for opening Barbering track through GBBC (CM)
		Potential final steps of opening Massage Therapy program.
		<p>Advancement of BSCTE program</p> <ul style="list-style-type: none"> - Finalize alignment of BSCTE program outcomes with NBPTS-CTE certification. - Identify grants that will support the planned "grow-your-own teacher" program in high schools. - Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation. - Identify and mentor BSCTE student-teachers who are qualified for the NBPTS-CTE certification.
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		Seek funding for the Child Dev. Associate (CDA) credential student application.
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
	\$200	Hosting of daycare and preschool centers to connect potential employees to our students.
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)

#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (Ex: Young Authors, Head Start, Special Olympics) (ASL/IN BSCTE, CM, ECE, ED)
	\$5000	Host 2 nd Annual CTE Teaching Innovation Conference (S26)

FY25/26 (May-July)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3	\$500	Faculty engage in at least one PD event (May-July)
		Offer summer courses (ASL/IN, CM)
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		NA in summer
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2		NA in summer
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		NA in summer

FY26/27 (Aug – Oct)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3		Begin Review Cycle process for all courses and programs.
	\$290 +	Ensure all applications and licenses for salon are updated (CM)

	\$10,000	Opening of Massage Therapy program (potential, initial purchases on items) (CM)
		<p>Advancement of BSCTE program</p> <ul style="list-style-type: none"> - Align program outcomes of BSCTE program with NBPTS-CTE certification. - Research on "grow-your-own teacher" program (i.e. Educator Rising program) in high schools - Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation. - Identify and mentor BSCTE student-teachers who are qualified for the NBPTS-CTE certification.
	\$1000	ASL/IN courses for community
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2	\$2850/2 (English Dept and ED Dept) = \$1425 for ED Dept.	Secure Turnitin for all GCC students in ED, ECE, BSCTE, EN courses for FY26/27
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (ASL/IN BSCTE, CM, ECE, ED,) Ex for Aug-Oct: Cardboard Challenge, Mall event, Halloween events.

		Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation (BSCTE)
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FY26/27 (Nov-Jan)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3		Continue Assessment Cycle process for all courses and programs.
	\$50	Submit cosmetology's annual GBBC license by the first of November (CM) Submit facility license by 12/31 (CM)
	\$1000	Potential actions for Barbering track through GBBC (CM)
		Potential development of Massage Therapy program. Writing of grant.
	\$1000	ASL/IN courses for community
		Advancement of BSCTE program <ul style="list-style-type: none"> - Continue to align program outcomes of BSCTE program with NBPTS-CTE certification - Continue research on "grow-your-own teacher" program (i.e. Educator Rising program) in high schools - Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation. - Identify and mentor BSCTE student-teachers who are qualified for the NBPTS-CTE certification.
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		Seek funding for the Child Dev. Associate (CDA) credential student application.
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)

		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
	\$200	Hosting of daycare and preschool centers to connect potential employees to our students.
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (Ex: Young Authors, Head Start, Special Olympics) (ASL/IN BSCTE, CM, ECE, ED)
	\$1000	Preparations for 3 rd Annual CTE Teaching Innovation Conference (S27)

FY26/27 (Feb-Apr)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3		Complete Assessment Cycle process for all courses and programs.
		Assess improvement of writing skills and decide on continuing Turnitin (ED, ECE, BSCTE, EN)
	\$1000	Potential final steps for opening Barbering track through GBBC (CM)
		Potential final steps of opening Massage Therapy program.

