

Contra Costa Community College District

# **CLIMATE SURVEY REPORT**

**November 2007**

Office of District Research  
Contra Costa Community College District  
500 Court Street  
Martinez, California 94553

## TABLE OF CONTENTS

Summary .....	1
CCCCD .....	3
All Groups – Climate Survey Response Summaries .....	3
All Groups – Ranking of Questions by Mean Response .....	5
Faculty – Climate Survey Response Summaries .....	6
Faculty – Ranking of Questions by Mean Response .....	8
Classified/Confidential – Climate Survey Response Summaries .....	9
Classified/Confidential – Ranking of Questions by Mean Response .....	11
Manager/Supervisor – Climate Survey Response Summaries.....	12
Manager/Supervisor – Ranking of Questions by Mean Response.....	14
Contra Costa College .....	15
All Groups – Climate Survey Response Summaries .....	15
All Groups – Ranking of Questions by Mean Response .....	17
Faculty – Climate Survey Response Summaries .....	18
Faculty – Ranking of Questions by Mean Response .....	20
Classified/Confidential – Climate Survey Response Summaries .....	21
Classified/Confidential – Ranking of Questions by Mean Response .....	23
Manager/Supervisor – Climate Survey Response Summaries.....	24
Manager/Supervisor – Ranking of Questions by Mean Response.....	26
Diablo Valley College/San Ramon Center .....	27
All Groups – Climate Survey Response Summaries .....	27
All Groups – Ranking of Questions by Mean Response .....	29
Faculty – Climate Survey Response Summaries .....	30
Faculty – Ranking of Questions by Mean Response .....	32
Classified/Confidential – Climate Survey Response Summaries .....	33
Classified/Confidential – Ranking of Questions by Mean Response .....	35
Manager/Supervisor – Climate Survey Response Summaries.....	36
Manager/Supervisor – Ranking of Questions by Mean Response.....	38

Los Medanos College/Brentwood Center .....	39
All Groups – Climate Survey Response Summaries .....	39
All Groups – Ranking of Questions by Mean Response .....	41
Faculty – Climate Survey Response Summaries .....	42
Faculty – Ranking of Questions by Mean Response .....	44
Classified/Confidential – Climate Survey Response Summaries .....	45
Classified/Confidential – Ranking of Questions by Mean Response .....	47
Manager/Supervisor – Climate Survey Response Summaries.....	48
Manager/Supervisor – Ranking of Questions by Mean Response.....	50
 District Office .....	 51
All Groups – Climate Survey Response Summaries .....	51
All Groups – Ranking of Questions by Mean Response .....	53
Classified/Confidential – Climate Survey Response Summaries .....	54
Classified/Confidential – Ranking of Questions by Mean Response .....	56
Manager/Supervisor – Climate Survey Response Summaries.....	57
Manager/Supervisor – Ranking of Questions by Mean Response.....	59

## SUMMARY

The Contra Costa Community College District Climate Survey was administered in November 2007, for the third time. There were 577 responses, which is an increase of 113 over 2006.

**When employees were asked what was the number one thing the CCCCDC could do to improve morale,**

District wide responses were:

- Faculty chose *Increase salary* (31.7%), *Demonstrate that my professions expertise is valued* (20.5%), and *Other* (21.6%).
- Classified/confidential staff chose *Increase salary* (23.1%), *Demonstrate that my professions expertise is valued* (20.8%), and *Other* (26.9%).
- Managers chose *Demonstrate that my professions expertise is valued* (25.8%), *Increase cooperation between constituency groups* (19.4%) and *Other* (28.0%).

By site responses were:

While there was some variability in the percentages from site to site, faculty chose increase salary as their number one response. Classified staff and managers responded differently depending upon their location.

CCC	Classified: <i>Increase salary</i> (25.5%) Managers: <i>Other</i> (41.2%)
DVC/SRC	Classified: <i>Other</i> (28.8%) Managers: <i>Demonstrate that my professional expertise is valued</i> and <i>Increase respect and cooperation between constituency groups</i> ranked highest with 27.8% of the votes each.
LMC/BRT	Classified: <i>Demonstrate that my professional expertise is valued</i> and <i>Promote professional/staff development</i> ranked highest with 24.5% of the votes each. Managers: <i>Other</i> (31.6%)
DO	Classified: <i>Other</i> (41.0%) Managers: <i>Demonstrate that my professional expertise is valued</i> (42.9%)

### **The Indicators**

Of the nineteen (19) indicators used in the questionnaire, district wide the average score for twelve (12) of the indicators ranked above the neutral response marker of 3.00.

Those indicators are:

- Q1: CCCCDC inspires me to do my very best.
- Q3: I feel like I am an important part of CCCCDC.
- Q5: Generally speaking, CCCCDC treats its employees fairly.
- Q6: CCCCDC employees are expected to behave ethically.
- Q7: I can express my feelings without fear of reprisal.
- Q8: Trust and respect exist between me and my manager.

- Q9: I trust my manager to represent my interests even if I am not present.  
 Q12: My supervisor and I have agreed on what exactly is expected of me in my job.  
 Q14: The tools and resources provided by CCCCD are sufficient to help me do a good job.  
 Q15: The people I work with have the skills required to do their jobs well.  
 Q18: My supervisor praises people for a job well done.  
 Q19: I know what CCCCD's strategic directions are.

Based on a scale of (1) one to (5) five, where 5=strongly agree and 1= strongly disagree, the highest ranked indicators for each employee group are:

Rank	Faculty	Classified/Confidential	Manager/Supervisor
1)	Q6: Employees Behave Ethically	Q6: Employees Behave Ethically	Q8: Mgr/Employees Mutual Trust/Respect
2)	Q15: Employees Have Skills	Q8: Mgr/Employees Mutual Trust/Respect	Q9: Trust Managers to Present Views
3)	Q8: Mgr/Employees Mutual Trust/Respect	Q15: Employees Have Skills	Q6: Employees Behave Ethically
4)	Q12: Mgr/Employee Agree on Expectations	Q18: Supervisors Praise Employees	Q18: Supervisors Praise Employees
5)	Q18: Supervisors Praise Employees	Q9: Trust Managers to Present Views	Q19: District Strategic Directions

The lowest ranked indicators for these groups are:

Rank	Faculty	Classified/Confidential	Manager/Supervisor
19)	Q11: CCCCD System of Accountability	Q11: CCCCD System of Accountability	Q11: CCCCD System of Accountability
18)	Q2: CCCCD Empowers Me	Q7: Express Feelings w/o Fear	Q13: Effective Shared Governance
17)	Q17: Responses to Suggestions	Q10: Employees are Accountable	Q14: Sufficient Resources
16)	Q16: District Decision-Making	Q16: District Decision-Making	Q16: District Decision-Making
15)	Q10: Employees are Accountable	Q17: Responses to Suggestions	Q2: CCCCD Empowers Me

District wide there was no significant change in the average scores of the 2007 climate survey over the 2006 climate survey. A few differences were apparent when the responses were filtered by employee group. Faculty showed an improvement in their score over 2006 on Q5-*Generally speaking, CCCCD treats its employees fairly*. Classified showed a decline in their score over 2006 on Q19-*I know what CCCCD's strategic directions are*. Managers and supervisors showed an improvement in their scores over 2006 on Q8-*Trust and respect exist between me and my manager*, Q9-*I trust my manager to represent my interests even if I am not present*, and Q18- *My supervisor praises people for a job well done*.

All comments submitted via the open-ended questions on the climate survey will reviewed by the chancellor and the college presidents.

## All Groups at CCCC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

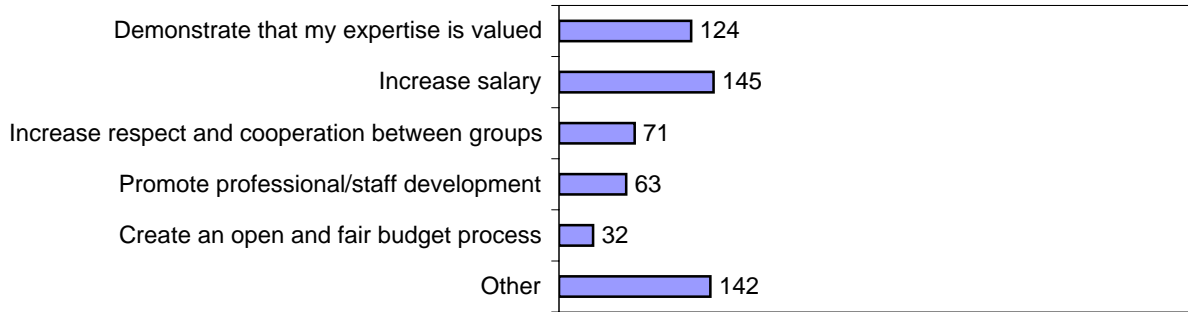
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCC inspires me to do my very best.	8.7% (50)	<b>37.4%</b> <b>(216)</b>	26.7% (154)	20.1% (116)	7.1% (41)	577
2. CCCC empowers me to take risks that could result in improvements or new ideas.	7.1% (41)	<b>29.1%</b> <b>(168)</b>	25.0% (144)	26.9% (155)	12.0% (69)	577
3. I feel like I am an important part of CCCC.	14.9% (86)	<b>36.0%</b> <b>(208)</b>	20.6% (119)	20.6% (119)	7.8% (45)	577
4. CCCC appropriately recognizes and respects my contributions as an individual.	7.3% (42)	<b>30.0%</b> <b>(173)</b>	27.0% (156)	25.6% (148)	10.1% (58)	577
5. Generally speaking, CCCC treats its employees fairly.	6.8% (39)	<b>43.3%</b> <b>(250)</b>	25.3% (146)	15.8% (91)	8.8% (51)	577
6. CCCC employees are expected to behave ethically.	30.0% (173)	<b>48.2%</b> <b>(278)</b>	11.8% (68)	7.1% (41)	2.9% (17)	577
7. I can express my honest feelings without fear of reprisal.	8.5% (49)	<b>33.1%</b> <b>(191)</b>	21.7% (125)	23.9% (138)	12.8% (74)	577
8. Trust and respect exist between me and my manager.	31.2% (180)	<b>35.9%</b> <b>(207)</b>	12.3% (71)	11.4% (66)	9.2% (53)	577
9. I trust my manager to represent my interests even if I am not present.	24.8% (143)	<b>32.1%</b> <b>(185)</b>	17.2% (99)	14.2% (82)	11.8% (68)	577
10. People I work with are held accountable for their performance.	9.5% (55)	<b>29.3%</b> <b>(169)</b>	21.0% (121)	28.1% (162)	12.1% (70)	577
11. CCCC has systems in place to hold people accountable for performance toward goals.	2.3% (13)	25.6% (148)	<b>31.0%</b> <b>(179)</b>	28.9% (167)	12.1% (70)	577
12. My supervisor and I have agreed on what exactly is expected of me in my job.	15.6% (90)	<b>40.6%</b> <b>(234)</b>	22.2% (128)	15.6% (90)	6.1% (35)	577
13. I have an effective voice through shared governance.	6.1% (35)	<b>29.1%</b> <b>(168)</b>	32.4% (187)	19.8% (114)	12.7% (73)	577
14. The tools and resources provided by CCCC are sufficient to help me do a good job.	7.1% (41)	<b>39.3%</b> <b>(227)</b>	19.1% (110)	23.2% (134)	11.3% (65)	577
15. The people I work with have the skills required to do their jobs well.	17.2% (99)	<b>52.0%</b> <b>(300)</b>	15.9% (92)	12.0% (69)	2.9% (17)	577
16. I clearly understand the decision-making process in the CCCC.	5.7% (33)	28.2% (163)	<b>29.1%</b> <b>(168)</b>	27.6% (159)	9.4% (54)	577
17. Management responds to ideas and suggestions.	4.7% (27)	<b>31.4%</b> <b>(181)</b>	30.7% (177)	20.1% (116)	13.2% (76)	577
18. My supervisor praises people for a job well done.	22.0% (127)	<b>35.7%</b> <b>(206)</b>	21.7% (125)	11.1% (64)	9.5% (55)	577
19. I know what CCCC's strategic directions are.	7.8% (45)	33.8% (195)	<b>29.5%</b> <b>(170)</b>	19.4% (112)	9.5% (55)	577

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey responses. Run date 01/11/08.

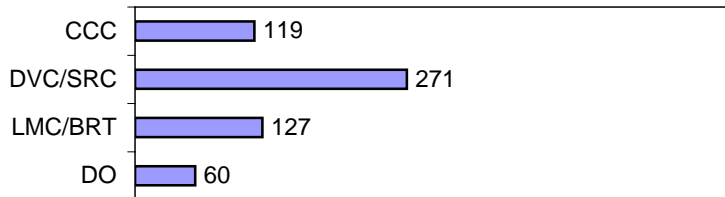
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### All Groups at CCCCCD - Response Summary

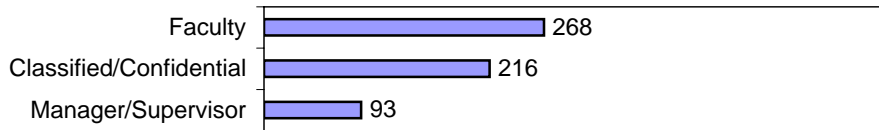
What is the number one thing that CCCCCD could do to enhance your morale?



With which District location are you mainly affiliated?



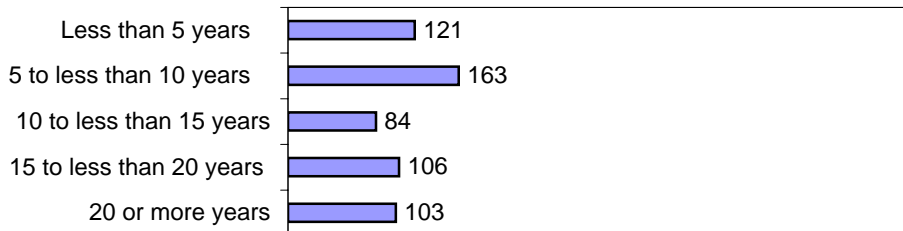
What is your classification within the District?



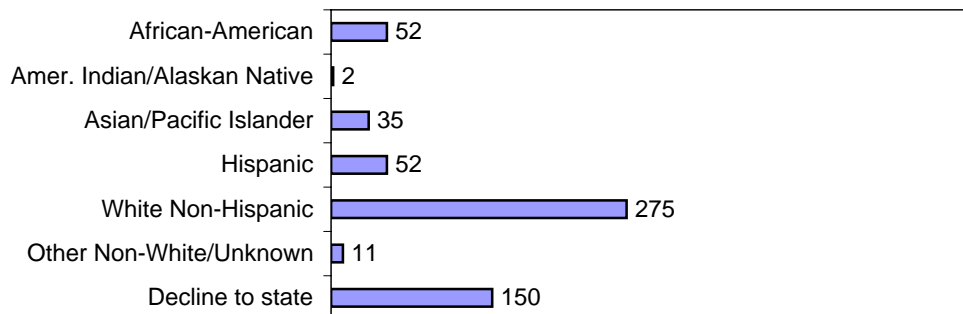
Are you a full-time or part-time employee?



How many years have you worked for the District?

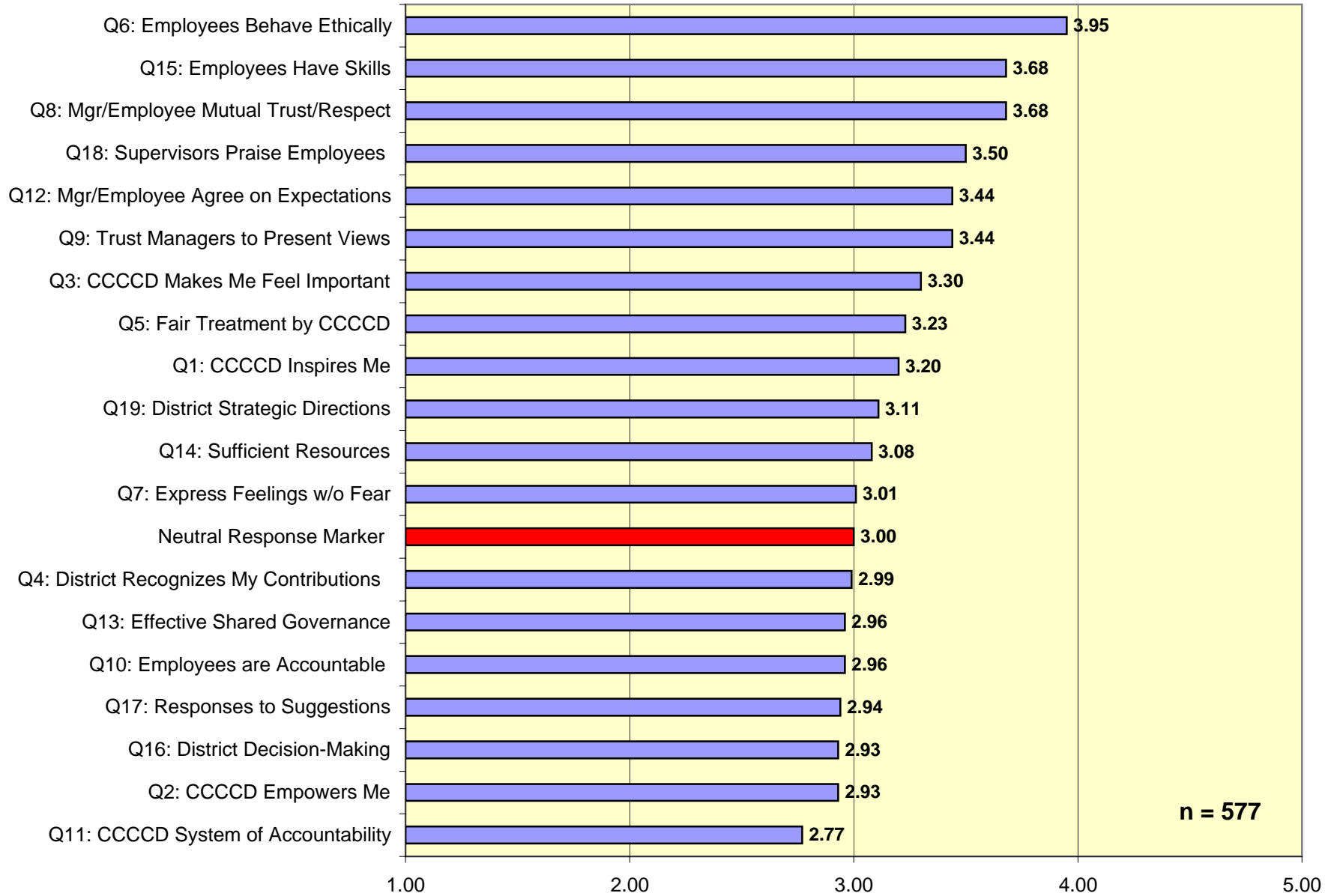


What is your ethnicity?



### All Groups at CCCC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey. 01/10/08

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## Faculty at CCCC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

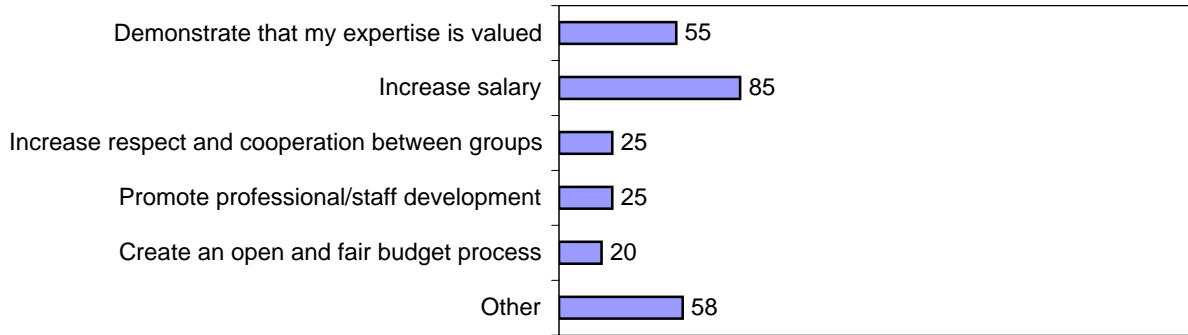
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Response Count
1. CCCC inspires me to do my very best.	5.2% (14)	<b>32.8%</b> <b>(88)</b>	30.6% (82)	23.1% (62)	8.2% (22)	268
2. CCCC empowers me to take risks that could result in improvements or new ideas.	4.1% (11)	25.7% (69)	24.6% (66)	<b>29.9%</b> <b>(80)</b>	15.7% (42)	268
3. I feel like I am an important part of CCCC.	9.3% (25)	<b>35.8%</b> <b>(96)</b>	22.0% (59)	23.1% (62)	9.7% (26)	268
4. CCCC appropriately recognizes and respects my contributions as an individual.	4.9% (13)	28.0% (75)	26.9% (72)	<b>28.7%</b> <b>(77)</b>	11.6% (31)	268
5. Generally speaking, CCCC treats its employees fairly.	4.1% (11)	<b>40.3%</b> <b>(108)</b>	31.0% (83)	17.5% (47)	7.1% (19)	268
6. CCCC employees are expected to behave ethically.	28.7% (77)	<b>47.8%</b> <b>(128)</b>	13.8% (37)	6.7% (18)	3.0% (8)	268
7. I can express my honest feelings without fear of reprisal.	8.2% (22)	<b>33.2%</b> <b>(89)</b>	20.1% (54)	25.7% (69)	12.7% (34)	268
8. Trust and respect exist between me and my manager.	22.0% (59)	<b>39.2%</b> <b>(105)</b>	14.2% (38)	11.6% (31)	13.1% (35)	268
9. I trust my manager to represent my interests even if I am not present.	17.2% (46)	<b>33.2%</b> <b>(89)</b>	16.8% (45)	17.5% (47)	15.3% (41)	268
10. People I work with are held accountable for their performance.	6.3% (17)	26.9% (72)	22.0% (59)	<b>31.7%</b> <b>(85)</b>	13.1% (35)	268
11. CCCC has systems in place to hold people accountable for performance toward goals.	1.5% (4)	25.7% (69)	28.7% (77)	<b>30.6%</b> <b>(82)</b>	13.4% (36)	268
12. My supervisor and I have agreed on what exactly is expected of me in my job.	13.1% (35)	<b>38.4%</b> <b>(103)</b>	23.9% (64)	16.0% (43)	8.6% (23)	268
13. I have an effective voice through shared governance.	3.7% (10)	<b>29.1%</b> <b>(78)</b>	27.6% (74)	24.6% (66)	14.9% (40)	268
14. The tools and resources provided by CCCC are sufficient to help me do a good job.	5.2% (14)	<b>34.0%</b> <b>(91)</b>	16.4% (44)	28.4% (76)	16.0% (43)	268
15. The people I work with have the skills required to do their jobs well.	22.0% (59)	<b>53.4%</b> <b>(143)</b>	11.6% (31)	10.4% (28)	2.6% (7)	268
16. I clearly understand the decision-making process in the CCCC.	3.0% (8)	26.9% (72)	26.1% (70)	<b>35.1%</b> <b>(94)</b>	9.0% (24)	268
17. Management responds to ideas and suggestions.	1.9% (5)	26.1% (70)	<b>31.3%</b> <b>(84)</b>	25.7% (69)	14.9% (40)	268
18. My supervisor praises people for a job well done.	16.8% (45)	<b>34.0%</b> <b>(91)</b>	22.4% (60)	14.6% (39)	12.3% (33)	268
19. I know what CCCC's strategic directions are.	5.6% (15)	27.2% (73)	<b>28.7%</b> <b>(77)</b>	26.9% (72)	11.6% (31)	268

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey responses. Run date 01/11/08.

