

students do not transfer to a 4-year school. They get a Certificate of Completion, get their License, and go into the work force. CORE indicator 4 is also low because after getting licensed most licensed stylist work for themselves and are independent contractors. By being self-employed, it is hard to track our students as employees. Although CORE indicator 5a/5b are lower than the state requirement (25%), over the last 4 years the Cerritos College Cosmetology Department has had an increase in numbers. This shows an increase in nontraditional (male) participants. We will continue to monitor our CORE indicators and try to improve the trend by participating in more outreach events and advertising more to male students.

Library Collaboration

We got together with Stephanie Rosenblatt and discussed textbooks, magazines and journal articles that would benefit the students for projects and assignments. These books and articles consist of makeup, hair, skin care and fashion from different eras.

SWOT Goal Reference Table

Cerritos College				
Instructional Program Review – Cosmetology Department Goals: Cosmetology				
Ref	Goal	Action to be Taken	Assigned to	Completion Date
S1	Students track their own progress online	Students were given access to the online program. (online discovery pro) They can track their hours, operations and technical.	Janet Ramirez-Han	Completed March 2020
S2	Install surveillance cameras to monitor the department	Place cameras throughout the department to help against theft, student conduct or any liability issues.	Madeline Betancourt	Completed August 2015
S3	Purchase new equipment to help enhance student knowledge and hands-on experience	Apply for strong workforce grant and purchase new equipment with funding.	Janet Ramirez-Han	Ongoing
S4	Purchase Cinderella hair extension	Apply for strong workforce grant and purchase new hair, tools, and product for new cohorts to practice. Once students are trained, they will be certified in Cinderella hair extensions.	Nina Motruk	Ongoing
S5	Prepare students for careers in cosmetology	Invite industry professionals from Massage Envy, Great Clips, Hand and Stone, European Wax Center to name a few to do mock interviews and review resumes and cover letters. Also, partnering with career services on campus.	Janet Ramirez-Han Rossi Petrova	Ongoing

S6	Become a Dermalogica partnership school.	Gain educational support from an industry partnership program	Janet Ramirez-Han	Ongoing
S7	Ongoing professional development	Through strong workforce grant, instructors continue to take professional development classes at Toni and Guy, Wella, Redken, Sugaring, etc. to stay current in our industry.	Rossi Petrova	Ongoing
S8	Renovate Department	Blueprints have already been completed. Architects are working on moving our classes to portables.	Janet Ramirez-Han	In progress, estimated completion 2024
S9	Create standardized documents for the department	Create Rules and Regs, Syllabi, and procedure sheets to stay consistent throughout the department.	Sherry Fregoso Janet Ramirez-Han	Ongoing
S10	Create AA degree pathways	Reviewed schedule of classes and Plan A and created a pathway for students who want to earn an AA. Met with counseling to discuss and get their feedback on classes that would best be suited for students taking our programs.	Janet Ramirez-Han	Completed Feb. 2021
S11	Publish student success stories	Reach out to alumni's and work with Daniel to get these stories published.	Rossi Petrova	Ongoing
W1	Complete SLO assessments each semester	Faculty must submit SLO assessments at the end of each semester. Department chair will be running an SLO participation report to identify who has not completed their assessments.	Janet Ramirez-Han	Ongoing
W2	Purchase portable facial machines	Purchased portable facial machines for the Cosmetology program with strong workforce grant.	Nina Motruk	Completed Fall 2019
W3	Schedule all labs fully on campus safely	Return to campus following Los Angeles County Health Department and CDC guidelines.	Janet Ramirez-Han	Spring 2022
W4	Increase enrollment for COS 55	More advertising to other cosmetology schools and past Cerritos cosmetology students every semester.	Rossi Petrova	Ongoing
W5	Increase full-time faculty participation	Schedule weekly meetings to improve faculty involvement.	Janet Ramirez-Han	Ongoing
W6	Participate in outreach events	All full-time faculty must partake in outreach community events.	Felicia Smith	Ongoing
O1	Subscribe to a service booking system	Subscribe to an online booking system.	Janet Ramirez-Han	Fall 2024

O2	Implement a crossover class (COS 55) from Cosmetology to Esthetics	Implement a crossover program/class (COS 55) from Cosmetology to Esthetics. This will help Cosmetology students who also want to obtain an Esthetician Certificate and License. Having both licenses will help students become more marketable when looking for a job.	Rossi Petrova	Completed Fall 2019
O3	Change curriculum to Hybrid	Change the curriculum to have lectures online and keep lab on campus.	Janet Ramirez-Han	In progress
O4	Train students on how to use the Redken business tools	Implement a client tracking system including number of clients, product sales, client retention, and tips.	Felicia Smith	In progress
O5	Implement a barbering cross-over program	Start a barbering program to stay competitive with other local colleges.	Felicia Smith	Not started
T1	Hire three full-time faculty to replace two that will be retiring within the next two years or less	Filled out faculty hiring prioritization form. Waiting to see where we fall.	Janet Ramirez-Han	In progress and ongoing.