		<p>Advancement of BSCTE program</p> <ul style="list-style-type: none"> - Finalize alignment of BSCTE program outcomes with NBPTS-CTE certification. - Identify grants that will support the planned "grow-your-own teacher" program in high schools. - Explore the possibility of creating a cohort of students in high school who will likely enter in the BSCTE program upon graduation. - Identify and mentor BSCTE student-teachers who are qualified for the NBPTS-CTE certification.
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		Seek funding for the Child Dev. Associate (CDA) credential student application.
		Advise students to better ensure student success and completion of programs (ASL/IN, BSCTE, ECE, ED)
		Promote program ownership amongst students (ex: showcase learning outcomes on and off campus) (ASL/IN, BSCTE, ECE, ED)
	\$200	Hosting of daycare and preschool centers to connect potential employees to our students.
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2	\$500	Provide essential equipment and supplies as needed and relevant (ex: STEAM, ESD) for students (ASL/IN, BSCTE, ECE, ED)
	\$500	Provide information and training for instruction related to STEAM, Education for Sustainable Development, as well as online tools (ASL/IN BSCTE, ECE, ED,)
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		Participate in at least one recruitment/ marketing effort on or off campus to include college and career fairs (Ex: Young Authors, Head Start, Special Olympics) (ASL/IN BSCTE, CM, ECE, ED)
	\$5000	Host 3 rd Annual CTE Teaching Innovation Conference (\$27)

FY26/27 (May-July)

Department Goals	Budget goal	Tasks/Activities
#1: Explore the development of new programs and courses, improvement of existing programs, and expand the types of instructional methods offered. Related to ISMP 1 and 3	\$500	Faculty engage in at least one PD event (May-July)
		Offer summer courses (ASL/IN, CM)
#2: Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. Related to ISMP 2		NA in summer
#3: Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP 1 and 2		NA in summer
#4: Department faculty will actively promote programs and courses through activities/events. Related to ISMP 1 and 2		NA in summer

R_DEPT	R_OBJ	R_FY	R_DESC	R_JUSTIFICATION	R_QTY	R_UNIT	R_IT	R_Priority	total
6210	7240	2025	Supplies	Support projects in ED180A and two additional methods courses (ED180B and ED180C)	3	893		1	2,679
								TOTAL	2,679

GCC
FY2025 NAF Budget Course Fee Request

Department Education - ED (6210)

Summer 2023

Course	Enrollmen	Fee	Total
TOTAL	0		

Fall 2023

Course	Enrollmen	Fee	Total
CTE310	2	\$67	\$134
ED180A	20	\$67	1,340.00
TOTAL	22		\$1,474

Course lab fees not being used.

Spring 2024 (based on survey)

Course	Enrollmen	Fee	Total
ED180B	20	\$67	1,340.00
TOTAL	20		\$1,340

We plan to hold adjudication to delete all CTE lab fees.

Total Requested \$2,814

\$2680 for materials for new methods courses (ED180A, B, C) from Teachers Pay Teachers + \$268 from Course Fees for CTE courses

Total Approved

Course	Items
ED180A	Students order resources from Teachers Pay Teachers to help in the development of learning centers and lesson plans.
ED180B	Students order resources from Teachers Pay Teachers to help in the development of two literature-based thematic units including learning centers.
ED180C	Students order resources from Teachers Pay Teachers to help in the development of project-based learning units and other teaching materials.

Course	Items
ASL100	Past: ASL Dictionaries. We are looking at removing the lab fee and having students simply
ASL110	Technological tools for recording and editing
	Arts & crafts supplies such as construction paper, markers, glue, tape, paint, and die-cuts.
ASL120	Technological tools for recording and editing
	Arts & crafts supplies such as construction paper, markers, glue, tape, paint, and die-cuts.
ASL130	Technological tools for recording and editing
	Arts & crafts supplies such as construction paper, markers, glue, tape, paint, and die-cuts.