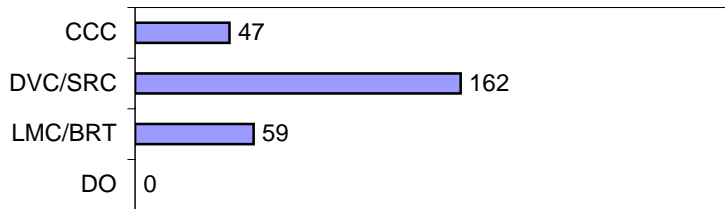
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### Faculty at CCCC - Response Summary

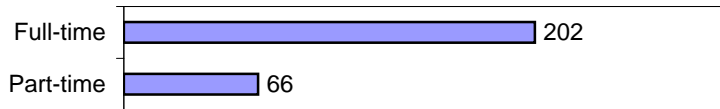
What is the number one thing that CCCC could do to enhance your morale?



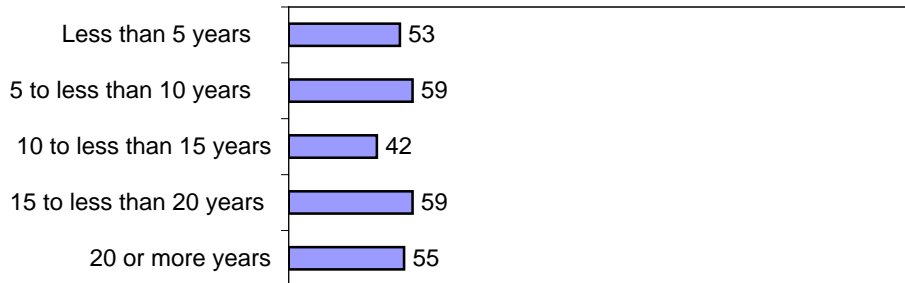
With which District location are you mainly affiliated?



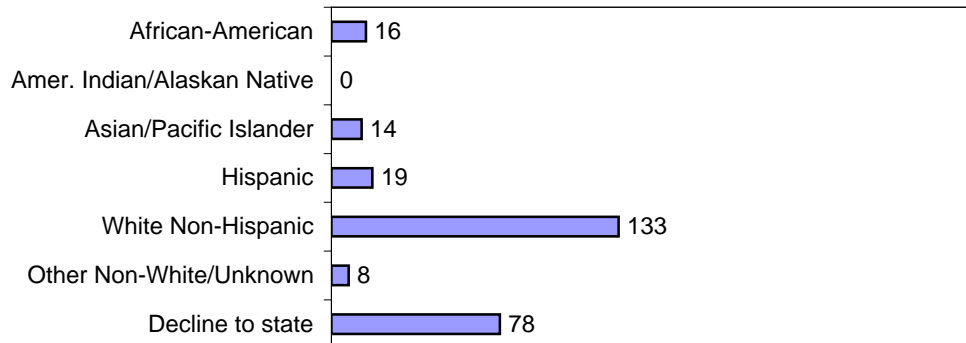
Are you a full-time or part-time employee?



How many years have you worked for the District?

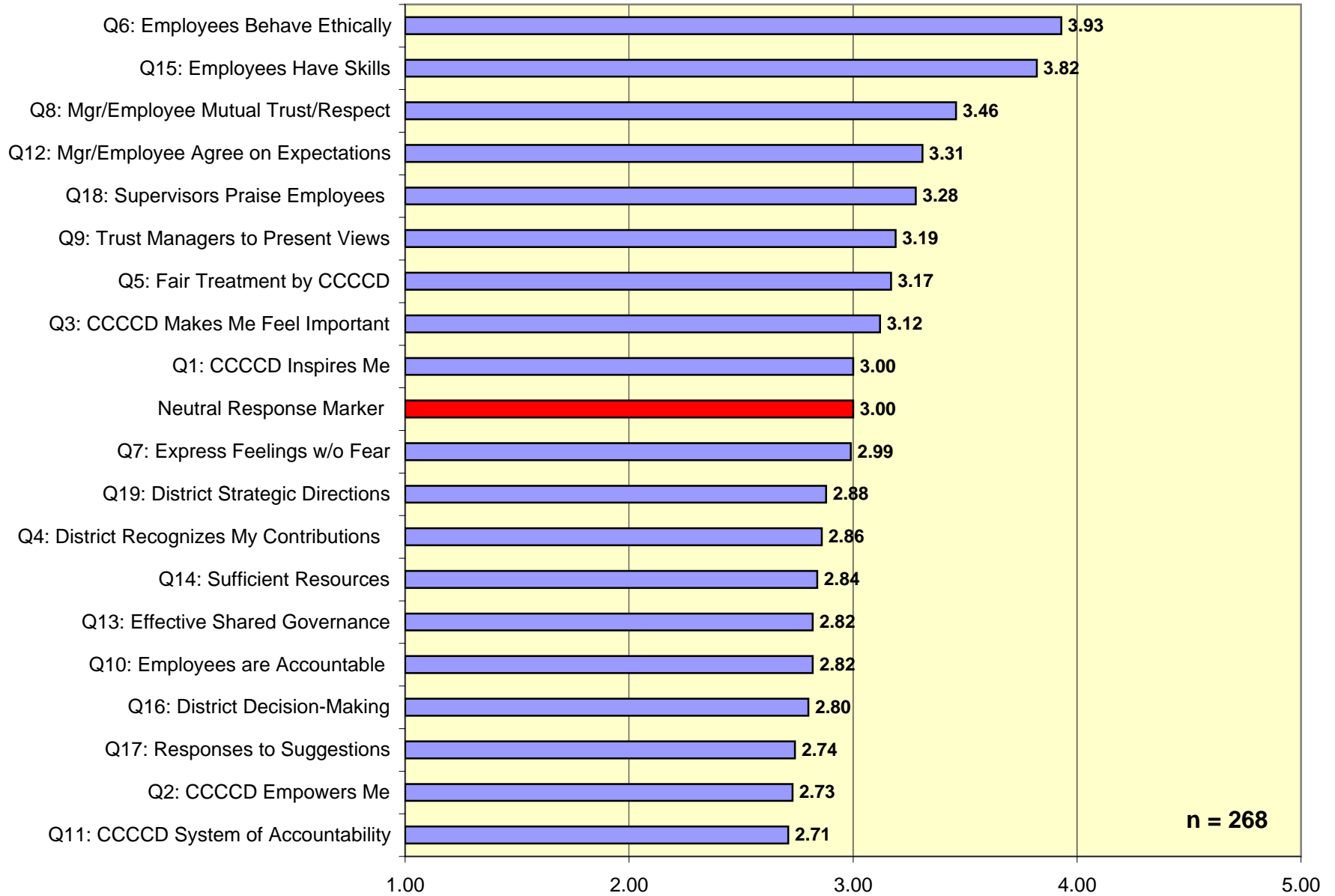


What is your ethnicity?



### Faculty at CCCC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey. 01/10/08

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**Classified/Confidential at CCCC - Response Summary**

Please indicate to what degree you agree or disagree with the following statements:

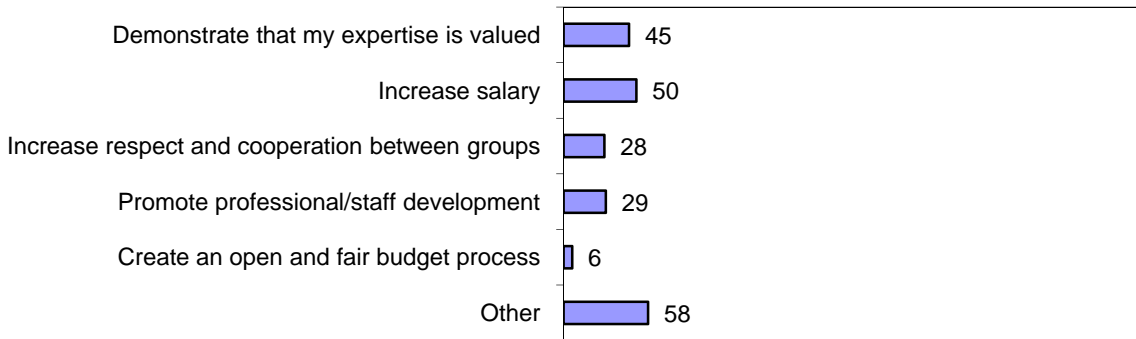
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCC inspires me to do my very best.	11.1% (24)	<b>39.8%</b> <b>(86)</b>	25.0% (54)	17.1% (37)	6.9% (15)	216
2. CCCC empowers me to take risks that could result in improvements or new ideas.	8.8% (19)	<b>28.7%</b> <b>(62)</b>	28.2% (61)	25.5% (55)	8.8% (19)	216
3. I feel like I am an important part of CCCC.	14.8% (32)	<b>37.0%</b> <b>(80)</b>	22.7% (49)	19.9% (43)	5.6% (12)	216
4. CCCC appropriately recognizes and respects my contributions as an individual.	6.5% (14)	30.1% (65)	<b>30.6%</b> <b>(66)</b>	24.5% (53)	8.3% (18)	216
5. Generally speaking, CCCC treats its employees fairly.	6.0% (13)	<b>43.5%</b> <b>(94)</b>	24.1% (52)	15.3% (33)	11.1% (24)	216
6. CCCC employees are expected to behave ethically.	31.0% (67)	<b>46.8%</b> <b>(101)</b>	10.6% (23)	8.3% (18)	3.2% (7)	216
7. I can express my honest feelings without fear of reprisal.	7.4% (16)	<b>29.6%</b> <b>(64)</b>	25.0% (54)	24.1% (52)	13.9% (30)	216
8. Trust and respect exist between me and my manager.	<b>34.7%</b> <b>(75)</b>	31.5% (68)	12.0% (26)	13.4% (29)	8.3% (18)	216
9. I trust my manager to represent my interests even if I am not present.	27.3% (59)	<b>28.7%</b> <b>(62)</b>	19.9% (43)	12.5% (27)	11.6% (25)	216
10. People I work with are held accountable for their performance.	12.0% (26)	28.2% (61)	18.5% (40)	<b>27.3%</b> <b>(59)</b>	13.9% (30)	216
11. CCCC has systems in place to hold people accountable for performance toward goals.	2.8% (6)	23.6% (51)	<b>34.7%</b> <b>(75)</b>	25.9% (56)	13.0% (28)	216
12. My supervisor and I have agreed on what exactly is expected of me in my job.	16.7% (36)	<b>41.2%</b> <b>(89)</b>	18.1% (39)	19.0% (41)	5.1% (11)	216
13. I have an effective voice through shared governance.	6.5% (14)	26.4% (57)	<b>41.2%</b> <b>(89)</b>	15.3% (33)	10.6% (23)	216
14. The tools and resources provided by CCCC are sufficient to help me do a good job.	8.3% (18)	<b>45.8%</b> <b>(99)</b>	20.8% (45)	19.0% (41)	6.0% (13)	216
15. The people I work with have the skills required to do their jobs well.	15.7% (34)	<b>47.7%</b> <b>(103)</b>	19.9% (43)	12.5% (27)	4.2% (9)	216
16. I clearly understand the decision-making process in the CCCC.	5.1% (11)	28.7% (62)	<b>35.2%</b> <b>(76)</b>	20.8% (45)	10.2% (22)	216
17. Management responds to ideas and suggestions.	5.1% (11)	33.8% (73)	<b>30.1%</b> <b>(65)</b>	17.6% (38)	13.4% (29)	216
18. My supervisor praises people for a job well done.	25.0% (54)	<b>32.9%</b> <b>(71)</b>	23.6% (51)	9.3% (20)	9.3% (20)	216
19. I know what CCCC's strategic directions are.	3.7% (8)	31.9% (69)	<b>37.5%</b> <b>(81)</b>	17.1% (37)	9.7% (21)	216

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey responses. Run date 01/11/08.

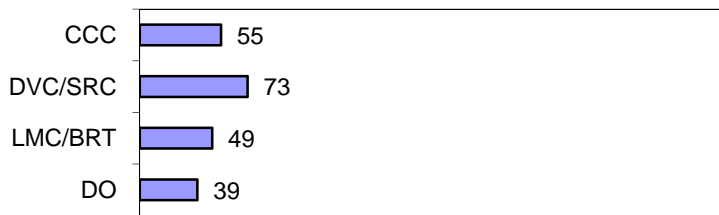
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**Classified/Confidential at CCCCCD - Response Summary**

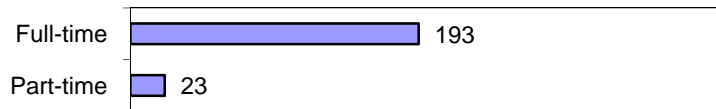
What is the number one thing that CCCCCD could do to enhance your morale?



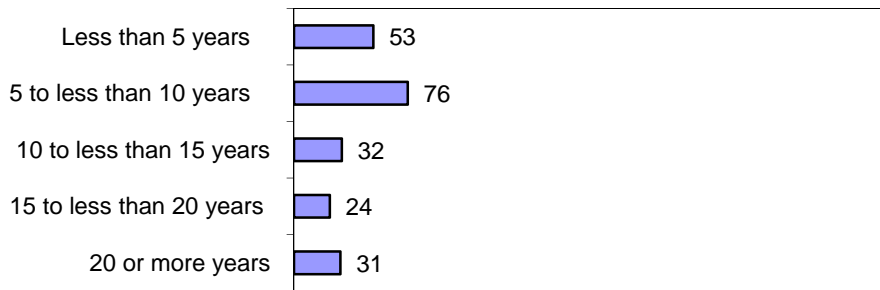
With which District location are you mainly affiliated?



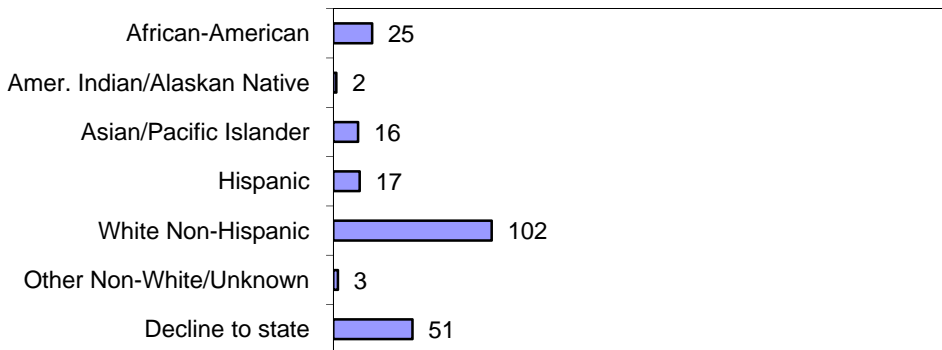
Are you a full-time or part-time employee?



How many years have you worked for the District?

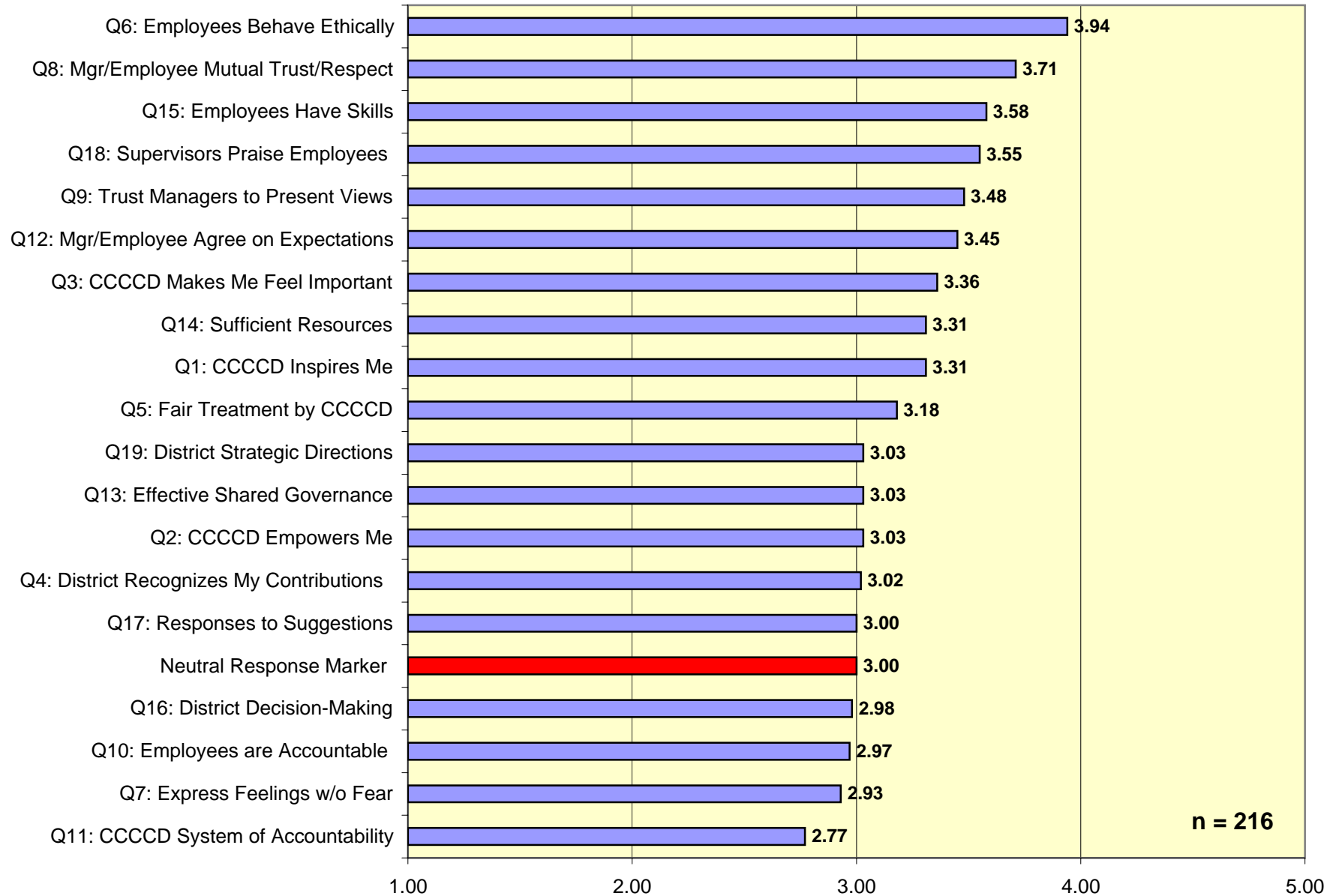


What is your ethnicity?



**Classified/Confidential at CCCCDC - Questions Ranked by Mean Response**

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls4CD-C

## Managers/Supervisors at CCCC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

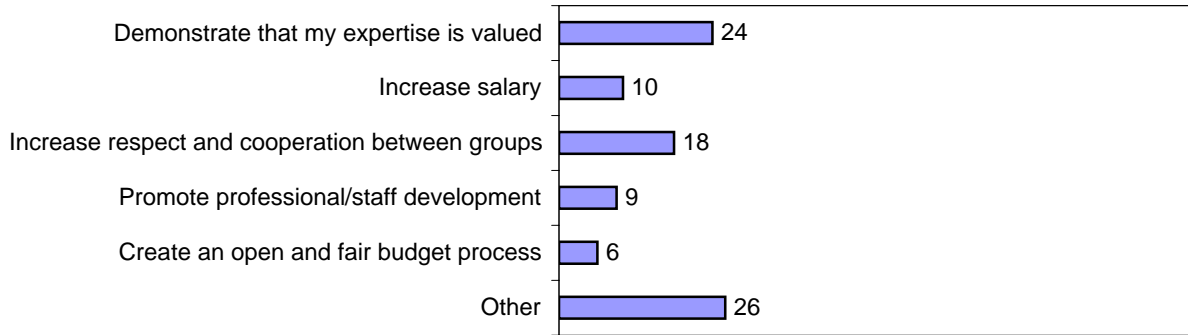
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Response Count
1. CCCC inspires me to do my very best.	12.9% (12)	<b>45.2%</b> <b>(42)</b>	19.4% (18)	18.3% (17)	4.3% (4)	93
2. CCCC empowers me to take risks that could result in improvements or new ideas.	11.8% (11)	<b>39.8%</b> <b>(37)</b>	18.3% (17)	21.5% (20)	8.6% (8)	93
3. I feel like I am an important part of CCCC.	31.2% (29)	<b>34.4%</b> <b>(32)</b>	11.8% (11)	15.1% (14)	7.5% (7)	93
4. CCCC appropriately recognizes and respects my contributions as an individual.	16.1% (15)	<b>35.5%</b> <b>(33)</b>	19.4% (18)	19.4% (18)	9.7% (9)	93
5. Generally speaking, CCCC treats its employees fairly.	16.1% (15)	<b>51.6%</b> <b>(48)</b>	11.8% (11)	11.8% (11)	8.6% (8)	93
6. CCCC employees are expected to behave ethically.	31.2% (29)	<b>52.7%</b> <b>(49)</b>	8.6% (8)	5.4% (5)	2.2% (2)	93
7. I can express my honest feelings without fear of reprisal.	11.8% (11)	<b>40.9%</b> <b>(38)</b>	18.3% (17)	18.3% (17)	10.8% (10)	93
8. Trust and respect exist between me and my manager.	<b>49.5%</b> <b>(46)</b>	36.6% (34)	7.5% (7)	6.5% (6)	0.0% (0)	93
9. I trust my manager to represent my interests even if I am not present.	<b>40.9%</b> <b>(38)</b>	36.6% (34)	11.8% (11)	8.6% (8)	2.2% (2)	93
10. People I work with are held accountable for their performance.	12.9% (12)	<b>38.7%</b> <b>(36)</b>	23.7% (22)	19.4% (18)	5.4% (5)	93
11. CCCC has systems in place to hold people accountable for performance toward goals.	3.2% (3)	<b>30.1%</b> <b>(28)</b>	29.0% (27)	31.2% (29)	6.5% (6)	93
12. My supervisor and I have agreed on what exactly is expected of me in my job.	20.4% (19)	<b>45.2%</b> <b>(42)</b>	26.9% (25)	6.5% (6)	1.1% (1)	93
13. I have an effective voice through shared governance.	11.8% (11)	35.5% (33)	<b>25.8%</b> <b>(24)</b>	16.1% (15)	10.8% (10)	93
14. The tools and resources provided by CCCC are sufficient to help me do a good job.	9.7% (9)	<b>39.8%</b> <b>(37)</b>	22.6% (21)	18.3% (17)	9.7% (9)	93
15. The people I work with have the skills required to do their jobs well.	6.5% (6)	<b>58.1%</b> <b>(54)</b>	19.4% (18)	15.1% (14)	1.1% (1)	93
16. I clearly understand the decision-making process in the CCCC.	15.1% (14)	<b>31.2%</b> <b>(29)</b>	23.7% (22)	21.5% (20)	8.6% (8)	93
17. Management responds to ideas and suggestions.	11.8% (11)	<b>40.9%</b> <b>(38)</b>	30.1% (28)	9.7% (9)	7.5% (7)	93
18. My supervisor praises people for a job well done.	30.1% (28)	<b>47.3%</b> <b>(44)</b>	15.1% (14)	5.4% (5)	2.2% (2)	93
19. I know what CCCC's strategic directions are.	23.7% (22)	<b>57.0%</b> <b>(53)</b>	12.9% (12)	3.2% (3)	3.2% (3)	93

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey responses. Run date 01/11/08.

