## PAGE: VISION

1. For each statement from the Vision, indicate where you think the Cabinet is currently.

Rating

| | It doesn't get any better | I am very satisified with how this is demonstrated in the Cabinet | We are where I would expect at this point in time | We have made progress, but not as much as I would like | We have a lot of work to do on this one | Response Count |
|---|---|---|---|---|---|---|
| **The Chancellor's Cabinet is characterized by mutual respect and cooperation** | 0.0% (0) | **75.0% (6)** | 25.0% (2) | 0.0% (0) | 0.0% (0) | 8 |
| **We work together towards common goals that reflect the best interests of the District.** | 0.0% (0) | **62.5% (5)** | 37.5% (3) | 0.0% (0) | 0.0% (0) | 8 |
| **We are supportive and open with each other.** | 0.0% (0) | **75.0% (6)** | 12.5% (1) | 12.5% (1) | 0.0% (0) | 8 |
| **We celebrate our mutual successes and there is little internal competition.** | 0.0% (0) | **62.5% (5)** | 37.5% (3) | 0.0% (0) | 0.0% (0) | 8 |
| **We are clear about our responsibilities and direction.** | 0.0% (0) | 25.0% (2) | **62.5% (5)** | 12.5% (1) | 0.0% (0) | 8 |
| **Our decision-making process is open and transparent.** | 0.0% (0) | **50.0% (4)** | 25.0% (2) | 25.0% (2) | 0.0% (0) | 8 |

|  |  |
|---|---|
| **answered question** | **8** |
| **skipped question** | **0** |

1. For each statement from the Vision, indicate where you think the Cabinet is currently.

| | | | | | | |
|---|---|---|---|---|---|---|
| We consider students first, yet take into consideration the needs of faculty, staff, and the communities we serve. | 0.0% (0) | **87.5% (7)** | 12.5% (1) | 0.0% (0) | 0.0% (0) | 8 |
| We are a high performing team where each of us is a leader, making forward-thinking decisions that are fact-based, data-driven, and systems oriented. | 12.5% (1) | **50.0% (4)** | 25.0% (2) | 12.5% (1) | 0.0% (0) | 8 |
| Above all, we have the courage to make the changes needed to accomplish this vision and earn the respect and trust of those we serve. | 0.0% (0) | **100.0% (8)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 8 |

| | |
|---|---|
| Comments<br>Show replies | 2 |
| **answered question** | **8** |
| **skipped question** | **0** |

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**PAGE: CORE VALUES**

2. Please rate each of the following elements of our core values.

Rating

| | Always | Most of the time | Often | Sometimes | Never | Response Count |
|---|---|---|---|---|---|---|
| **WE ARE A TEAM. We have a clear sense of shared priorities and strategic direction. We insure common** | 0.0% (0) | **75.0% (6)** | 25.0% (2) | 0.0% (0) | 0.0% (0) | 8 |

| | |
|---|---|
| **answered question** | **8** |
| **skipped question** | **0** |

2. Please rate each of the following elements of our core values.

| | | | | | | |
|---|---|---|---|---|---|---|
| understanding of the direction of the District. | | | | | | |
| **WE MAKE INFORMED DECISIONS. We make overt decisions consistent with our strategic directions, based on the best information available. We proactively share whatever information and ideas we have and rely on the expertise of individual team members. Our decisions are consistent with the mission of the District and reflect the good of the whole rather than our individual priorities.** | 25.0% (2) | **50.0% (4)** | 25.0% (2) | 0.0% (0) | 0.0% (0) | 8 |
| **WE BELIEVE IN RESPONSIBILITY AND ACCOUNTABILITY. We make and admit mistakes. We mitigate for strategic direction, rather than our individual priorities.** | 37.5% (3) | **62.5% (5)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 8 |
| **WE ENCOURAGE CREATIVITY AND INNOVATION. We support, nurture, and advance innovative ideas.** | 12.5% (1) | **37.5% (3)** | 37.5% (3) | 12.5% (1) | 0.0% (0) | 8 |
| **WE ARE HONEST AND RESPECTFUL IN OUR DEALINGS WITH EACH OTHER. We listen to and do not interrupt each other. We take time to understand how each of us best processes information. We take time to let people know if we are offended, to apologize if needed, and to forgive.** | 12.5% (1) | **75.0% (6)** | 12.5% (1) | 0.0% (0) | 0.0% (0) | 8 |
| **WE RESPECT THE CONTRIBUTION OF ALL CLASSIFIED STAFF,** | 12.5% (1) | **75.0% (6)** | 12.5% (1) | 0.0% (0) | 0.0% (0) | 8 |

