ELSMART
Safety Management
Assessment Regulatory Training

Subject Matter Experts (SME) Review
New Safety Curriculum

Program/Course Reviewed: SAFE 118

College: Lorain County Community College (LCCC) , 1005 N. Abbe Rd., Elyria, Ohio 44035

Reviewed By: ELSMART Associates, LLC (credentials of reviewers include Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), Certified Hazardous Material Manager (CHMM), Certified Environmental Trainer (CET), Registered Nurse (BSN-RN), Society Human Resources Manager – Certified Professional (SHRM-CP), Professional in Human Resources (**PHR**)) – Total years of experience for reviewers in Environmental, Safety, and Health over 100 years.

Date: 5-23-2018

Review scale definitions:

Exceptional: Review component is a "best practice" and represents a model for replication.

Very good: Review component is complete and effective.

Good: Review component is adequate but presents opportunities for improvement.

Ineffective: Review component is weak and in need of significant improvement.

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No or Insufficient Evidence: Review component was not covered or information provided in the documents was insufficient for assessment.

Curriculum Map, Career Ladder/Stackable Credential Documentation, Syllabi	Excellent	Very Good	Good	Ineffective	No/Insufficient Evidence
1. Program CIP code/s appropriate to program title and outcomes.			X		
2. Effective program structure (prerequisites, course sequence, stackable credential-structure provide a clear, logical path to completion).				X	
3. Outcomes aligned to occupational focus (industry skills and standards) and prepare students for appropriate industry certification/s.				X	
4. Outcomes are clearly stated.				X	
5. Outcomes are introduced and reinforced effectively.				X	
6. Course objectives are clearly stated and measurable.				X	
7. In multi-course programs, course objectives support one or more program or student learning outcome. In single-course programs, modules support one or more course objective.				X	

Comments or recommendations specific to each section rated:
1. Classification of Instructional Programs (CIP) is appropriate
2. No prerequisites listed. May want to add basic understanding of OSHA regulations and warehousing.
3. Concepts used in industry and certification in EHS profession not reinforced. No use of Serious Injury and Fatality (SIF) concepts in warehouse operations.
4. Too many objectives not connected or organized.
5. Complete class needs to be overhauled with clear direction. Order of training should be reordered.
6. No course objective measurements.
7. With reorganization this course could meet outcome goals.

General comments or recommendations: Objectives do not enforce dependence on ANSI, OSHA, NIOSH, and other regulatory standards for compliance.   No objectives on EHS principles of SIF and improved safety culture improving business metrics.

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Instructional Materials and Lab Resources	Excellent	Very Good	Good	Ineffective	No/Insufficient Evidence
1. Support stated course or unit learning objectives.				X	
2. Meet/reflect current industry practices and standards.				X	
3. Provide options for multiple learning styles.					X
4. Instructional materials are cited properly.				X	
5. There is evidence of materials and resources that support on-line or technology-enabled learning.					X

Comments or recommendations specific to each section rated:

1. Course outline no connected objectives.
2. Many items not included as resources including safety checklists,
3. No attempt to vary learning styles
4. Few citations and regulatory support provided.
5. No on-line support noted.

General comments or recommendations: Consider scenarios, videos, and worksheets for varied learning styles.

Overview Table: Objectives, Modules/Units, Learning Activities and Assessments	Excellent	Very Good	Good	Ineffective	No/Insufficient Evidence
1. Modules/units are linked to course objectives.				X	
2. Learning activities promote achievement of stated module/unit objectives.				X	
3. Learning activities provide opportunities for interaction and active learning.					X
4. Learning activities provide options for multiple learning styles.					X
5. Learning activities are linked to current industry practices, standards and certifications.					X

6. Learning activities demonstrate evidence of innovation or enhancements to support adult learner success.					X
7. Materials/resources (to include equipment, tools and software) are used in a way that students understand their purpose and use in industry settings.				X	
8. Assessments measure stated learning objectives and link to industry standards.					X
9. Assessments align with course activities and instructional materials and resources.				X	
10. Assessments are sequenced throughout the instructional period to enable students to build on feedback.					X
11. Assessments are varied and appropriate to content.				X	
12. Assessments provide opportunities for students to measure their own learning progress.				X	

Comments or recommendations specific to each section rated:
1. Objectives and course material not aligned.
2. No learning activities, exercises, or case studies assigned.
3. No learning activities, exercises, or case studies assigned.
4. Few videos offered and no learning activities, exercises, or case studies assigned.
5. See note below for updates in comments.
6. No learning activities, exercises, or case studies assigned.
7. Use videos and equipment to validate activities.
8. Need to relate objectives to regulatory standards and benchmarking. Consider introduction of international standards.
9. Increase recommended resources to include cell phone apps (WISER, ERG 2016, SKC pump, etc)
10. Consider matching, essay tests, problem sets, and performance tests.
11. Consider matching, essay tests, problem sets, and performance tests.
12. Assessments need to identify good work, improve self-evaluation and encourage lifelong learning.
General comments or recommendations:
Outcomes listed below. Need to be Specific, Measurable, Attainable, Relevant and Timely (SMART). Several goals do not meet the format. Consider supplemental and alternative to just lecture like small subgroups, brainstorming, guest speakers, simulation games, and case studies. Homework assignments should be various types of assessments.

Innovative or Enhanced Strategies	Excellent	Very Good	Good	Ineffective	No/Insufficient Evidence
1. Accelerate Entry into Career Programs Refine assessment, transform developmental education and add support services to meet the needs of participants				X	
2. Create Clear Pathways to STEM Careers Expand access to and/or develop new stacked and latticed credentials in programs that meet employer needs				X	
3. Improve Employment Attainment Collaborate with industry, WIBs, state, and community-based organizations to engage, guide and employ participants				X	

Comments or recommendations specific to each section rated:
1. Course skills when objectives are updated will meet all employers need for safety objectives.

2. Core to this course will apply physics and basic biology. Need understanding of both for course. This is not clear in objectives or syllabus.

3. This course should have guest speakers and real world examples.
General comments or recommendations:
This course must provide skills that all employees will recognize as providing a company their license to operate in the current business environment. Real world examples and case studies will increase retention and application of principles outlined in the course. Discuss recordkeeping scenarios, OSHA 2254 Training Guidelines, Behavior Based observations. Entire course should be reordered for clarity with objectives.