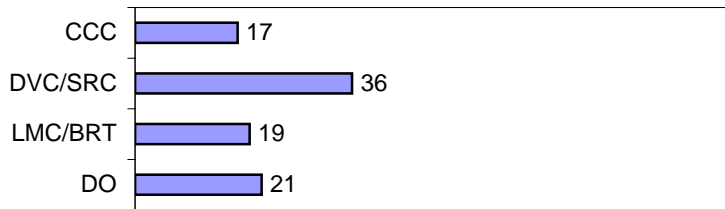
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### Managers/Supervisors at CCCCCD - Response Summary

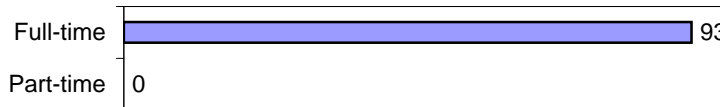
What is the number one thing that CCCCCD could do to enhance your morale?



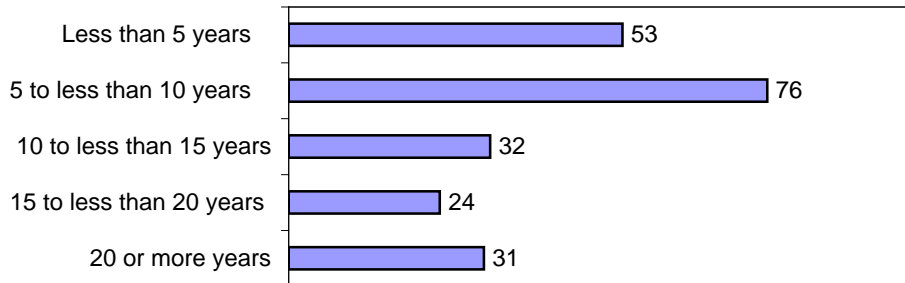
With which District location are you mainly affiliated?



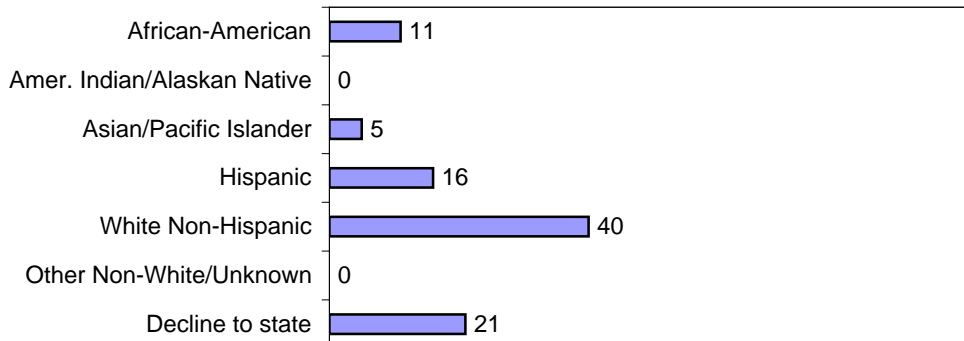
Are you a full-time or part-time employee?



How many years have you worked for the District?



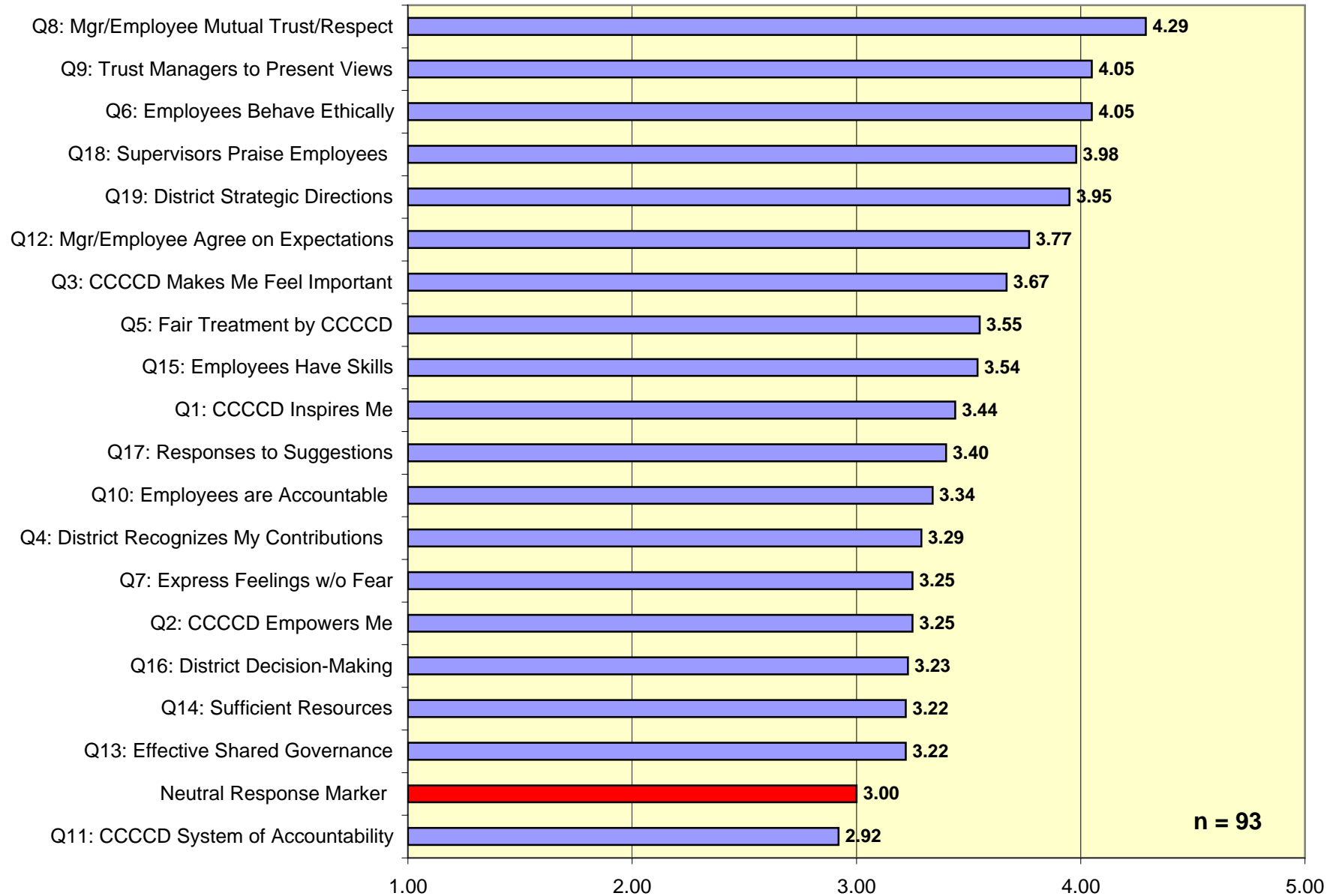
What is your ethnicity?





### Managers/Supervisors at CCCC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, 4CD-M

### All Groups at CCC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

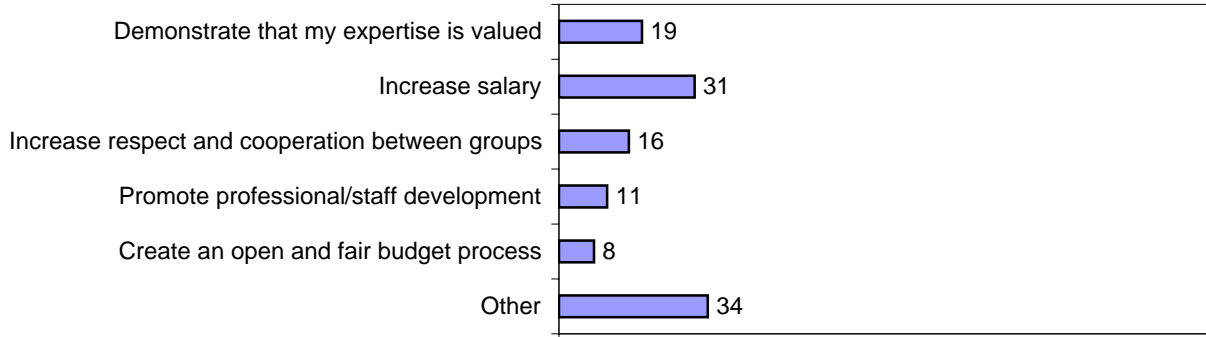
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	13.4% (16)	<b>45.4%</b> <b>(54)</b>	26.1% (31)	9.2% (11)	5.9% (7)	119
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	11.8% (14)	29.4% (35)	29.4% (35)	25.2% (30)	4.2% (5)	119
3. I feel like I am an important part of CCCCD.	22.7% (27)	<b>38.7%</b> <b>(46)</b>	18.5% (22)	16.0% (19)	4.2% (5)	119
4. CCCCD appropriately recognizes and respects my contributions as an individual.	10.1% (12)	32.8% (39)	32.8% (39)	16.8% (20)	7.6% (9)	119
5. Generally speaking, CCCCD treats its employees fairly.	9.0% (11)	<b>45.9%</b> <b>(56)</b>	29.5% (36)	9.8% (12)	5.7% (7)	122
6. CCCCD employees are expected to behave ethically.	32.8% (39)	<b>52.9%</b> <b>(63)</b>	10.1% (12)	3.4% (4)	0.8% (1)	119
7. I can express my honest feelings without fear of reprisal.	9.2% (11)	<b>38.7%</b> <b>(46)</b>	25.2% (30)	17.6% (21)	9.2% (11)	119
8. Trust and respect exist between me and my manager.	31.1% (37)	<b>38.7%</b> <b>(46)</b>	14.3% (17)	7.6% (9)	8.4% (10)	119
9. I trust my manager to represent my interests even if I am not present.	25.2% (30)	<b>30.3%</b> <b>(36)</b>	24.4% (29)	10.1% (12)	10.1% (12)	119
10. People I work with are held accountable for their performance.	10.1% (12)	<b>34.5%</b> <b>(41)</b>	26.9% (32)	17.6% (21)	10.9% (13)	119
11. CCCCD has systems in place to hold people accountable for performance toward goals.	4.6% (5)	33.0% (36)	<b>35.8%</b> <b>(39)</b>	24.8% (27)	1.8% (2)	109
12. My supervisor and I have agreed on what exactly is expected of me in my job.	18.5% (22)	<b>42.0%</b> <b>(50)</b>	18.5% (22)	15.1% (18)	5.9% (7)	119
13. I have an effective voice through shared governance.	10.1% (12)	<b>37.0%</b> <b>(44)</b>	30.3% (36)	15.1% (18)	7.6% (9)	119
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	5.9% (7)	<b>42.0%</b> <b>(50)</b>	18.5% (22)	25.2% (30)	8.4% (10)	119
15. The people I work with have the skills required to do their jobs well.	16.8% (20)	<b>61.3%</b> <b>(73)</b>	11.8% (14)	8.4% (10)	1.7% (2)	119
16. I clearly understand the decision-making process in the CCCCD.	9.2% (11)	<b>38.7%</b> <b>(46)</b>	25.2% (30)	21.8% (26)	5.0% (6)	119
17. Management responds to ideas and suggestions.	8.4% (10)	<b>39.5%</b> <b>(47)</b>	24.4% (29)	16.0% (19)	11.8% (14)	119
18. My supervisor praises people for a job well done.	21.8% (26)	<b>42.0%</b> <b>(50)</b>	21.0% (25)	7.6% (9)	7.6% (9)	119
19. I know what CCCCD's strategic directions are.	10.9% (13)	37.0% (44)	<b>31.9%</b> <b>(38)</b>	13.4% (16)	6.7% (8)	119

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

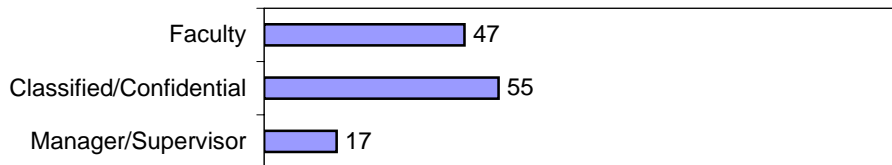
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### All Groups at CCC - Response Summary

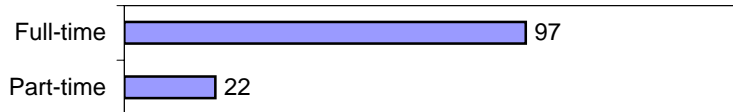
What is the number one thing that CCCCDC could do to enhance your morale?



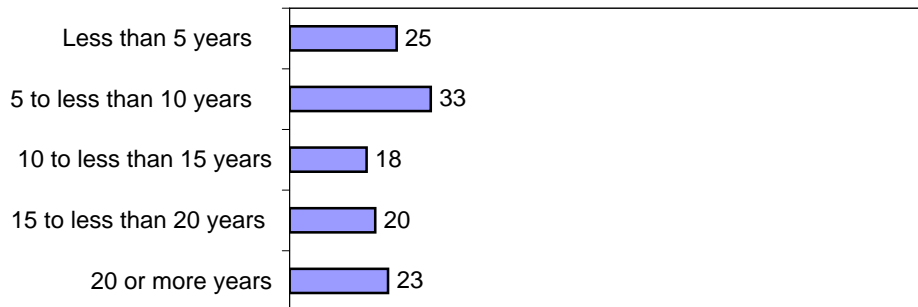
What is your classification within the District?



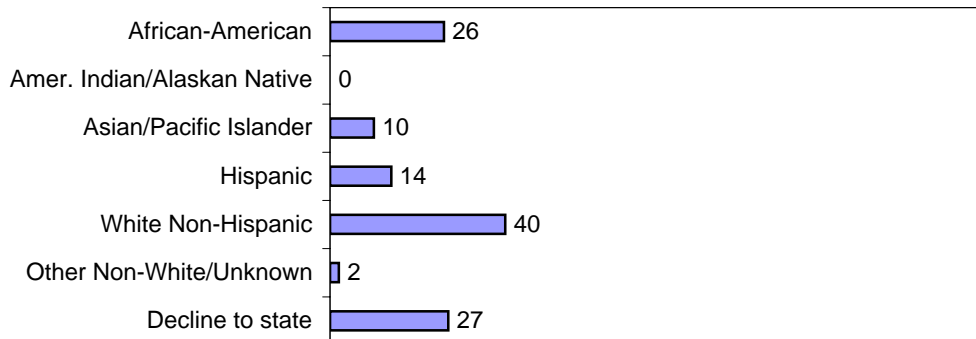
Are you a full-time or part-time employee?



How many years have you worked for the District?

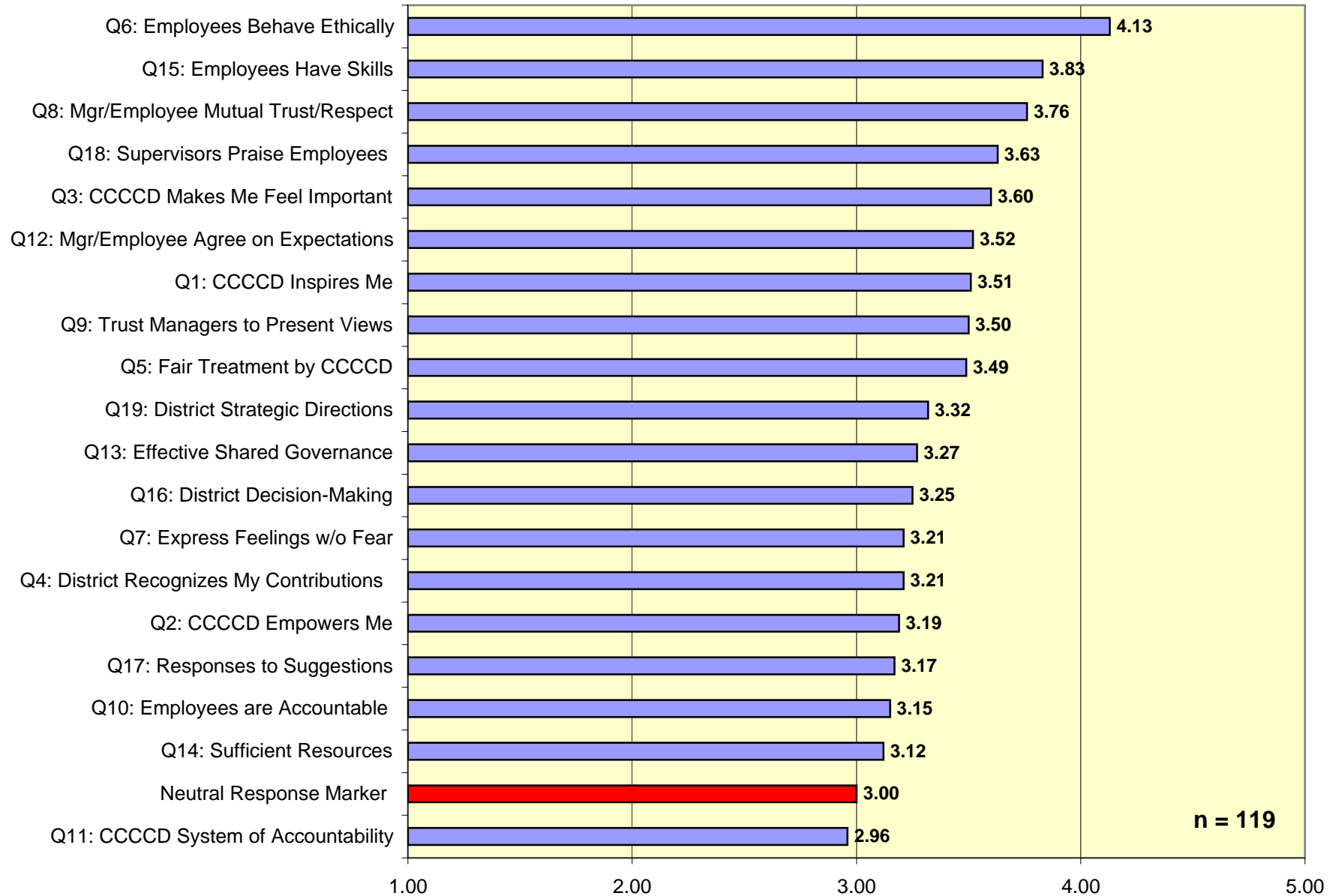


What is your ethnicity?