|  | |
|---|---|
| **answered question** | **8** |
| **skipped question** | **0** |

2. Please rate each of the following elements of our core values.

**FACULTY, AND OTHER MANAGERS. In return, we will earn their respect and trust through consistency and integrity in our actions.**

| | | |
|---|---|---|
| Comments<br>Show replies | | 2 |
| **answered question** | | **8** |
| **skipped question** | | **0** |

3. How many years have you been part of the Chancellor's Cabinet?

| | Response Percent | Response Count |
|---|---|---|
| **Three or less** | 14.3% | 1 |
| **Four to Seven** | 28.6% | 2 |
| **Eight or more** | 57.1% | 4 |
| Comments | | 0 |
| **answered question** | | **7** |
| **skipped question** | | **1** |

**PAGE: WHICH SIDE OF THE BOAT IS LEAKING?**

4. Please indicate if you are a department head, the Chancellor or a college president.

| | Response Percent | Response Count |
|---|---|---|
| **answered question** | | **8** |
| **skipped question** | | **0** |

4. Please indicate if you are a department head, the Chancellor or a college president.

| | | |
|---|---|---|
| **Department head/Chancellor** | **62.5%** | **5** |
| **College President** | 37.5% | 3 |
| | answered question | 8 |
| | skipped question | 0 |

**PAGE:**

5. Thinking specifically of your interactions with the college presidents and their staffs in the past year, how would you rate the responsiveness of each college to requests for information, input, or other actions? Please also rate the quality of what you do get.

Responsiveness

| | Very responsive, seldom need to repeat requests | Usually responsive | Sometimes responsive | Seldom responsive, often need to follow up | N/A | Response Count |
|---|---|---|---|---|---|---|
| **Contra Costa College** | **40.0% (2)** | **40.0% (2)** | 20.0% (1) | 0.0% (0) | 0.0% (0) | 5 |
| **Diablo Valley College** | 40.0% (2) | **60.0% (3)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5 |
| **Los Medanos College** | 40.0% (2) | **60.0% (3)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5 |

Quality of response

| | N/A |
|---|---|
| answered question | 5 |
| skipped question | 3 |

5. Thinking specifically of your interactions with the college presidents and their staffs in the past year, how would you rate the responsiveness of each college to requests for information, input, or other actions? Please also rate the quality of what you do get.

| | Almost always accurate and complete | Usually accurate and complete | Sometimes accurate and complete | Seldom accurate or complete | | Response Count |
|---|---|---|---|---|---|---|
| Contra Costa College | 20.0% (1) | 60.0% (3) | 20.0% (1) | 0.0% (0) | 0.0% (0) | 5 |
| Diablo Valley College | 20.0% (1) | 80.0% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5 |
| Los Medanos College | 20.0% (1) | 80.0% (4) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 5 |

Other (please specify)
Show replies
1

answered question 5

skipped question 3

6. Thinking specifically of your interactions with the District department heads, Chancellor, and their staffs in the past year, how would you rate the responsiveness of each department to requests for information, the quality of the information you received, and the overall quality of services received?