Course	Items
CD110	Children's books
	Arts & crafts materials (ex: paint, glue, glue sticks, markers, construction paper)
CD180	Children's books given to students for creating lessons and activities
	Arts & crafts materials (ex: paint, glue, glue sticks, markers, construction paper)
CD240	Children's books related to cognitive and creative development are given to students to use in development of lessons and teaching material
	Arts & crafts materials (ex: paint, glue, glue sticks, markers, construction paper)
CD260	Children's books related to emotional and social development are given to students to use in development of lessons and teaching materials.
	Arts & crafts materials (ex: paint, glue, glue sticks, markers, construction paper)
	Note that titles of books are revised from year to year. More Chamoru/Guam-based books have been and will continue to be purchased.
	Some titles used:
CD110	I Ain't Gonna Paint No More
	Brown Bear, Brown Bear
	Where the Wild Things Are
CD180	Pete the Cat and His New White Shoes
	The Story of Ferdinand
	The Very Hungry Caterpillar
	Yes! No!
	Knuffle Bunny
CD240	Cloudy with a Chance of Meatballs
	Chika Chika Boom Boom
	A Chair for My Mother
	Big Dreams
CD260	Wings: A Tale of Two Chickens
	How are You Peeling?
	Giraffs Can't Dance
	Kiko, Ana, and the Fire-Breathing Dragons
	Examples of local, culturally-relevant:
	Sihek and the Thing That was Different
	Petmisu/Permiso
	Kanta Yan Pu'eman Famagu'on: Songs and Rhymes for Children
	Mangge na Fruita Siha - Delicious Fruits
	Nana's Vegetable Garden

<p>Explore the development of additional cohort sections and improvement of existing curricula – Related to ISMP #1 and #3</p>	<p>Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. – Related to ISMP #1</p>	<p>Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP #1, #2, and #3</p>	<p>Department faculty will actively promote programs and courses through activities/events. Related to ISMP #1 and #2</p>	<p>Compilation of research, data, advisory minutes, course/program revision or adoption and new offerings. Number of students enrolled. Related to ISMP #1, #2, and #3</p>	<p>Student success completing courses and graduating from program. Related to ISMP #2</p>	<p>Classroom observations of faculty and number of SLOs in each course guide that address STEAM and ESD content. Related to ISMP #1 and #2</p>	<p>Number of students enrolled in courses and community members who complete other trainings and events. Related to ISMP #1 and #2</p>	<p>At least one course and/or program is examined each year (evidence will be minutes, program revision/adoption, and/or new offering). Maintain/increase enrollment. Related to ISMP #1 and #3</p>	<p>Percent of students who pass/complete program AND pass the GBBC licensing exam will be maintained and/or increase depending on community needs and job market. Related to ISMP #1 and #3</p>	<p>Student participation in STEAM related assignments and/or activities increase. Related to ISMP #1 and #2</p>	<p>Maintain and/or increase enrollment and community involvement. Related to ISMP #1 and #2</p>
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1	11	6150	7240	2025	Supplies	Cosmetology Supplies	1	35000	1	35,000
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GCC

FY2025 NAF Budget Course Fee Request

Department Education - Cosmetology (6150)

Summer 2023

Course	Enrollmen	Fee	Total
C_CM192-	12	\$0	\$ -
TOTAL	12		-

Fall 2023

Course	Enrollmen	Fee	Total
CM104B	20	\$500	\$10,000
CM104A	20	\$500	10,000.00
TOTAL	40		\$20,000.00

Spring 2024

Course	Enrollmen	Fee	Total
CM101	20	\$250	\$5,000
CM104B	20	\$500	10,000.00
TOTAL	40		15,000.00

Total Requ 35,000.00

Total Approved

DEPT_CODE	DEPT_DIV_CODE	DEPT_DESC	DEPT_FY24_BUDGET	DEPT_GOAL 1	DEPT_GOAL 2	DEPT_GOAL 3	DEPT_GOAL 4	DEPT_INDICATOR 1	DEPT_INDICATOR 2	DEPT_INDICATOR 3	DEPT_INDICATOR 4	DEPT_OUTCOME 1	DEPT_OUTCOME 2	DEPT_OUTCOME 3	DEPT_OUTCOME 4
6210	1	Education		Explore the development of additional cohort sections and improvement of existing curricula – Related to ISMP #1 and #3	Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. – Related to ISMP #1	Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development. Related to ISMP #1, #2, and #3	Department faculty will actively promote programs and courses through activities/events. Related to ISMP #1 and #2	Compilation of research, data, advisory minutes, course/program revision or adoption and new offerings. Number of students enrolled. Related to ISMP #1, #2, and #3	Student success completing courses and graduating from program. Related to ISMP #2	Classroom observations of faculty and number of SLOs in each course guide that address STEAM and ESD content. Related to ISMP #1 and #2	Number of students enrolled in courses and community members who complete other trainings and events. Related to ISMP #1 and #2	At least one course and/or program is examined each year (evidence will be minutes, program revision/adoption, and/or new offering). Maintain/increase enrollment. Related to ISMP #1 and #3	Percent of students who pass/complete program AND pass the GBBC licensing exam will be maintained and/or increase depending on community needs and job market. Related to ISMP #1 and #3	Student participation in STEAM related assignments and/or activities increase. Related to ISMP #1 and #2	Maintain and/or increase enrollment and community involvement. Related to ISMP #1 and #2