### All Groups at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, CCC

## Faculty at CCC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

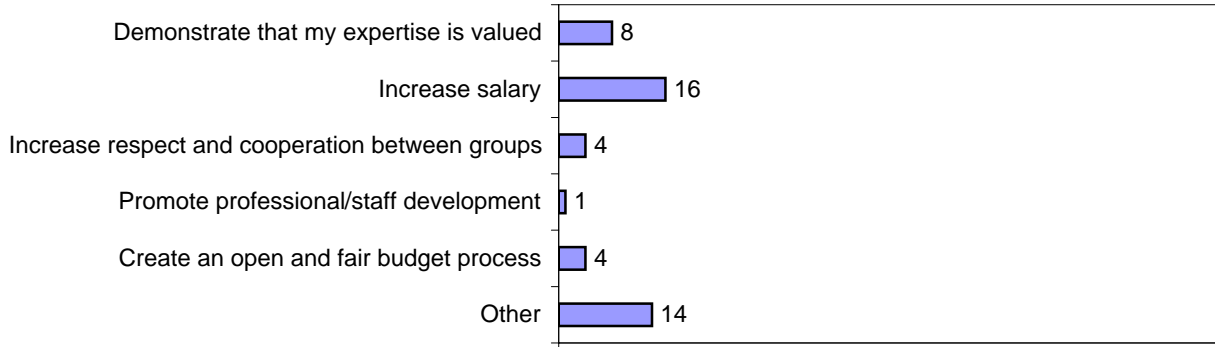
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	6.4% (3)	<b>57.4%</b> <b>(27)</b>	17.0% (8)	10.6% (5)	8.5% (4)	47
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	8.5% (4)	25.5% (12)	27.7% (13)	<b>29.8%</b> <b>(14)</b>	8.5% (4)	47
3. I feel like I am an important part of CCCCD.	14.9% (7)	<b>38.3%</b> <b>(18)</b>	19.1% (9)	21.3% (10)	6.4% (3)	47
4. CCCCD appropriately recognizes and respects my contributions as an individual.	6.4% (3)	31.9% (15)	31.9% (15)	19.1% (9)	10.6% (5)	47
5. Generally speaking, CCCCD treats its employees fairly.	6.4% (3)	<b>44.7%</b> <b>(21)</b>	31.9% (15)	14.9% (7)	2.1% (1)	47
6. CCCCD employees are expected to behave ethically.	27.7% (13)	<b>51.1%</b> <b>(24)</b>	19.1% (9)	2.1% (1)	0.0% (0)	47
7. I can express my honest feelings without fear of reprisal.	12.8% (6)	<b>27.7%</b> <b>(13)</b>	25.5% (12)	25.5% (12)	8.5% (4)	47
8. Trust and respect exist between me and my manager.	17.0% (8)	<b>44.7%</b> <b>(21)</b>	19.1% (9)	6.4% (3)	12.8% (6)	47
9. I trust my manager to represent my interests even if I am not present.	17.0% (8)	23.4% (11)	<b>31.9%</b> <b>(15)</b>	14.9% (7)	12.8% (6)	47
10. People I work with are held accountable for their performance.	4.3% (2)	27.7% (13)	<b>34.0%</b> <b>(16)</b>	23.4% (11)	10.6% (5)	47
11. CCCCD has systems in place to hold people accountable for performance toward goals.	2.1% (1)	27.7% (13)	<b>31.9%</b> <b>(15)</b>	27.7% (13)	10.6% (5)	47
12. My supervisor and I have agreed on what exactly is expected of me in my job.	8.5% (4)	<b>36.2%</b> <b>(17)</b>	21.3% (10)	21.3% (10)	12.8% (6)	47
13. I have an effective voice through shared governance.	4.3% (2)	<b>31.9%</b> <b>(15)</b>	23.4% (11)	23.4% (11)	17.0% (8)	47
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	4.3% (2)	<b>36.2%</b> <b>(17)</b>	12.8% (6)	31.9% (15)	14.9% (7)	47
15. The people I work with have the skills required to do their jobs well.	14.9% (7)	<b>63.8%</b> <b>(30)</b>	8.5% (4)	10.6% (5)	2.1% (1)	47
16. I clearly understand the decision-making process in the CCCCD.	4.3% (2)	29.8% (14)	21.3% (10)	<b>36.2%</b> <b>(17)</b>	8.5% (4)	47
17. Management responds to ideas and suggestions.	2.1% (1)	29.8% (14)	23.4% (11)	29.8% (14)	14.9% (7)	47
18. My supervisor praises people for a job well done.	10.6% (5)	<b>42.6%</b> <b>(20)</b>	23.4% (11)	14.9% (7)	8.5% (4)	47
19. I know what CCCCD's strategic directions are.	6.4% (3)	25.5% (12)	<b>36.2%</b> <b>(17)</b>	21.3% (10)	10.6% (5)	47

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

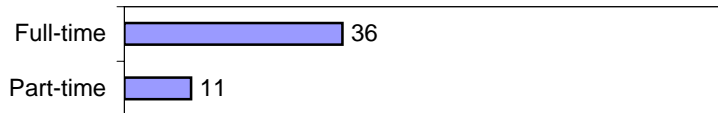
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### Faculty at CCC - Response Summary

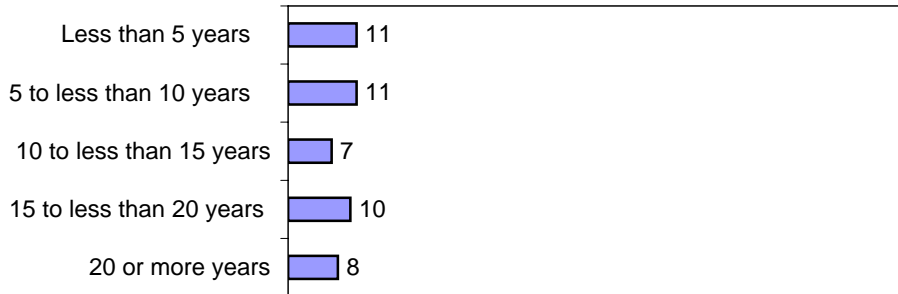
What is the number one thing that CCCCDCD could do to enhance your morale?



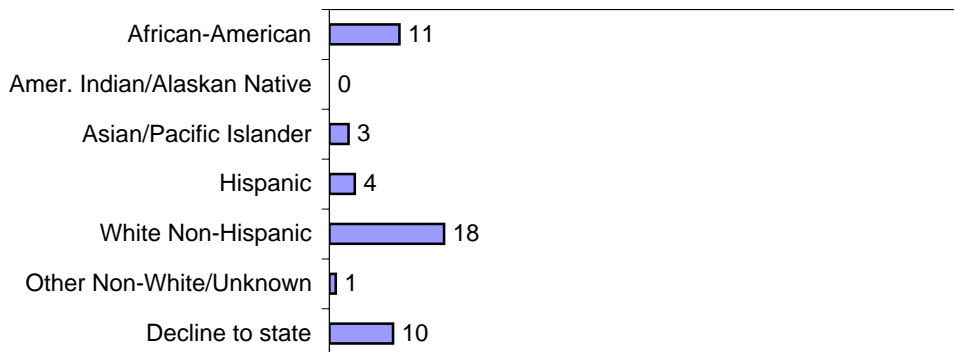
Are you a full-time or part-time employee?



How many years have you worked for the District?

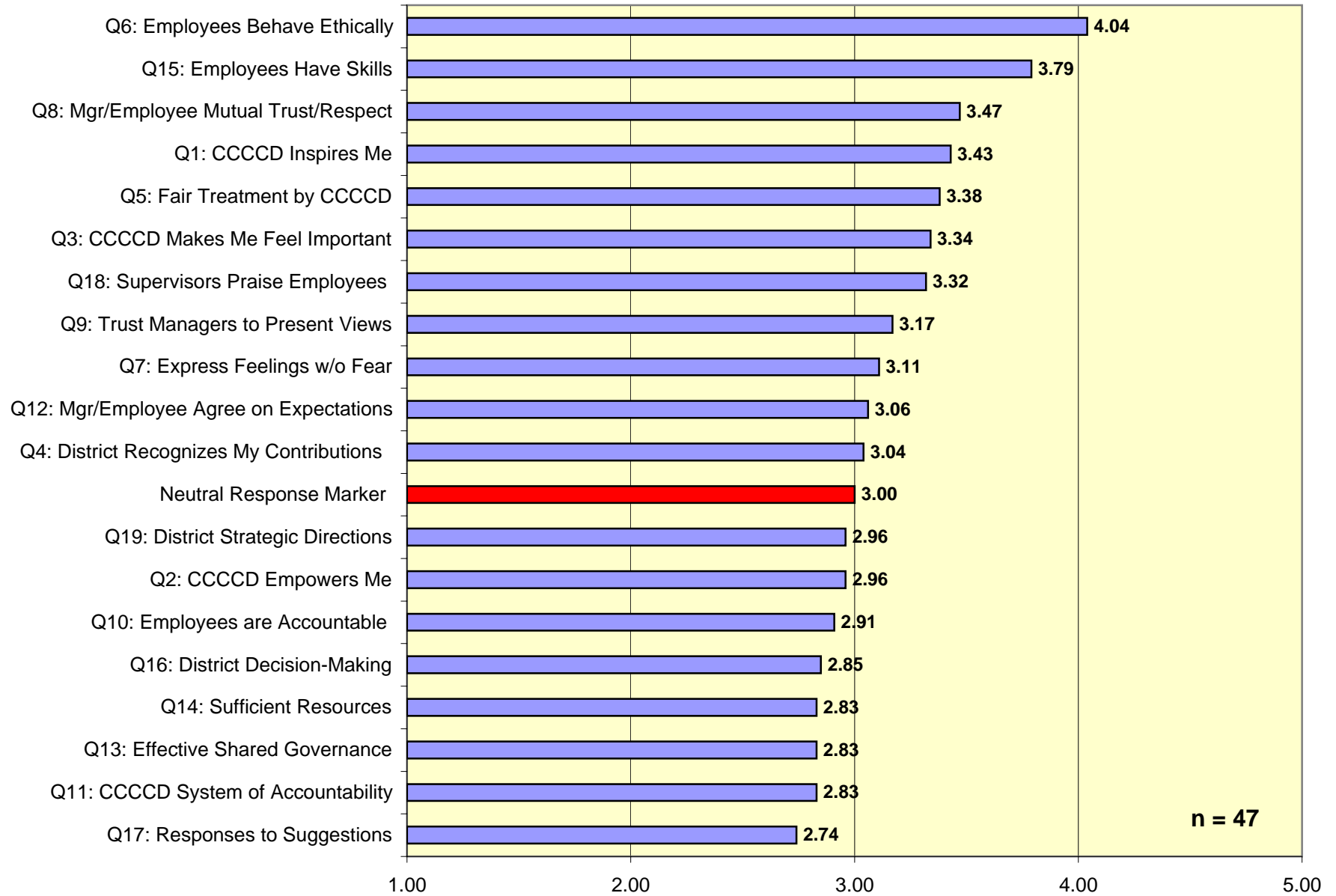


What is your ethnicity?



### Faculty at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey. 01/10/08

Q:\Surveys\Climat Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, CCC-F

**Classified/Confidential at CCC - Response Summary**

Please indicate to what degree you agree or disagree with the following statements:

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	18.2% (10)	34.5% (19)	34.5% (19)	7.3% (4)	5.5% (3)	55
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	10.9% (6)	30.9% (17)	<b>32.7%</b> <b>(18)</b>	23.6% (13)	1.8% (1)	55
3. I feel like I am an important part of CCCCD.	25.5% (14)	<b>41.8%</b> <b>(23)</b>	18.2% (10)	10.9% (6)	3.6% (2)	55
4. CCCCD appropriately recognizes and respects my contributions as an individual.	7.3% (4)	36.4% (20)	<b>38.2%</b> <b>(21)</b>	10.9% (6)	7.3% (4)	55
5. Generally speaking, CCCCD treats its employees fairly.	9.1% (5)	<b>45.5%</b> <b>(25)</b>	30.9% (17)	9.1% (5)	5.5% (3)	55
6. CCCCD employees are expected to behave ethically.	36.4% (20)	<b>52.7%</b> <b>(29)</b>	5.5% (3)	3.6% (2)	1.8% (1)	55
7. I can express my honest feelings without fear of reprisal.	9.1% (5)	<b>40.0%</b> <b>(22)</b>	27.3% (15)	12.7% (7)	10.9% (6)	55
8. Trust and respect exist between me and my manager.	36.4% (20)	36.4% (20)	10.9% (6)	9.1% (5)	7.3% (4)	55
9. I trust my manager to represent my interests even if I am not present.	29.1% (16)	<b>34.5%</b> <b>(19)</b>	18.2% (10)	7.3% (4)	10.9% (6)	55
10. People I work with are held accountable for their performance.	12.7% (7)	<b>36.4%</b> <b>(20)</b>	23.6% (13)	14.5% (8)	12.7% (7)	55
11. CCCCD has systems in place to hold people accountable for performance toward goals.	5.5% (3)	32.7% (18)	<b>34.5%</b> <b>(19)</b>	16.4% (9)	10.9% (6)	55
12. My supervisor and I have agreed on what exactly is expected of me in my job.	23.6% (13)	<b>45.5%</b> <b>(25)</b>	18.2% (10)	10.9% (6)	1.8% (1)	55
13. I have an effective voice through shared governance.	14.5% (8)	36.4% (20)	<b>40.0%</b> <b>(22)</b>	7.3% (4)	1.8% (1)	55
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	5.5% (3)	<b>50.9%</b> <b>(28)</b>	20.0% (11)	21.8% (12)	1.8% (1)	55
15. The people I work with have the skills required to do their jobs well.	18.2% (10)	<b>61.8%</b> <b>(34)</b>	14.5% (8)	3.6% (2)	1.8% (1)	55
16. I clearly understand the decision-making process in the CCCCD.	9.1% (5)	<b>45.5%</b> <b>(25)</b>	32.7% (18)	10.9% (6)	1.8% (1)	55
17. Management responds to ideas and suggestions.	10.9% (6)	<b>45.5%</b> <b>(25)</b>	25.5% (14)	5.5% (3)	12.7% (7)	55
18. My supervisor praises people for a job well done.	29.1% (16)	<b>41.8%</b> <b>(23)</b>	18.2% (10)	1.8% (1)	9.1% (5)	55
19. I know what CCCCD's strategic directions are.	10.9% (6)	36.4% (20)	36.4% (20)	10.9% (6)	5.5% (3)	55

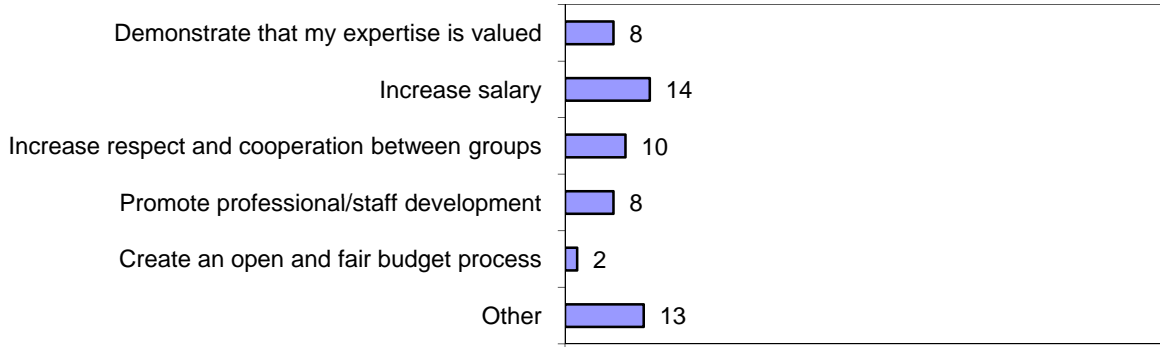
Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_CCC-Classified

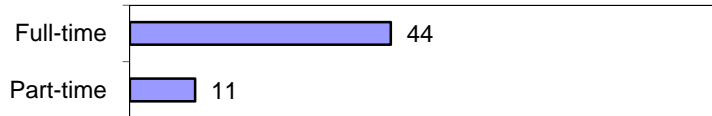


**Classified/Confidential at CCC - Response Summary**

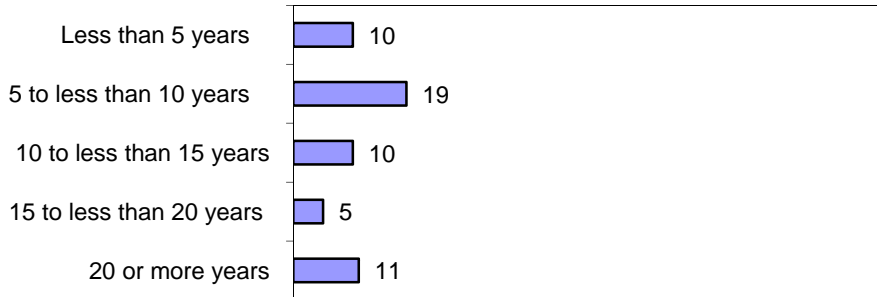
What is the number one thing that CCCCDCD could do to enhance your morale?



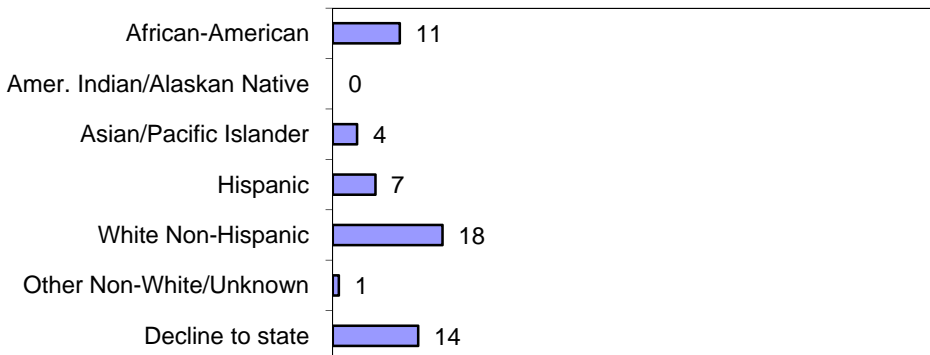
Are you a full-time or part-time employee?



How many years have you worked for the District?

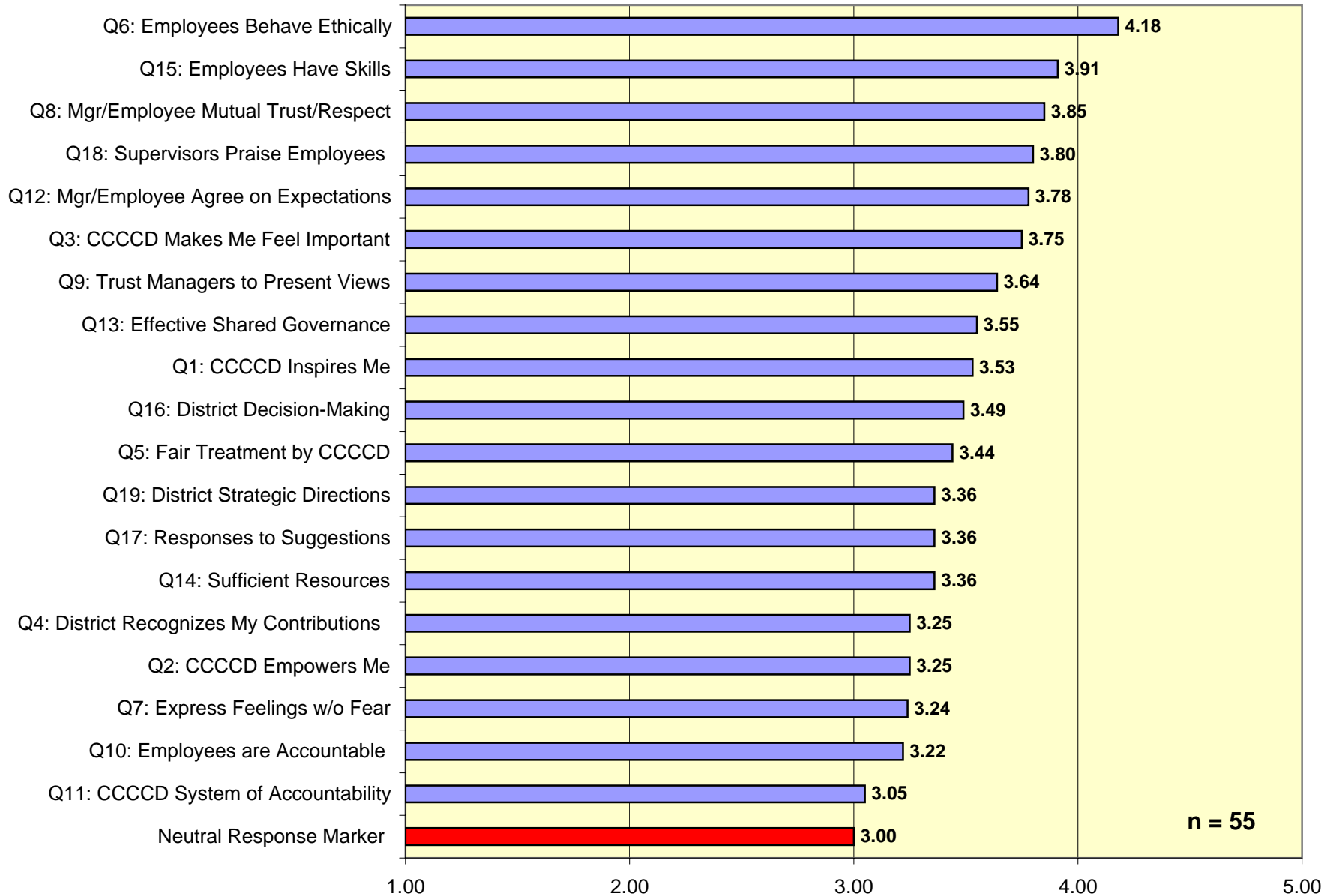


What is your ethnicity?