Responsiveness

| | Very responsive, seldom need to | Usually responsive | Sometimes responsive | Seldom responsive, often need to follow up | N/A | Response Count |
|---|---|---|---|---|---|---|

answered question 7

skipped question 1

6. Thinking specifically of your interactions with the District department heads, Chancellor, and their staffs in the past year, how would you rate the responsiveness of each department to requests for information, the quality of the information you received, and the overall quality of services received?

| | repeat requests | | | | | |
|---|---|---|---|---|---|---|
| **Facilities Planning** | 16.7% (1) | **66.7% (4)** | 16.7% (1) | 0.0% (0) | 0.0% (0) | 6 |
| **Finance and Administration** | 42.9% (3) | **57.1% (4)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Communications and Community Relations** | **42.9% (3)** | **42.9% (3)** | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Human Resources** | **57.1% (4)** | 42.9% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Technology Systems Planning and Support** | 28.6% (2) | **57.1% (4)** | 14.3% (1) | 0.0% (0) | 0.0% (0) | 7 |
| **Planning and Educational Programs and Services** | **57.1% (4)** | 28.6% (2) | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Chancellor's Office** | 42.9% (3) | **57.1% (4)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Payroll** | **42.9% (3)** | **42.9% (3)** | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Purchasing** | **57.1% (4)** | 42.9% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Accounting** | **57.1% (4)** | 42.9% (3) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Police Services** | 14.3% (1) | **57.1% (4)** | 28.6% (2) | 0.0% (0) | 0.0% (0) | 7 |
| **Research and Planning** | **57.1% (4)** | 28.6% (2) | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Audit Services** | **71.4% (5)** | 28.6% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |

Quality of services received

|  | | | | | | |
|---|---|---|---|---|---|---|
| | | | answered question | | | 7 |
| | | | skipped question | | | 1 |

6. Thinking specifically of your interactions with the District department heads, Chancellor, and their staffs in the past year, how would you rate the responsiveness of each department to requests for information, the quality of the information you received, and the overall quality of services received?

| | Excellent | Very good | Mostly good | Sometimes good | Poor | N/A | Response Count |
|---|---|---|---|---|---|---|---|
| **Facilities Planning** | 16.7% (1) | **50.0% (3)** | 33.3% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 6 |
| **Finance and Administration** | 28.6% (2) | **57.1% (4)** | 14.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Communications and Community Relations** | **57.1% (4)** | 28.6% (2) | 14.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Human Resources** | **57.1% (4)** | 28.6% (2) | 14.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Technology Systems Planning and Support** | 28.6% (2) | **57.1% (4)** | 0.0% (0) | 14.3% (1) | 0.0% (0) | 0.0% (0) | 7 |
| **Planning and Educational Programs and Services** | **42.9% (3)** | **42.9% (3)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Chancellor's Office** | 42.9% (3) | **57.1% (4)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Payroll** | **42.9% (3)** | 14.3% (1) | 28.6% (2) | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Purchasing** | **57.1% (4)** | 14.3% (1) | 28.6% (2) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Accounting** | **57.1% (4)** | 28.6% (2) | 14.3% (1) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Police Services** | 28.6% (2) | 14.3% (1) | **57.1% (4)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| **Research and Planning** | **42.9% (3)** | 28.6% (2) | 14.3% (1) | 0.0% (0) | 0.0% (0) | 14.3% (1) | 7 |
| **Audit Services** | 42.9% (3) | **57.1% (4)** | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0) | 7 |
| | | | | | Comments Show replies | | 1 |
| | | | | | **answered question** | | 7 |
| | | | | | **skipped question** | | 1 |

7. Multitasking in meetings was a topic of discussion in the last retreat, with the following comments that were captured from the discussion: Concern/addiction about time sensitivity on waiting messages"Borders on disrespect"There is also "other tasking" (not just with technology) when you tune out around topics that are not relevant to you Check on agenda items that may or may not engage Give Ray permission to stay and work? Sometimes those who really need feedback do not get the engagement to get it Please indicate your assessment of what has happened in this area in the past year. Has multitasking during Cabinet meetings

|  | Response Percent | Response Count |
| --- | --- | --- |
| **Decreased** | **87.5%** | 7 |
| **Stayed about the same** | 12.5% | 1 |
| **Increased** | 0.0% | 0 |
| | Comments<br>Show replies | 4 |
| | **answered question** | **8** |
| | **skipped question** | **0** |

8. Anything else you would like to add?

|  | Response Count |
| --- | --- |
| | **Show replies** | 1 |
| | **answered question** | **1** |
| | **skipped question** | **7** |