Education

1	01	6210	7240	2025	Supplies	Office and instructional support	4	500	1	2,000
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GCC

FY2025 NAF Budget Course Fee Request

Department Education - ED (6210)

Summer 2023

Course	Enrollment	Fee	Total
TOTAL	0		

Fall 2023

Course	Enrollment	Fee	Total
CTE310	2	\$67	\$134
ED180A	20	\$67	1,340.00
TOTAL	22		\$1,474

Spring 2024 (based on survey)

Course	Enrollment	Fee	Total
ED180B	20	\$67	1,340.00
TOTAL	20		\$1,340

Total Requ \$2,814

Total Approved

R-NO	R-FD	R_DEPT	R_OBJ	R_FY	R_DESC	R_JUSTIFICATION	R_QTY	R_UNIT	R_IT	R_Priority	total
1	11	6210	7240	2025	Supplies	Support projects in ED180A and two additional methods courses (ED180B and ED180C)	3	893		1	2,679
										TOTAL	2,679

6220 1 ECE

Explore the development of additional cohort sections and improvement of existing curricula – Related to ISMP #1 and #3	Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. – Related to ISMP #1	Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development . Related to ISMP #1 , #2, and #3	Department faculty will actively promote programs and courses through activities/events. Related to ISMP #1 and #2	Compilation of research, data, advisory minutes, course/program revision or adoption and new offerings. Number of students enrolled. Related to ISMP #1, #2, and #3	Student success completing courses and graduating from program. Related to ISMP #2	Classroom observations of faculty and number of SLOs in each course guide that address STEAM and ESD content. Related to ISMP #1 and #2	Number of students enrolled in courses and community members who complete other trainings and events. Related to ISMP #1 and #2	At least one course and/or program is examined each year (evidence will be minutes, program revision/adoption, and/or new offering). Maintain/increase enrollment. Related to ISMP # 1 and #3	Percent of students who pass/complete program AND pass the GBBC licensing exam will be maintained and/or increase depending on community needs and job market. Related to ISMP #1 and #3	Student participation in STEAM related assignments and/or activities increase. Related to ISMP #1 and #2	Maintain and/or increase enrollment and community involvement. Related to ISMP #1 and #2
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1 01 6220 7240 2025 Supplies Office and instructional support 4 250 1 1,000

R_NO	R_FD	R_DEPT	R_OBJ	R_FY	R_DESC	R_JUSTIFICATION	R_QTY	R_UNIT	R_IT	R_Priority	Total
1	11	6220	7240	2025	Supplies	CD110 For projects and instruction	1	324		1	324
2	11	6220	7240	2025	Supplies	CD180 For projects and instruction	1	938		1	938
3	11	6220	7240	2025	Supplies	CD240 For projects and instruction	1	1340		1	1,340
4	11	6220	7240	2025	Supplies	CD260 For projects and instruction	1	1340		1	1,340
										TOTAL	3,942

GCC

FY2025 NAF Budget Course Fee Request

Department Education - Early Childhood Education (6220)

Summer 2023

Course	Enrollmen	Fee	Total
TOTAL	0		-

Fall 2023

Course	Enrollmen	Fee	Total
CD110	12	\$27	\$324
CD180	14	\$67	\$938
CD240	20	\$67	\$1,340
TOTAL	46		\$2,602