**Classified/Confidential at Contra Costa College - Questions Ranked by Mean Response**

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, CCC-C

## Managers/Supervisors at CCC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

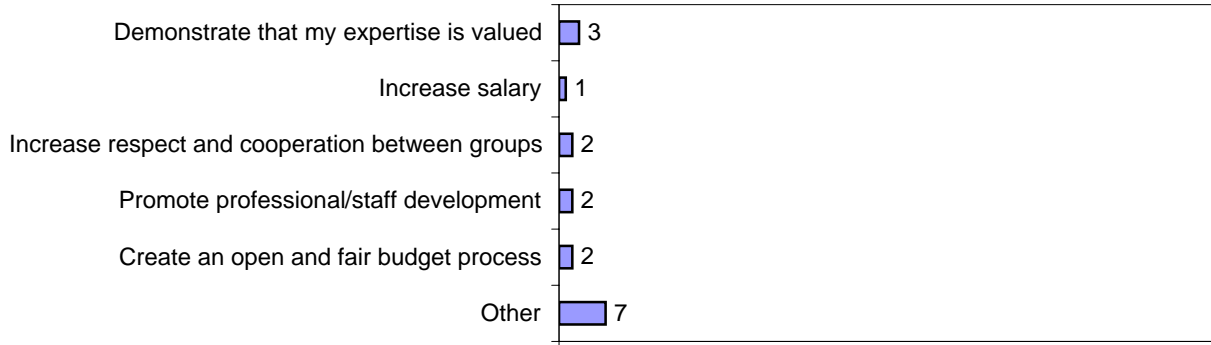
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	17.6% (3)	<b>47.1%</b> <b>(8)</b>	23.5% (4)	11.8% (2)	0.0% (0)	17
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	23.5% (4)	<b>35.3%</b> <b>(6)</b>	23.5% (4)	17.6% (3)	0.0% (0)	17
3. I feel like I am an important part of CCCCD.	<b>35.3%</b> <b>(6)</b>	29.4% (5)	17.6% (3)	17.6% (3)	0.0% (0)	17
4. CCCCD appropriately recognizes and respects my contributions as an individual.	29.4% (5)	23.5% (4)	17.6% (3)	29.4% (5)	0.0% (0)	17
5. Generally speaking, CCCCD treats its employees fairly.	17.6% (3)	<b>58.8%</b> <b>(10)</b>	23.5% (4)	0.0% (0)	0.0% (0)	17
6. CCCCD employees are expected to behave ethically.	35.3% (6)	<b>58.8%</b> <b>(10)</b>	0.0% (0)	5.9% (1)	0.0% (0)	17
7. I can express my honest feelings without fear of reprisal.	0.0% (0)	<b>64.7%</b> <b>(11)</b>	17.6% (3)	11.8% (2)	5.9% (1)	17
8. Trust and respect exist between me and my manager.	<b>52.9%</b> <b>(9)</b>	29.4% (5)	11.8% (2)	5.9% (1)	0.0% (0)	17
9. I trust my manager to represent my interests even if I am not present.	35.3% (6)	35.3% (6)	23.5% (4)	5.9% (1)	0.0% (0)	17
10. People I work with are held accountable for their performance.	17.6% (3)	<b>47.1%</b> <b>(8)</b>	17.6% (3)	11.8% (2)	5.9% (1)	17
11. CCCCD has systems in place to hold people accountable for performance toward goals.	5.9% (1)	29.4% (5)	29.4% (5)	29.4% (5)	5.9% (1)	17
12. My supervisor and I have agreed on what exactly is expected of me in my job.	29.4% (5)	<b>47.1%</b> <b>(8)</b>	11.8% (2)	11.8% (2)	0.0% (0)	17
13. I have an effective voice through shared governance.	11.8% (2)	<b>52.9%</b> <b>(9)</b>	17.6% (3)	17.6% (3)	0.0% (0)	17
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	11.8% (2)	29.4% (5)	29.4% (5)	17.6% (3)	11.8% (2)	17
15. The people I work with have the skills required to do their jobs well.	17.6% (3)	<b>52.9%</b> <b>(9)</b>	11.8% (2)	17.6% (3)	0.0% (0)	17
16. I clearly understand the decision-making process in the CCCCD.	23.5% (4)	<b>41.2%</b> <b>(7)</b>	11.8% (2)	17.6% (3)	5.9% (1)	17
17. Management responds to ideas and suggestions.	17.6% (3)	<b>47.1%</b> <b>(8)</b>	23.5% (4)	11.8% (2)	0.0% (0)	17
18. My supervisor praises people for a job well done.	29.4% (5)	<b>41.2%</b> <b>(7)</b>	23.5% (4)	5.9% (1)	0.0% (0)	17
19. I know what CCCCD's strategic directions are.	23.5% (4)	<b>70.6%</b> <b>(12)</b>	5.9% (1)	0.0% (0)	0.0% (0)	17

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

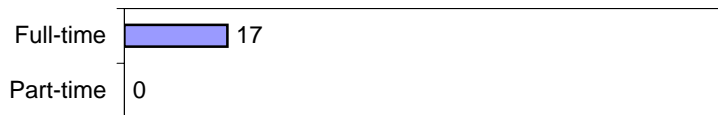
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### Managers/Supervisors at CCC - Response Summary

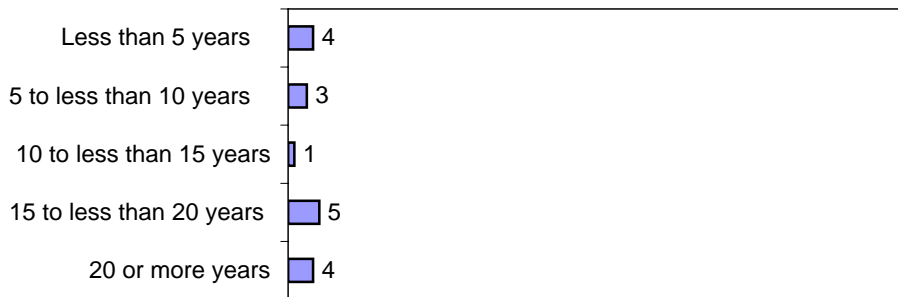
What is the number one thing that CCCCD could do to enhance your morale?



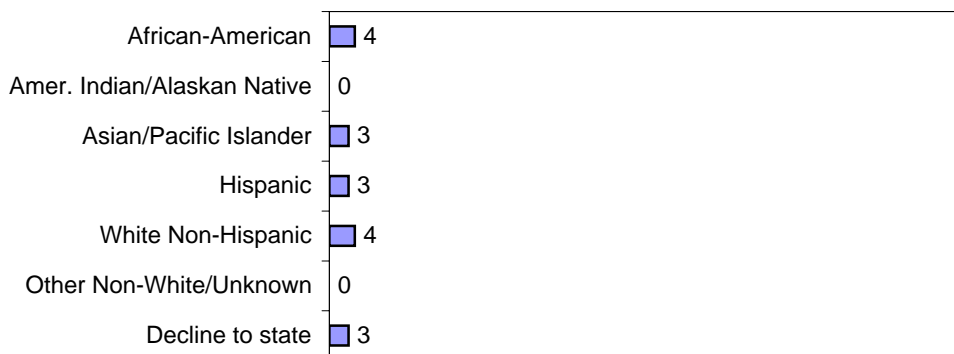
Are you a full-time or part-time employee?



How many years have you worked for the District?

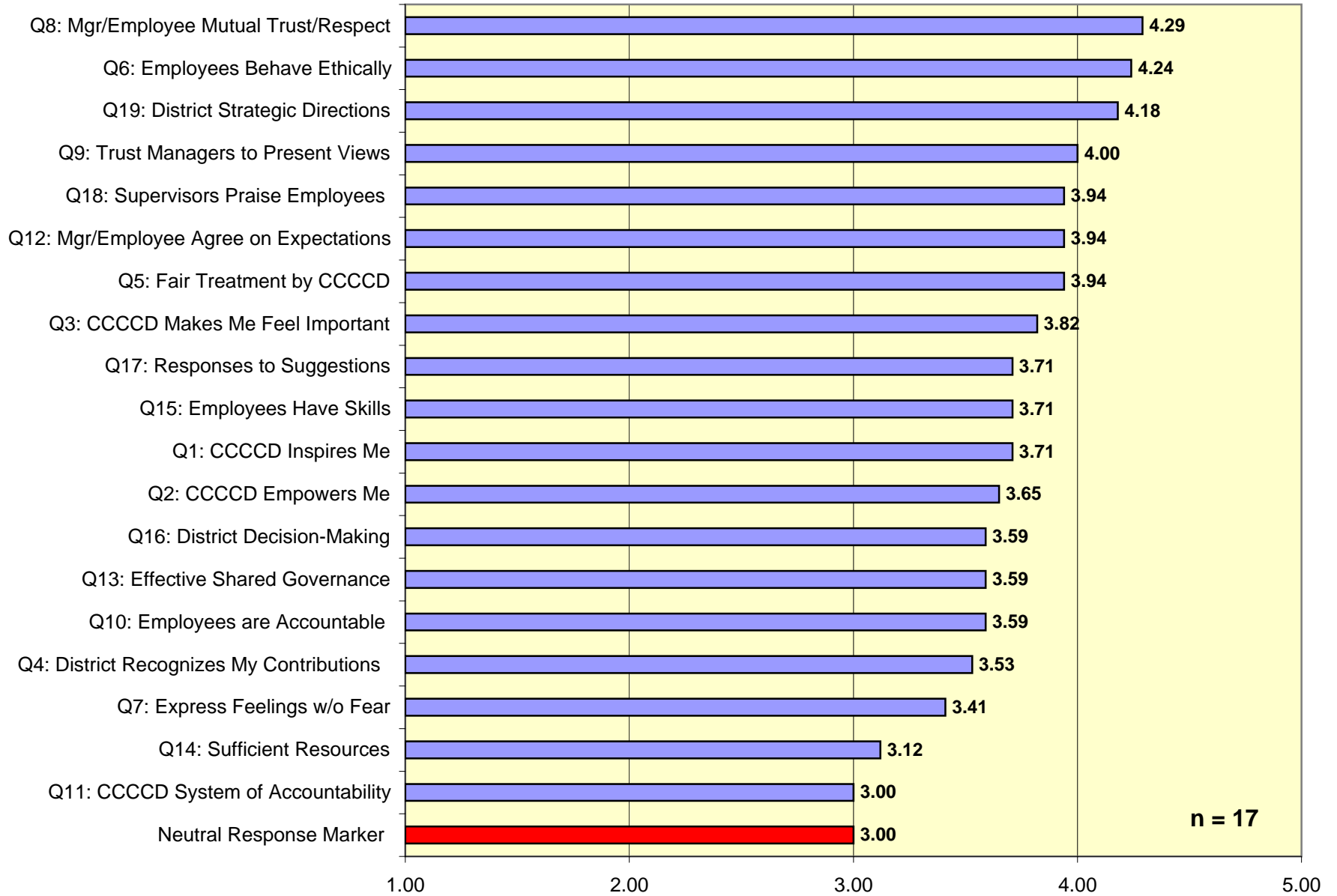


What is your ethnicity?



### Managers/Supervisors at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, CCC-M

### All Groups at DVC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

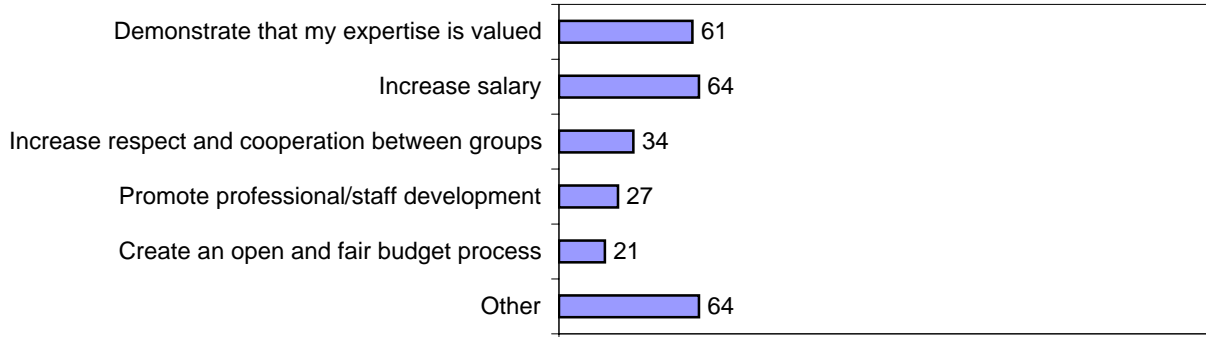
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Response Count
1. CCCCD inspires me to do my very best.	5.5% (15)	30.6% (83)	<b>31.7%</b> <b>(86)</b>	25.1% (68)	7.0% (19)	271
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	4.1% (11)	25.8% (70)	23.6% (64)	<b>30.6%</b> <b>(83)</b>	15.9% (43)	271
3. I feel like I am an important part of CCCCD.	8.5% (23)	<b>34.7%</b> <b>(94)</b>	22.9% (62)	24.4% (66)	9.6% (26)	271
4. CCCCD appropriately recognizes and respects my contributions as an individual.	4.4% (12)	26.9% (73)	28.4% (77)	<b>29.2%</b> <b>(79)</b>	11.1% (30)	271
5. Generally speaking, CCCCD treats its employees fairly.	3.3% (9)	<b>42.1%</b> <b>(114)</b>	24.4% (66)	19.2% (52)	11.1% (30)	271
6. CCCCD employees are expected to behave ethically.	29.5% (80)	<b>46.1%</b> <b>(125)</b>	13.3% (36)	7.7% (21)	3.3% (9)	271
7. I can express my honest feelings without fear of reprisal.	7.4% (20)	<b>30.3%</b> <b>(82)</b>	20.3% (55)	26.9% (73)	15.1% (41)	271
8. Trust and respect exist between me and my manager.	28.8% (78)	<b>36.2%</b> <b>(98)</b>	11.1% (30)	12.5% (34)	11.4% (31)	271
9. I trust my manager to represent my interests even if I am not present.	23.2% (63)	<b>35.4%</b> <b>(96)</b>	11.8% (32)	17.0% (46)	12.5% (34)	271
10. People I work with are held accountable for their performance.	8.5% (23)	26.9% (73)	18.5% (50)	<b>33.2%</b> <b>(90)</b>	12.9% (35)	271
11. CCCCD has systems in place to hold people accountable for performance toward goals.	2.2% (6)	24.4% (66)	30.3% (82)	30.3% (82)	12.9% (35)	271
12. My supervisor and I have agreed on what exactly is expected of me in my job.	15.9% (43)	<b>38.7%</b> <b>(105)</b>	23.6% (64)	14.4% (39)	7.4% (20)	271
13. I have an effective voice through shared governance.	3.0% (8)	25.8% (70)	<b>30.6%</b> <b>(83)</b>	24.4% (66)	16.2% (44)	271
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	5.9% (16)	<b>36.9%</b> <b>(100)</b>	17.3% (47)	25.8% (70)	14.0% (38)	271
15. The people I work with have the skills required to do their jobs well.	19.6% (53)	<b>50.6%</b> <b>(137)</b>	16.6% (45)	10.0% (27)	3.3% (9)	271
16. I clearly understand the decision-making process in the CCCCD.	3.3% (9)	24.4% (66)	28.0% (76)	<b>32.5%</b> <b>(88)</b>	11.8% (32)	271
17. Management responds to ideas and suggestions.	1.5% (4)	25.1% (68)	<b>31.0%</b> <b>(84)</b>	27.3% (74)	15.1% (41)	271
18. My supervisor praises people for a job well done.	21.4% (58)	<b>35.8%</b> <b>(97)</b>	20.3% (55)	13.7% (37)	8.9% (24)	271
19. I know what CCCCD's strategic directions are.	7.0% (19)	27.7% (75)	<b>28.4%</b> <b>(77)</b>	25.1% (68)	11.8% (32)	271

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

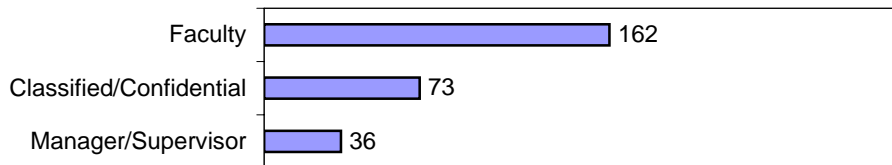
Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_DVC.xlsDVC-All

### All Groups at DVC - Response Summary

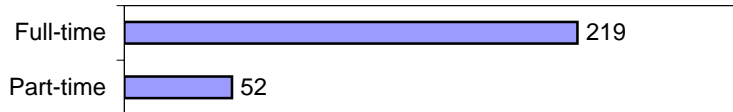
What is the number one thing that CCCCDC could do to enhance your morale?



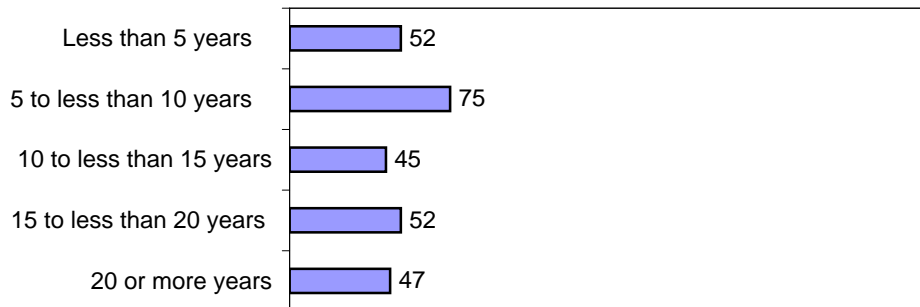
What is your classification within the District?



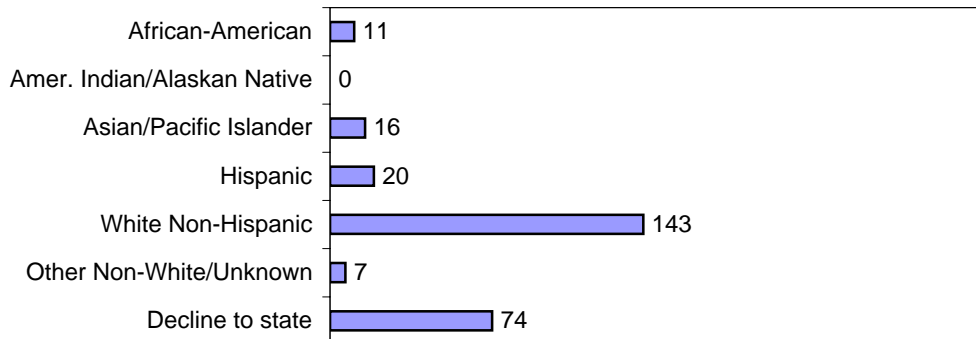
Are you a full-time or part-time employee?



How many years have you worked for the District?

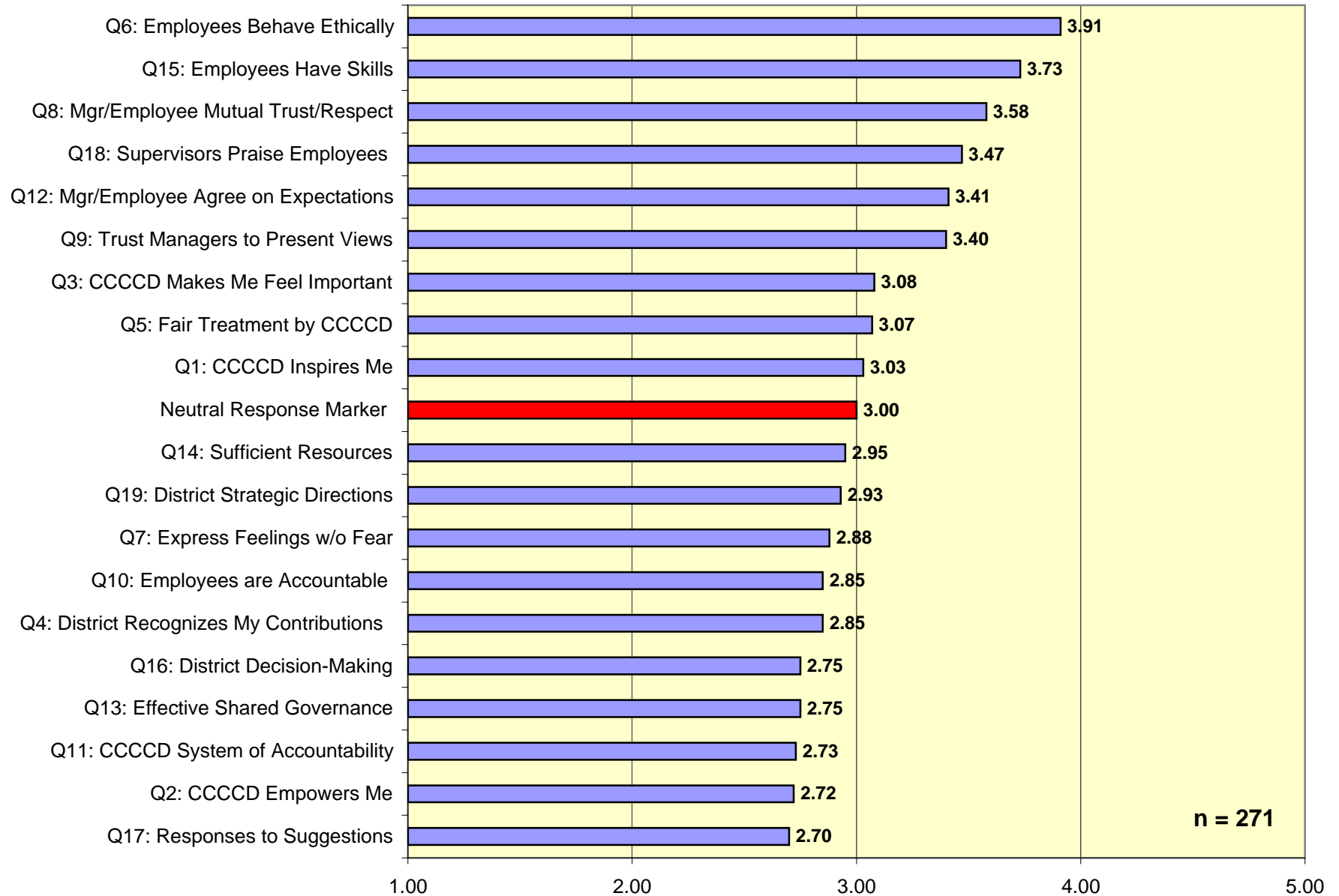


What is your ethnicity?



### All Groups at DVC/SRC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, DVC



## Faculty at DVC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

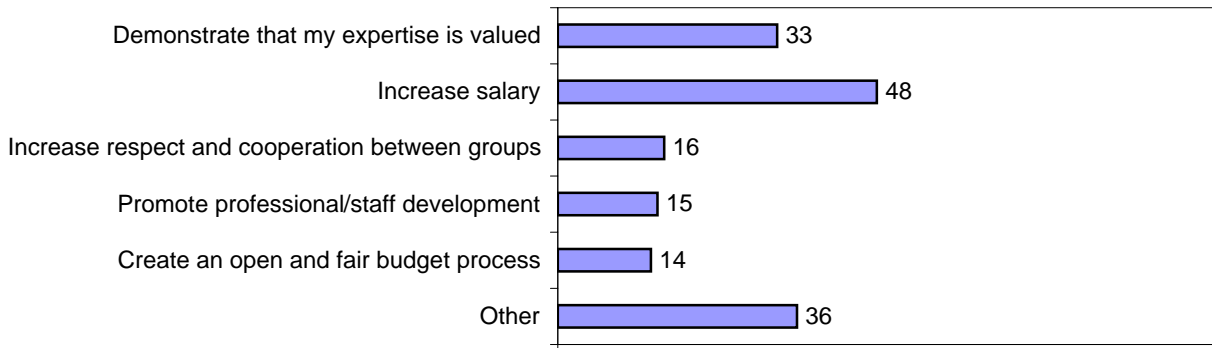
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	4.9% (8)	24.7% (40)	<b>37.7%</b> <b>(61)</b>	25.3% (41)	7.4% (12)	162
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	3.1% (5)	24.1% (39)	24.7% (40)	<b>30.2%</b> <b>(49)</b>	17.9% (29)	162
3. I feel like I am an important part of CCCCD.	8.6% (14)	<b>35.8%</b> <b>(58)</b>	22.8% (37)	22.2% (36)	10.5% (17)	162
4. CCCCD appropriately recognizes and respects my contributions as an individual.	3.7% (6)	26.5% (43)	27.2% (44)	<b>30.2%</b> <b>(49)</b>	12.3% (20)	162
5. Generally speaking, CCCCD treats its employees fairly.	3.1% (5)	<b>38.3%</b> <b>(62)</b>	30.2% (49)	19.8% (32)	8.6% (14)	162
6. CCCCD employees are expected to behave ethically.	30.9% (50)	<b>46.9%</b> <b>(76)</b>	13.6% (22)	6.2% (10)	2.5% (4)	162
7. I can express my honest feelings without fear of reprisal.	7.4% (12)	<b>36.4%</b> <b>(59)</b>	19.1% (31)	24.7% (40)	12.3% (20)	162
8. Trust and respect exist between me and my manager.	21.0% (34)	<b>42.0%</b> <b>(68)</b>	11.1% (18)	12.3% (20)	13.6% (22)	162
9. I trust my manager to represent my interests even if I am not present.	16.7% (27)	<b>40.7%</b> <b>(66)</b>	8.6% (14)	19.1% (31)	14.8% (24)	162
10. People I work with are held accountable for their performance.	5.6% (9)	29.6% (48)	17.9% (29)	<b>33.3%</b> <b>(54)</b>	13.6% (22)	162
11. CCCCD has systems in place to hold people accountable for performance toward goals.	1.9% (3)	27.8% (45)	27.2% (44)	<b>29.6%</b> <b>(48)</b>	13.6% (22)	162
12. My supervisor and I have agreed on what exactly is expected of me in my job.	14.2% (23)	<b>40.1%</b> <b>(65)</b>	25.3% (41)	12.3% (20)	8.0% (13)	162
13. I have an effective voice through shared governance.	3.1% (5)	<b>27.8%</b> <b>(45)</b>	27.2% (44)	25.9% (42)	16.0% (26)	162
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	4.9% (8)	<b>32.7%</b> <b>(53)</b>	16.7% (27)	28.4% (46)	17.3% (28)	162
15. The people I work with have the skills required to do their jobs well.	24.7% (40)	<b>51.2%</b> <b>(83)</b>	13.6% (22)	8.0% (13)	2.5% (4)	162
16. I clearly understand the decision-making process in the CCCCD.	2.5% (4)	27.2% (44)	26.5% (43)	<b>35.8%</b> <b>(58)</b>	8.0% (13)	162
17. Management responds to ideas and suggestions.	0.6% (1)	24.7% (40)	29.6% (48)	<b>30.9%</b> <b>(50)</b>	14.2% (23)	162
18. My supervisor praises people for a job well done.	16.7% (27)	<b>34.6%</b> <b>(56)</b>	22.2% (36)	15.4% (25)	11.1% (18)	162
19. I know what CCCCD's strategic directions are.	6.2% (10)	22.8% (37)	29.0% (47)	<b>30.2%</b> <b>(49)</b>	11.7% (19)	162

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

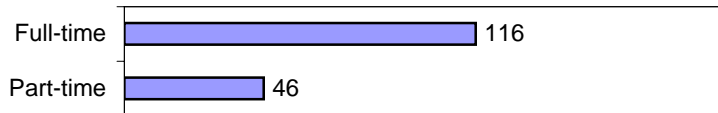
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### Faculty at DVC - Response Summary

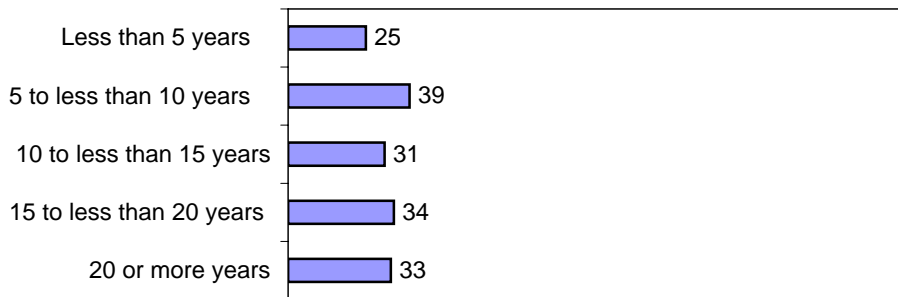
What is the number one thing that CCCC CD could do to enhance your morale?



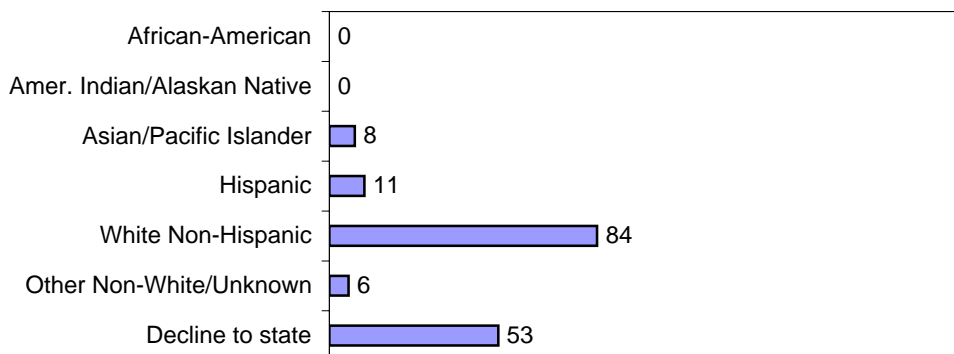
Are you a full-time or part-time employee?



How many years have you worked for the District?

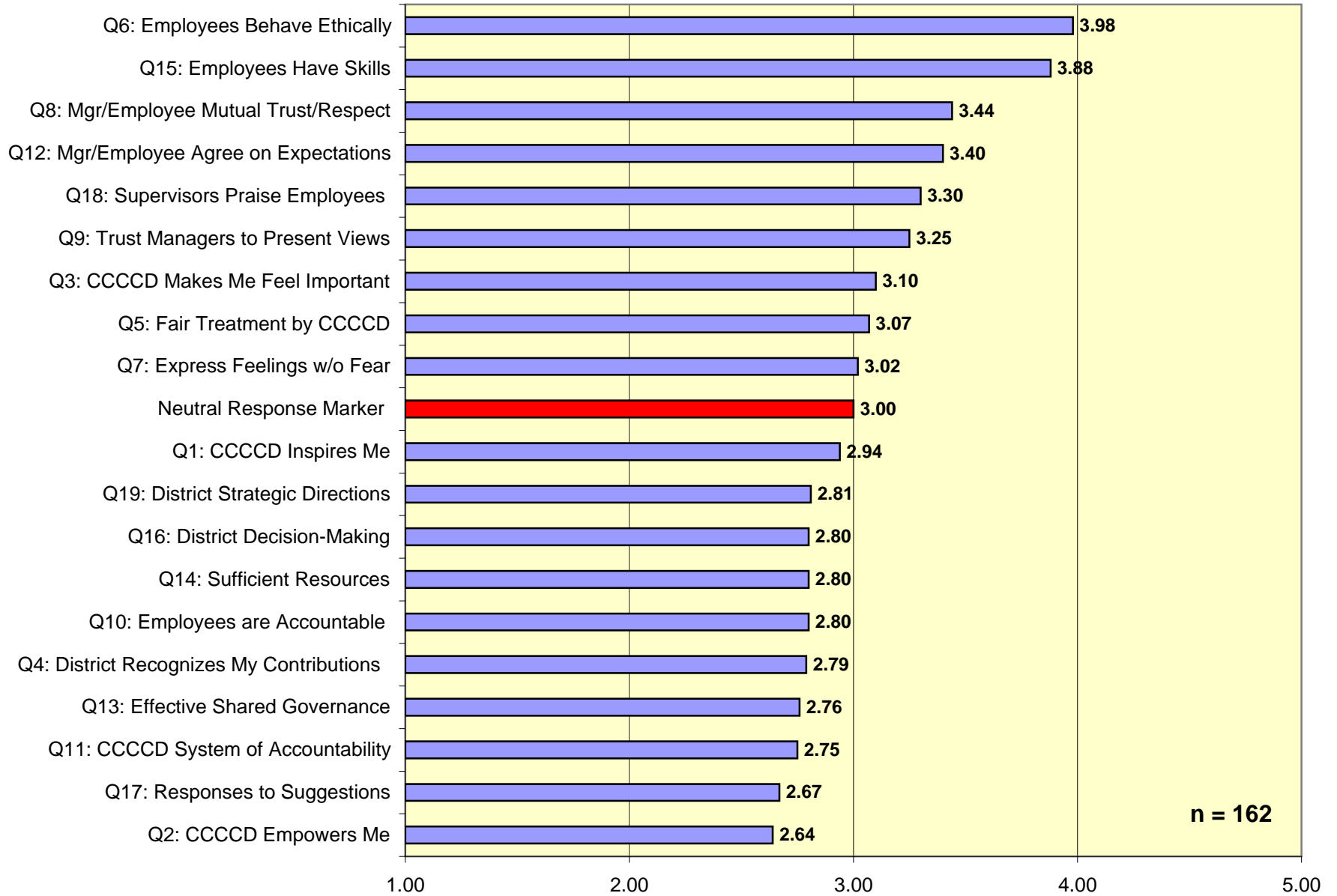


What is your ethnicity?



### Faculty at DVC/SRC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, DVC-F

**Classified/Confidential at DVC - Response Summary**

Please indicate to what degree you agree or disagree with the following statements:

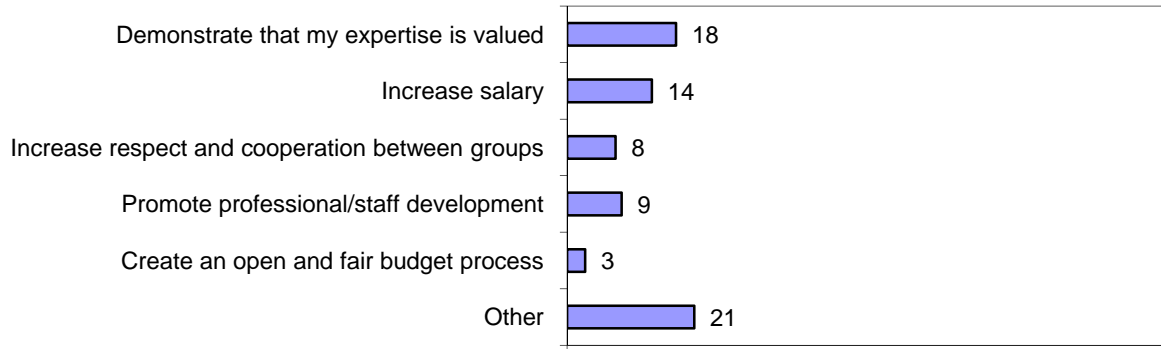
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	2.7% (2)	<b>39.7%</b> <b>(29)</b>	24.7% (18)	24.7% (18)	8.2% (6)	73
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	4.1% (3)	27.4% (20)	24.7% (18)	<b>30.1%</b> <b>(22)</b>	13.7% (10)	73
3. I feel like I am an important part of CCCCD.	5.5% (4)	30.1% (22)	26.0% (19)	<b>31.5%</b> <b>(23)</b>	6.8% (5)	73
4. CCCCD appropriately recognizes and respects my contributions as an individual.	1.4% (1)	30.1% (22)	28.8% (21)	<b>31.5%</b> <b>(23)</b>	8.2% (6)	73
5. Generally speaking, CCCCD treats its employees fairly.	2.7% (2)	<b>45.2%</b> <b>(33)</b>	19.2% (14)	15.1% (11)	17.8% (13)	73
6. CCCCD employees are expected to behave ethically.	31.5% (23)	<b>41.1%</b> <b>(30)</b>	12.3% (9)	9.6% (7)	5.5% (4)	73
7. I can express my honest feelings without fear of reprisal.	4.1% (3)	20.5% (15)	21.9% (16)	<b>30.1%</b> <b>(22)</b>	23.3% (17)	73
8. Trust and respect exist between me and my manager.	<b>38.4%</b> <b>(28)</b>	20.5% (15)	13.7% (10)	15.1% (11)	12.3% (9)	73
9. I trust my manager to represent my interests even if I am not present.	<b>31.5%</b> <b>(23)</b>	21.9% (16)	19.2% (14)	13.7% (10)	13.7% (10)	73
10. People I work with are held accountable for their performance.	13.7% (10)	23.3% (17)	8.2% (6)	<b>38.4%</b> <b>(28)</b>	16.4% (12)	73
11. CCCCD has systems in place to hold people accountable for performance toward goals.	2.7% (2)	16.4% (12)	<b>37.0%</b> <b>(27)</b>	27.4% (20)	16.4% (12)	73
12. My supervisor and I have agreed on what exactly is expected of me in my job.	17.8% (13)	<b>32.9%</b> <b>(24)</b>	17.8% (13)	21.9% (16)	9.6% (7)	73
13. I have an effective voice through shared governance.	1.4% (1)	21.9% (16)	<b>38.4%</b> <b>(28)</b>	21.9% (16)	16.4% (12)	73
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	8.2% (6)	<b>41.1%</b> <b>(30)</b>	19.2% (14)	21.9% (16)	9.6% (7)	73
15. The people I work with have the skills required to do their jobs well.	16.4% (12)	<b>39.7%</b> <b>(29)</b>	23.3% (17)	15.1% (11)	5.5% (4)	73
16. I clearly understand the decision-making process in the CCCCD.	2.7% (2)	17.8% (13)	<b>34.2%</b> <b>(25)</b>	26.0% (19)	19.2% (14)	73
17. Management responds to ideas and suggestions.	2.7% (2)	24.7% (18)	27.4% (20)	27.4% (20)	17.8% (13)	73
18. My supervisor praises people for a job well done.	28.8% (21)	28.8% (21)	21.9% (16)	13.7% (10)	6.8% (5)	73
19. I know what CCCCD's strategic directions are.	0.0% (0)	26.0% (19)	<b>31.5%</b> <b>(23)</b>	24.7% (18)	17.8% (13)	73

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

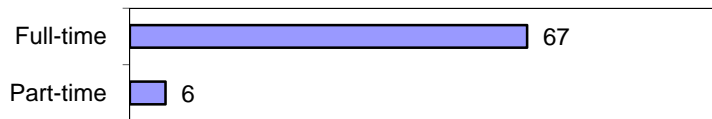
Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_DVC.xlsDVC-Classified

**Classified/Confidential at DVC - Response Summary**

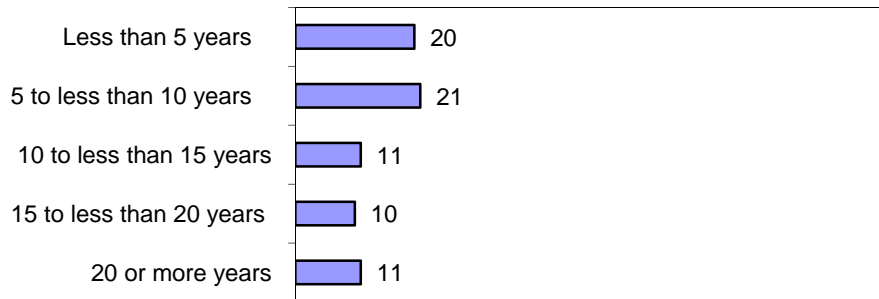
What is the number one thing that CCCCDC could do to enhance your morale?



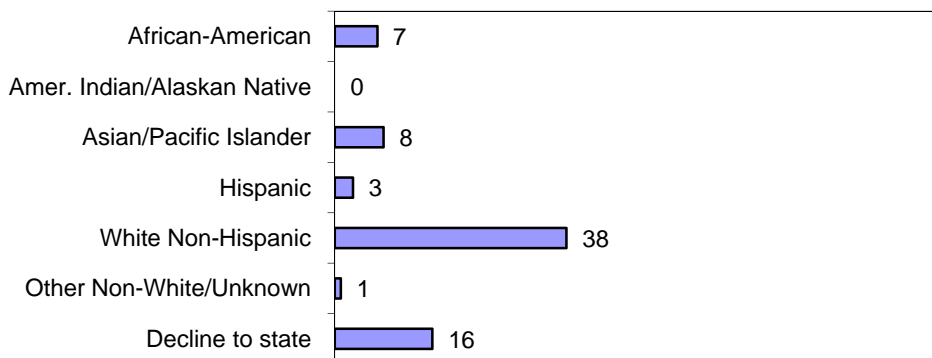
Are you a full-time or part-time employee?



How many years have you worked for the District?

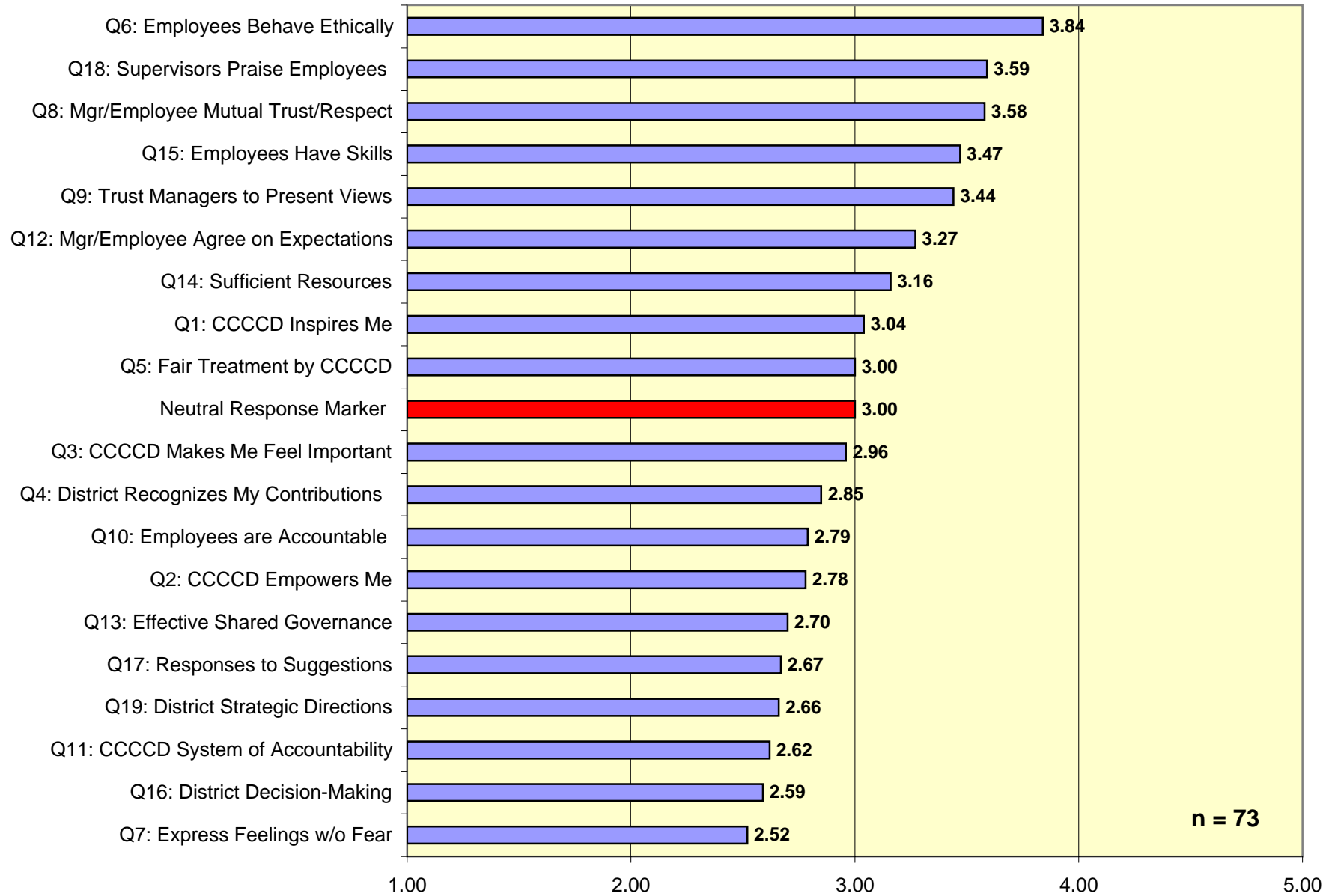


What is your ethnicity?