Spring 2024 (estimated from SP2023)

Course	Enrollmen	Fee	Total
CD260	20	\$67	\$1,340
TOTAL	20		\$1,340

Total Requ \$3,942
Total Approved

DEPT_ CODE	DEPT_ DIV CODE	DEPT_ DESC	DEPT_ FY24 BUDGET	DEPT_ GOAL 1	DEPT_ GOAL 2	DEPT_ GOAL 3	DEPT_ GOAL 4	DEPT_ INDICATOR 1	DEPT_ INDICATOR 2	DEPT_ INDICATOR 3	DEPT_ INDICATOR 4	DEPT_ OUTCOME 1	DEPT_ OUTCOME 2	DEPT_ OUTCOME 3	DEPT_ OUTCOME 4
6230	1	ASL		Explore the development of additional cohort sections and improvement of existing curricula – Related to ISMP #1 and #3	Prepare and graduate students who possess the skills needed in their respective career of education and/or a related field. – Related to ISMP #1	Incorporate STEAM (Science, Technology, Engineering, Art, and Math) throughout the curriculum with a focus on Education for Sustainable Development . Related to ISMP #1 , #2, and #3	Department faculty will actively promote programs and courses through activities/events. Related to ISMP #1 and #2	Compilation of research, data, advisory minutes, course/program revision or adoption and new offerings. Number of students enrolled. Related to ISMP #1, #2, and #3	Student success completing courses and graduating from program. Related to ISMP #2	Classroom observations of faculty and number of SLOs in each course guide that address STEAM and ESD content. Related to ISMP #1 and #2	Number of students enrolled in courses and community members who complete other trainings and events. Related to ISMP #1 and #2	At least one course and/or program is examined each year (evidence will be minutes, program revision/adoption, and/or new offering). Maintain/increase enrollment. Related to ISMP # 1 and #3	Percent of students who pass/complete program AND pass the GBBC licensing exam will be maintained and/or increase depending on community needs and job market. Related to ISMP #1 and #3	Student participation in STEAM related assignments and/or activities increase. Related to ISMP #1 and #2	Maintain and/or increase enrollment and community involvement. Related to ISMP #1 and #2

R_NO	R_FD	R_DEPT	R_OBJ	R_FY	R_DESC	R_JUSTIFICATION	R_QTY	R_UNIT	R_IT	R_Priority	total
1	01	6230	7240	2025	Supplies	Office and instructional support	2	250		1	500

R_NO	R_FD	R_DEPT	R_OBJ	R_FY	R_DESC	R_JUSTIFICATION	R_QTY	R_UNIT	R_IT	R_Priority	total
1	11	6230	7240	2025	Supplies	ASL100 For student and instructional use, and for editing and publishing of ASL videos for community	1	1296		1	1,296
2	11	6230	7240	2025	Supplies	ASL110 For student and instructional use, and for editing and publishing of ASL videos for community	1	729		1	729
3	11	6230	7240	2025	Supplies	ASL120 For student and instructional use, and for editing and publishing of ASL videos for community	0	0		0	0
4	11	6230	7240	2025	Supplies	ASL130 For student and instructional use, and for editing and publishing of ASL videos for community	0	0		0	0
										TOTAL	2,025

GCC
 FY2025 NAF Budget Course Fee Request

Department Education - ASL (6230)

Summer 2023

Course	Enrollmen	Fee	Total
ASL 100	0	\$24	\$ -
TOTAL	0		-

Fall 2023

Course	Enrollmen	Fee	Total
ASL 100	28	\$27	\$756
ASL 110	7	\$27	\$189
ASL 120		\$27	
ASL130		\$27	
TOTAL	35		\$945

Spring 2024 (estimated from SP2023)

Course	Enrollmen	Fee	Total
ASL 100	20	\$27	\$540
ASL 110	20	\$27	\$ 540.00
TOTAL	40		\$1,080

Total Requ \$2,025
Total Approved