**Classified/Confidential at DVC/SRC - Questions Ranked by Mean Response**

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, DVC-C

## Managers/Supervisors at DVC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

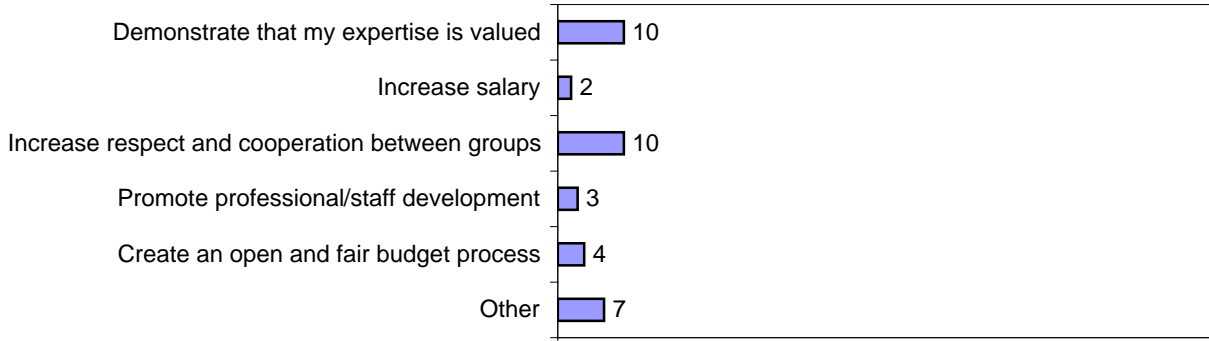
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	13.9% (5)	<b>38.9%</b> <b>(14)</b>	19.4% (7)	25.0% (9)	2.8% (1)	36
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	8.3% (3)	30.6% (11)	16.7% (6)	<b>33.3%</b> <b>(12)</b>	11.1% (4)	36
3. I feel like I am an important part of CCCCD.	13.9% (5)	<b>38.9%</b> <b>(14)</b>	16.7% (6)	19.4% (7)	11.1% (4)	36
4. CCCCD appropriately recognizes and respects my contributions as an individual.	13.9% (5)	22.2% (8)	<b>33.3%</b> <b>(12)</b>	19.4% (7)	11.1% (4)	36
5. Generally speaking, CCCCD treats its employees fairly.	5.6% (2)	<b>52.8%</b> <b>(19)</b>	8.3% (3)	25.0% (9)	8.3% (3)	36
6. CCCCD employees are expected to behave ethically.	19.4% (7)	<b>52.8%</b> <b>(19)</b>	13.9% (5)	11.1% (4)	2.8% (1)	36
7. I can express my honest feelings without fear of reprisal.	13.9% (5)	22.2% (8)	22.2% (8)	<b>30.6%</b> <b>(11)</b>	11.1% (4)	36
8. Trust and respect exist between me and my manager.	<b>44.4%</b> <b>(16)</b>	41.7% (15)	5.6% (2)	8.3% (3)	0.0% (0)	36
9. I trust my manager to represent my interests even if I am not present.	36.1% (13)	<b>38.9%</b> <b>(14)</b>	11.1% (4)	13.9% (5)	0.0% (0)	36
10. People I work with are held accountable for their performance.	11.1% (4)	22.2% (8)	<b>41.7%</b> <b>(15)</b>	22.2% (8)	2.8% (1)	36
11. CCCCD has systems in place to hold people accountable for performance toward goals.	2.8% (1)	25.0% (9)	30.6% (11)	<b>38.9%</b> <b>(14)</b>	2.8% (1)	36
12. My supervisor and I have agreed on what exactly is expected of me in my job.	19.4% (7)	<b>44.4%</b> <b>(16)</b>	27.8% (10)	8.3% (3)	0.0% (0)	36
13. I have an effective voice through shared governance.	5.6% (2)	25.0% (9)	<b>30.6%</b> <b>(11)</b>	22.2% (8)	16.7% (6)	36
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	5.6% (2)	<b>47.2%</b> <b>(17)</b>	16.7% (6)	22.2% (8)	8.3% (3)	36
15. The people I work with have the skills required to do their jobs well.	2.8% (1)	<b>69.4%</b> <b>(25)</b>	16.7% (6)	8.3% (3)	2.8% (1)	36
16. I clearly understand the decision-making process in the CCCCD.	8.3% (3)	25.0% (9)	22.2% (8)	<b>30.6%</b> <b>(11)</b>	13.9% (5)	36
17. Management responds to ideas and suggestions.	2.8% (1)	27.8% (10)	<b>44.4%</b> <b>(16)</b>	11.1% (4)	13.9% (5)	36
18. My supervisor praises people for a job well done.	27.8% (10)	<b>55.6%</b> <b>(20)</b>	8.3% (3)	5.6% (2)	2.8% (1)	36
19. I know what CCCCD's strategic directions are.	25.0% (9)	<b>52.8%</b> <b>(19)</b>	19.4% (7)	2.8% (1)	0.0% (0)	36

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

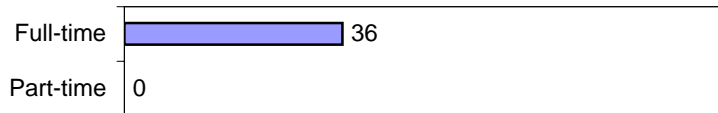
Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_DVC.xlsDVC-Mgr-Sup

### Managers/Supervisors at DVC - Response Summary

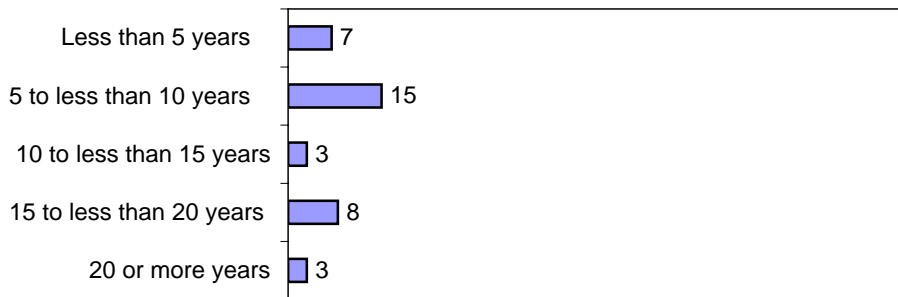
What is the number one thing that CCCCDC could do to enhance your morale?



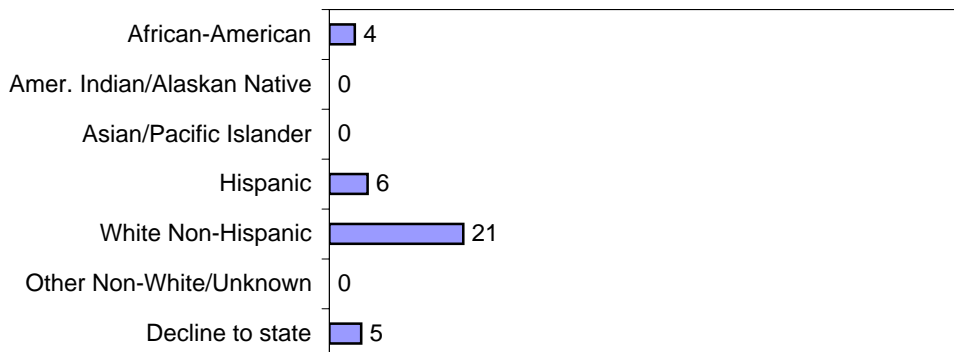
Are you a full-time or part-time employee?



How many years have you worked for the District?



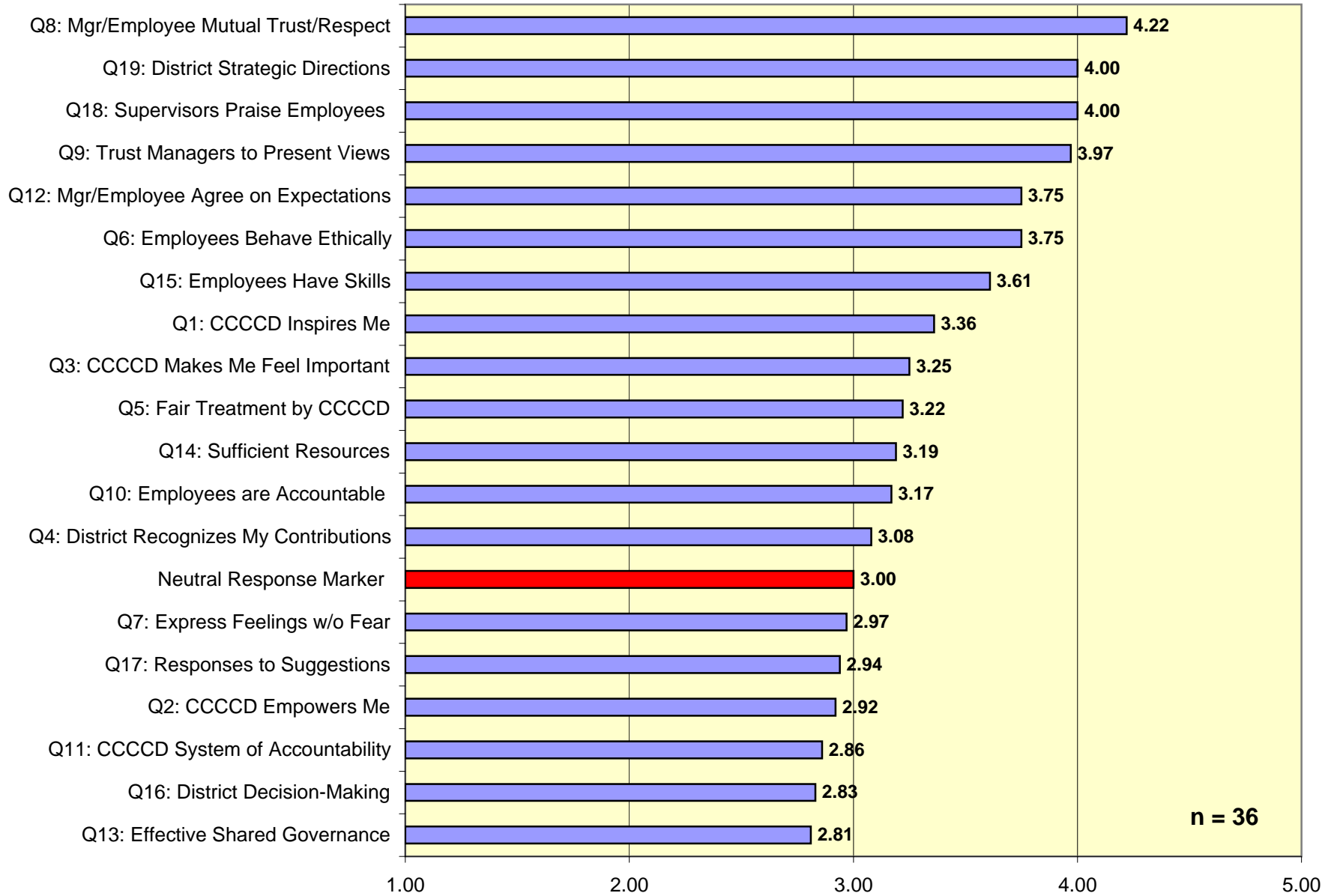
What is your ethnicity?





### Managers/Supervisors at DVC/SRC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, DVC-M

### All Groups at LMC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

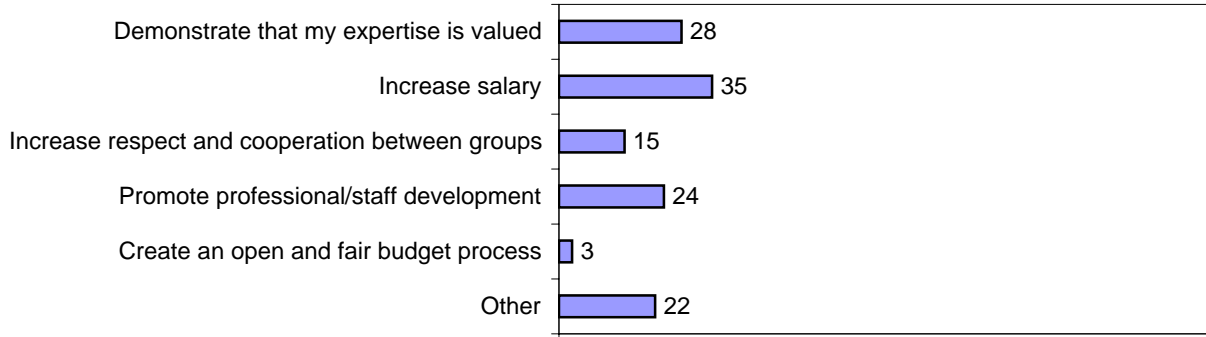
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Response Count
1. CCCCD inspires me to do my very best.	9.4% (12)	<b>42.5%</b> <b>(54)</b>	22.0% (28)	20.5% (26)	5.5% (7)	127
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	8.7% (11)	<b>33.1%</b> <b>(42)</b>	26.0% (33)	24.4% (31)	7.9% (10)	127
3. I feel like I am an important part of CCCCD.	19.7% (25)	<b>33.9%</b> <b>(43)</b>	21.3% (27)	19.7% (25)	5.5% (7)	127
4. CCCCD appropriately recognizes and respects my contributions as an individual.	10.2% (13)	<b>32.3%</b> <b>(41)</b>	24.4% (31)	26.0% (33)	7.1% (9)	127
5. Generally speaking, CCCCD treats its employees fairly.	10.2% (13)	<b>45.7%</b> <b>(58)</b>	26.0% (33)	14.2% (18)	3.9% (5)	127
6. CCCCD employees are expected to behave ethically.	28.3% (36)	<b>48.0%</b> <b>(61)</b>	11.0% (14)	7.9% (10)	4.7% (6)	127
7. I can express my honest feelings without fear of reprisal.	8.7% (11)	<b>36.2%</b> <b>(46)</b>	18.9% (24)	26.8% (34)	9.4% (12)	127
8. Trust and respect exist between me and my manager.	<b>37.8%</b> <b>(48)</b>	28.3% (36)	15.0% (19)	11.8% (15)	7.1% (9)	127
9. I trust my manager to represent my interests even if I am not present.	<b>28.3%</b> <b>(36)</b>	20.5% (26)	26.8% (34)	14.2% (18)	10.2% (13)	127
10. People I work with are held accountable for their performance.	10.2% (13)	29.1% (37)	23.6% (30)	<b>26.8%</b> <b>(34)</b>	10.2% (13)	127
11. CCCCD has systems in place to hold people accountable for performance toward goals.	0.8% (1)	25.2% (32)	<b>32.3%</b> <b>(41)</b>	31.5% (40)	10.2% (13)	127
12. My supervisor and I have agreed on what exactly is expected of me in my job.	15.7% (20)	<b>40.2%</b> <b>(51)</b>	24.4% (31)	15.7% (20)	3.9% (5)	127
13. I have an effective voice through shared governance.	8.7% (11)	33.1% (42)	<b>34.6%</b> <b>(44)</b>	16.5% (21)	7.1% (9)	127
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	10.2% (13)	<b>38.6%</b> <b>(49)</b>	22.0% (28)	20.5% (26)	8.7% (11)	127
15. The people I work with have the skills required to do their jobs well.	18.1% (23)	<b>54.3%</b> <b>(69)</b>	12.6% (16)	12.6% (16)	2.4% (3)	127
16. I clearly understand the decision-making process in the CCCCD.	7.1% (9)	26.0% (33)	<b>33.9%</b> <b>(43)</b>	26.8% (34)	6.3% (8)	127
17. Management responds to ideas and suggestions.	7.9% (10)	33.9% (43)	<b>37.0%</b> <b>(47)</b>	12.6% (16)	8.7% (11)	127
18. My supervisor praises people for a job well done.	25.2% (32)	<b>31.5%</b> <b>(40)</b>	24.4% (31)	7.1% (9)	11.8% (15)	127
19. I know what CCCCD's strategic directions are.	6.3% (8)	<b>41.7%</b> <b>(53)</b>	29.1% (37)	15.7% (20)	7.1% (9)	127

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

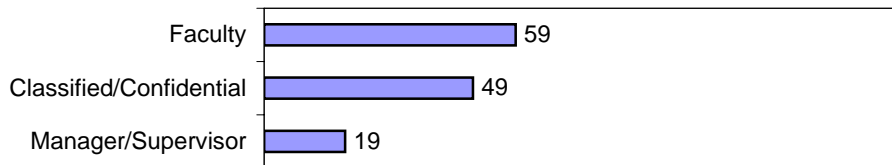
Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_LMC.xlsLMC-All

### All Groups at LMC - Response Summary

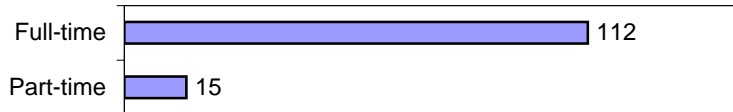
What is the number one thing that CCCCDC could do to enhance your morale?



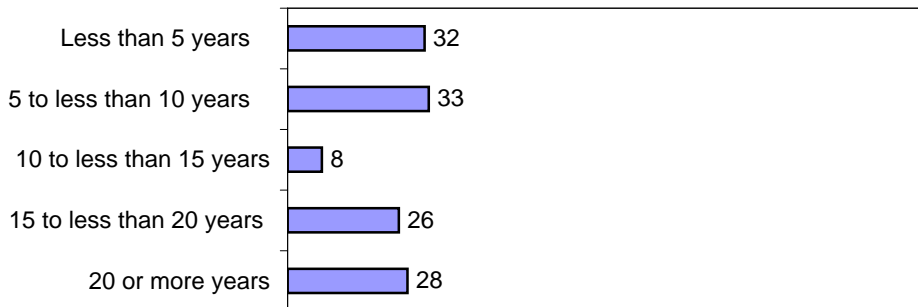
What is your classification within the District?



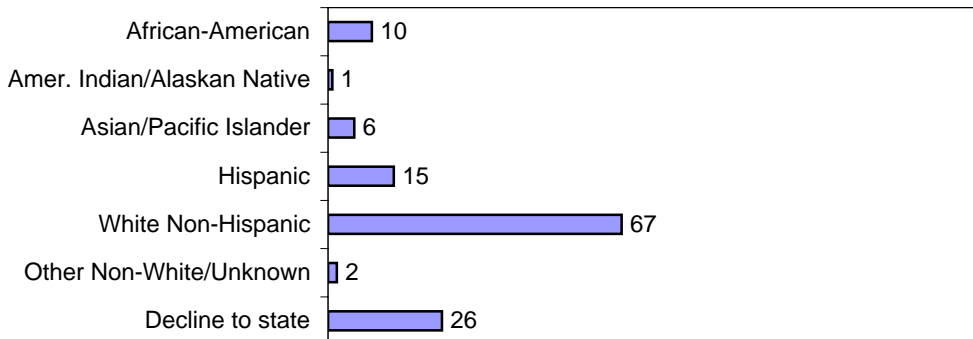
Are you a full-time or part-time employee?



How many years have you worked for the District?

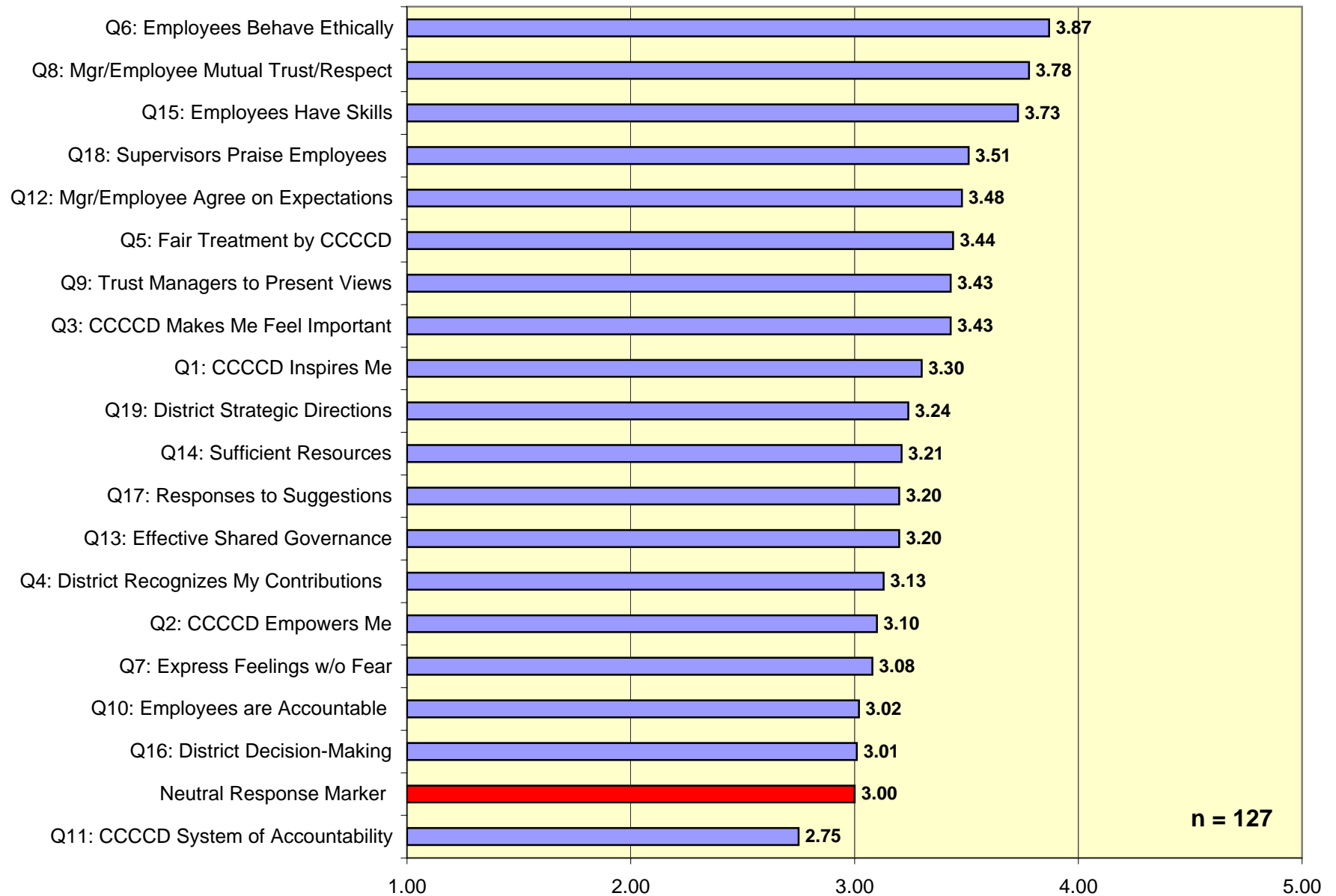


What is your ethnicity?



### All Groups at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, LMC

## Faculty at LMC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

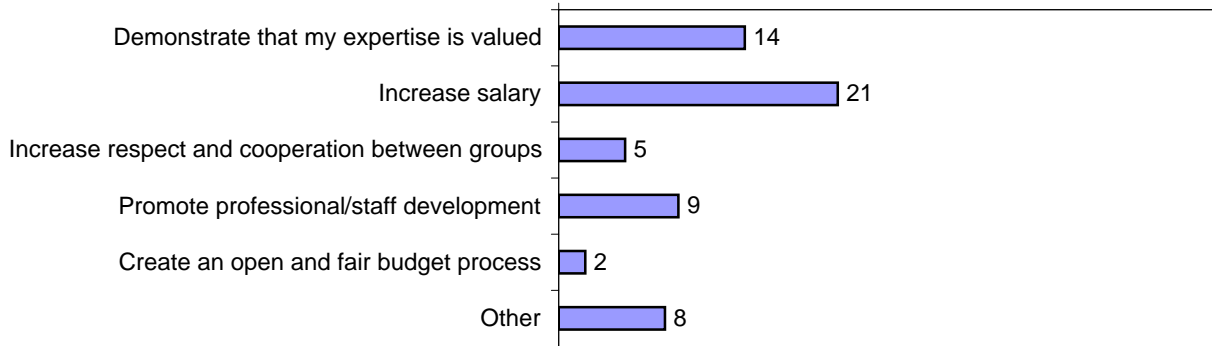
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	5.1% (3)	<b>35.6%</b> <b>(21)</b>	22.0% (13)	27.1% (16)	10.2% (6)	59
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	3.4% (2)	<b>30.5%</b> <b>(18)</b>	22.0% (13)	28.8% (17)	15.3% (9)	59
3. I feel like I am an important part of CCCCD.	6.8% (4)	<b>33.9%</b> <b>(20)</b>	22.0% (13)	27.1% (16)	10.2% (6)	59
4. CCCCD appropriately recognizes and respects my contributions as an individual.	6.8% (4)	28.8% (17)	22.0% (13)	<b>32.2%</b> <b>(19)</b>	10.2% (6)	59
5. Generally speaking, CCCCD treats its employees fairly.	5.1% (3)	<b>42.4%</b> <b>(25)</b>	32.2% (19)	13.6% (8)	6.8% (4)	59
6. CCCCD employees are expected to behave ethically.	23.7% (14)	<b>47.5%</b> <b>(28)</b>	10.2% (6)	11.9% (7)	6.8% (4)	59
7. I can express my honest feelings without fear of reprisal.	6.8% (4)	<b>28.8%</b> <b>(17)</b>	18.6% (11)	<b>28.8%</b> <b>(17)</b>	16.9% (10)	59
8. Trust and respect exist between me and my manager.	<b>28.8%</b> <b>(17)</b>	27.1% (16)	18.6% (11)	13.6% (8)	11.9% (7)	59
9. I trust my manager to represent my interests even if I am not present.	18.6% (11)	20.3% (12)	<b>27.1%</b> <b>(16)</b>	15.3% (9)	18.6% (11)	59
10. People I work with are held accountable for their performance.	10.2% (6)	18.6% (11)	23.7% (14)	<b>33.9%</b> <b>(20)</b>	13.6% (8)	59
11. CCCCD has systems in place to hold people accountable for performance toward goals.	0.0% (0)	18.6% (11)	30.5% (18)	<b>35.6%</b> <b>(21)</b>	15.3% (9)	59
12. My supervisor and I have agreed on what exactly is expected of me in my job.	13.6% (8)	<b>35.6%</b> <b>(21)</b>	22.0% (13)	22.0% (13)	6.8% (4)	59
13. I have an effective voice through shared governance.	5.1% (3)	30.5% (18)	<b>32.2%</b> <b>(19)</b>	22.0% (13)	10.2% (6)	59
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	6.8% (4)	<b>35.6%</b> <b>(21)</b>	18.6% (11)	25.4% (15)	13.6% (8)	59
15. The people I work with have the skills required to do their jobs well.	20.3% (12)	<b>50.8%</b> <b>(30)</b>	8.5% (5)	16.9% (10)	3.4% (2)	59
16. I clearly understand the decision-making process in the CCCCD.	3.4% (2)	23.7% (14)	28.8% (17)	<b>32.2%</b> <b>(19)</b>	11.9% (7)	59
17. Management responds to ideas and suggestions.	5.1% (3)	27.1% (16)	<b>42.4%</b> <b>(25)</b>	8.5% (5)	16.9% (10)	59
18. My supervisor praises people for a job well done.	22.0% (13)	<b>25.4%</b> <b>(15)</b>	22.0% (13)	11.9% (7)	18.6% (11)	59
19. I know what CCCCD's strategic directions are.	3.4% (2)	<b>40.7%</b> <b>(24)</b>	22.0% (13)	22.0% (13)	11.9% (7)	59

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

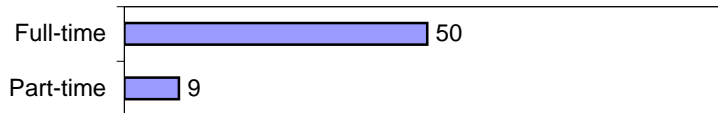
Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_LMC.xlsLMC-Faculty

### Faculty at LMC - Response Summary

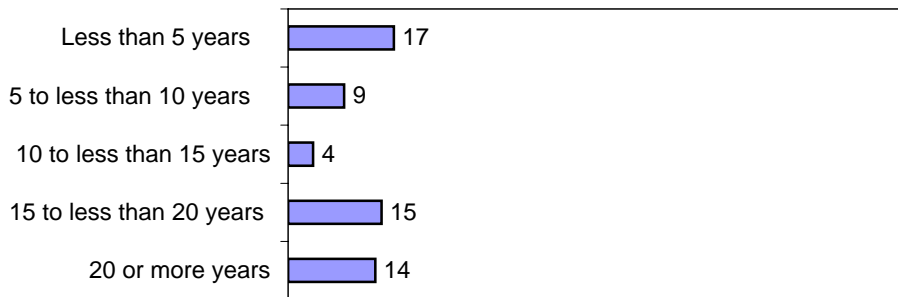
What is the number one thing that CCCC CD could do to enhance your morale?



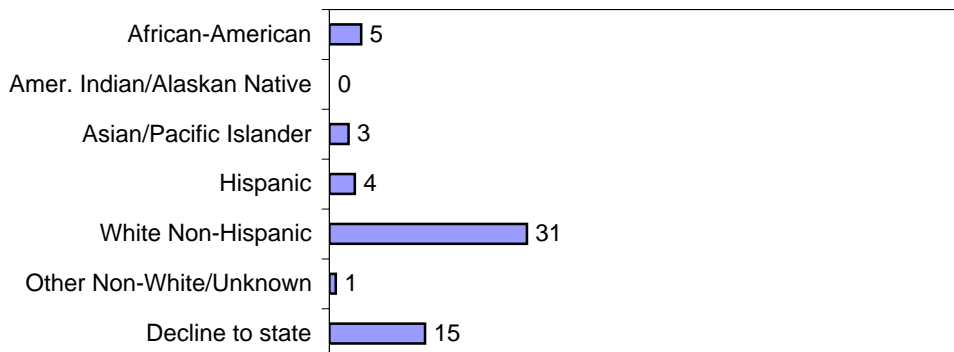
Are you a full-time or part-time employee?



How many years have you worked for the District?

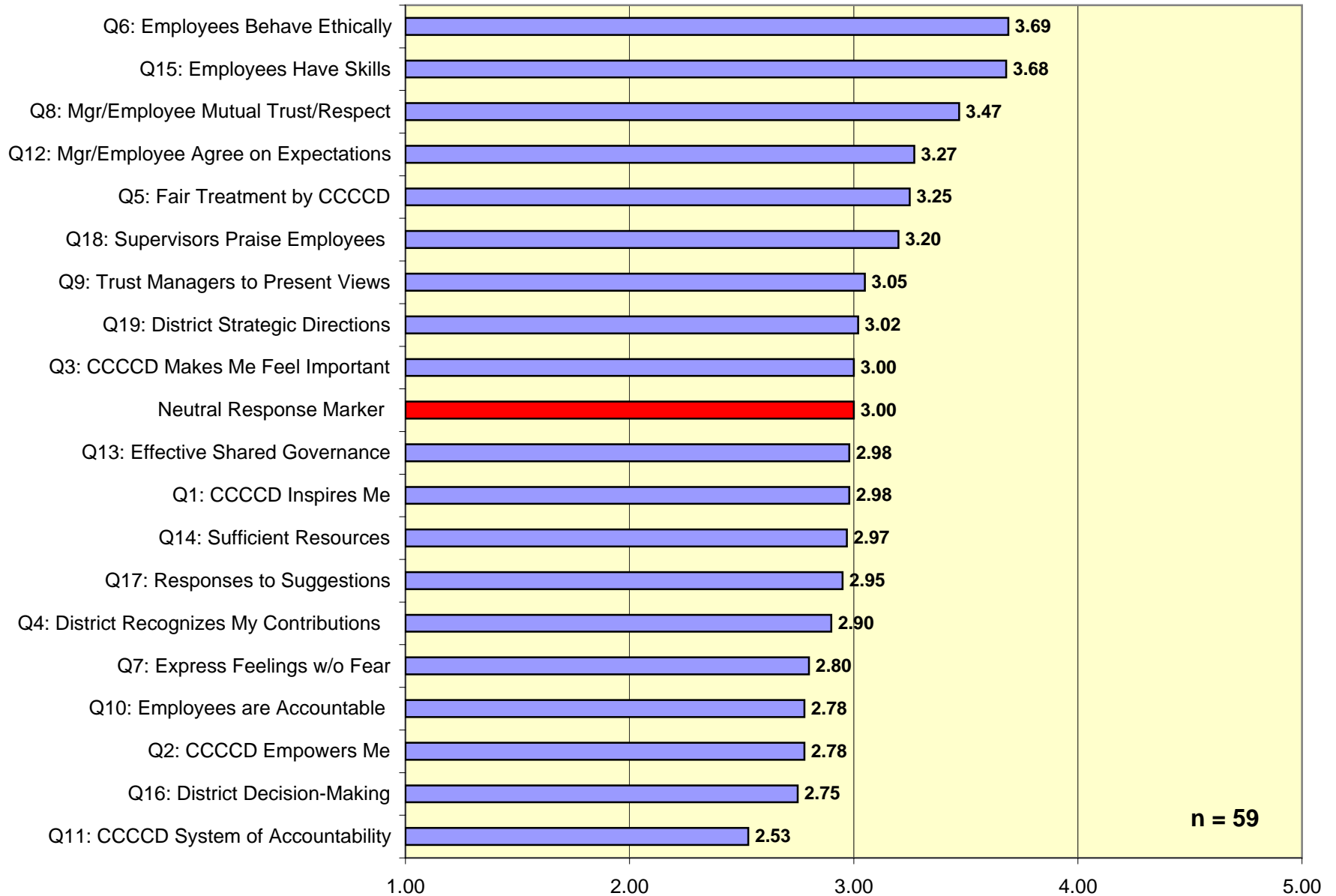


What is your ethnicity?



### Faculty at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, LMC-F

**Classified/Confidential at LMC - Response Summary**

Please indicate to what degree you agree or disagree with the following statements:

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	12.2% (6)	<b>44.9%</b> <b>(22)</b>	24.5% (12)	18.4% (9)	0.0% (0)	49
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	10.2% (5)	30.6% (15)	<b>32.7%</b> <b>(16)</b>	26.5% (13)	0.0% (0)	49
3. I feel like I am an important part of CCCCD.	16.3% (8)	<b>38.8%</b> <b>(19)</b>	26.5% (13)	18.4% (9)	0.0% (0)	49
4. CCCCD appropriately recognizes and respects my contributions as an individual.	10.2% (5)	28.6% (14)	<b>32.7%</b> <b>(16)</b>	24.5% (12)	4.1% (2)	49
5. Generally speaking, CCCCD treats its employees fairly.	6.1% (3)	<b>46.9%</b> <b>(23)</b>	24.5% (12)	20.4% (10)	2.0% (1)	49
6. CCCCD employees are expected to behave ethically.	28.6% (14)	<b>46.9%</b> <b>(23)</b>	14.3% (7)	6.1% (3)	4.1% (2)	49
7. I can express my honest feelings without fear of reprisal.	8.2% (4)	<b>34.7%</b> <b>(17)</b>	22.4% (11)	32.7% (16)	2.0% (1)	49
8. Trust and respect exist between me and my manager.	<b>34.7%</b> <b>(17)</b>	<b>34.7%</b> <b>(17)</b>	14.3% (7)	12.2% (6)	4.1% (2)	49
9. I trust my manager to represent my interests even if I am not present.	24.5% (12)	24.5% (12)	<b>32.7%</b> <b>(16)</b>	14.3% (7)	4.1% (2)	49
10. People I work with are held accountable for their performance.	6.1% (3)	<b>30.6%</b> <b>(15)</b>	28.6% (14)	28.6% (14)	6.1% (3)	49
11. CCCCD has systems in place to hold people accountable for performance toward goals.	0.0% (0)	26.5% (13)	<b>36.7%</b> <b>(18)</b>	32.7% (16)	4.1% (2)	49
12. My supervisor and I have agreed on what exactly is expected of me in my job.	18.4% (9)	<b>42.9%</b> <b>(21)</b>	22.4% (11)	14.3% (7)	2.0% (1)	49
13. I have an effective voice through shared governance.	8.2% (4)	30.6% (15)	<b>40.8%</b> <b>(20)</b>	14.3% (7)	6.1% (3)	49
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	12.2% (6)	<b>42.9%</b> <b>(21)</b>	22.4% (11)	18.4% (9)	4.1% (2)	49
15. The people I work with have the skills required to do their jobs well.	18.4% (9)	<b>53.1%</b> <b>(26)</b>	16.3% (8)	10.2% (5)	2.0% (1)	49
16. I clearly understand the decision-making process in the CCCCD.	6.1% (3)	22.4% (11)	<b>42.9%</b> <b>(21)</b>	26.5% (13)	2.0% (1)	49
17. Management responds to ideas and suggestions.	4.1% (2)	34.7% (17)	<b>40.8%</b> <b>(20)</b>	18.4% (9)	2.0% (1)	49
18. My supervisor praises people for a job well done.	24.5% (12)	<b>32.7%</b> <b>(16)</b>	30.6% (15)	4.1% (2)	8.2% (4)	49
19. I know what CCCCD's strategic directions are.	2.0% (1)	34.7% (17)	<b>44.9%</b> <b>(22)</b>	14.3% (7)	4.1% (2)	49

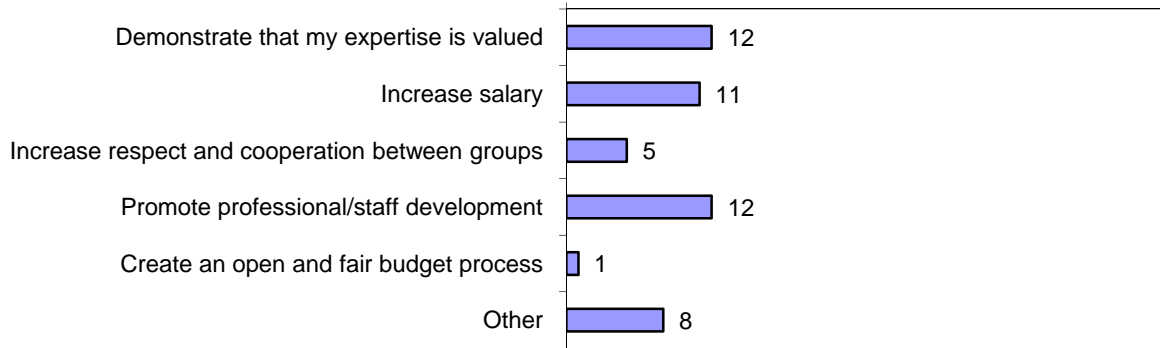
Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_LMC.xlsLMC-Classified

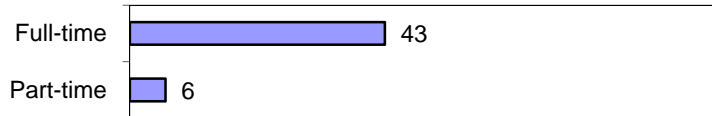


**Classified/Confidential at LMC - Response Summary**

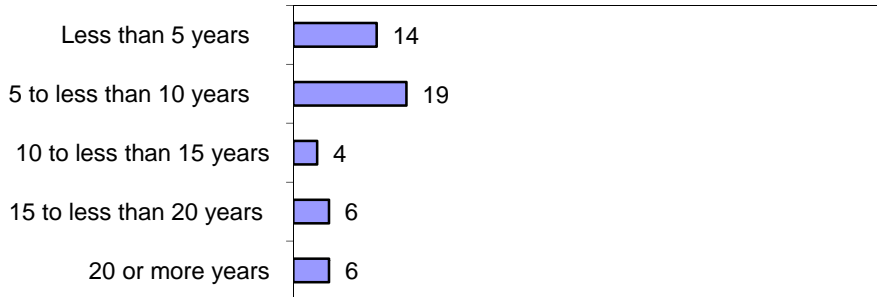
What is the number one thing that CCCCDC could do to enhance your morale?



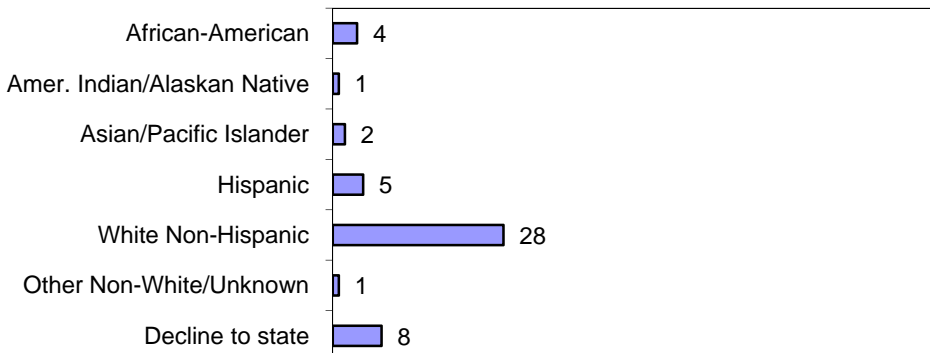
Are you a full-time or part-time employee?



How many years have you worked for the District?

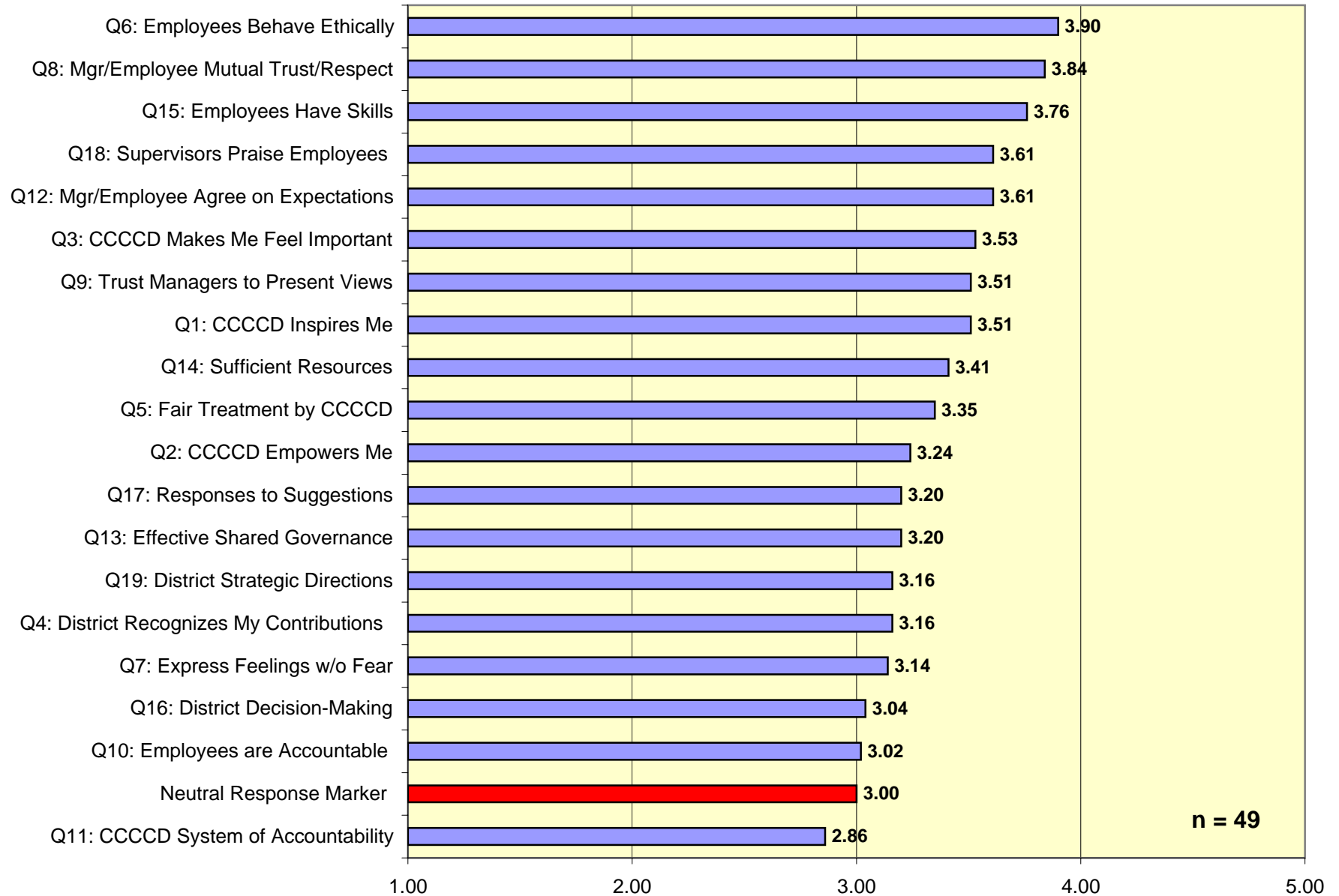


What is your ethnicity?



**Classified/Confidential at LMC/Brentwood - Questions Ranked by Mean Response**

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

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### Managers/Supervisors at LMC - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

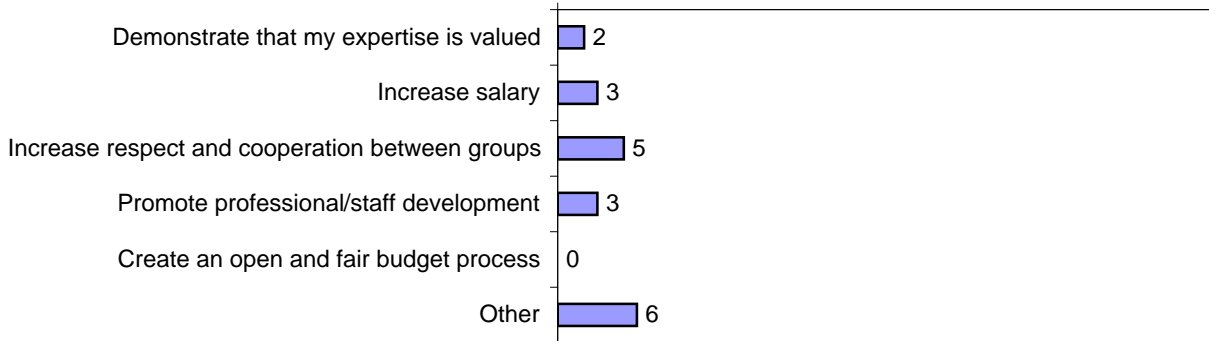
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Response Count
1. CCCCD inspires me to do my very best.	15.8% (3)	<b>57.9%</b> <b>(11)</b>	15.8% (3)	5.3% (1)	5.3% (1)	19
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	21.1% (4)	<b>47.4%</b> <b>(9)</b>	21.1% (4)	5.3% (1)	5.3% (1)	19
3. I feel like I am an important part of CCCCD.	<b>68.4%</b> <b>(13)</b>	21.1% (4)	5.3% (1)	0.0% (0)	5.3% (1)	19
4. CCCCD appropriately recognizes and respects my contributions as an individual.	21.1% (4)	<b>52.6%</b> <b>(10)</b>	10.5% (2)	10.5% (2)	5.3% (1)	19
5. Generally speaking, CCCCD treats its employees fairly.	36.8% (7)	<b>52.6%</b> <b>(10)</b>	10.5% (2)	0.0% (0)	0.0% (0)	19
6. CCCCD employees are expected to behave ethically.	42.1% (8)	<b>52.6%</b> <b>(10)</b>	5.3% (1)	0.0% (0)	0.0% (0)	19
7. I can express my honest feelings without fear of reprisal.	15.8% (3)	<b>63.2%</b> <b>(12)</b>	10.5% (2)	5.3% (1)	5.3% (1)	19
8. Trust and respect exist between me and my manager.	<b>73.7%</b> <b>(14)</b>	15.8% (3)	5.3% (1)	5.3% (1)	0.0% (0)	19
9. I trust my manager to represent my interests even if I am not present.	<b>68.4%</b> <b>(13)</b>	10.5% (2)	10.5% (2)	10.5% (2)	0.0% (0)	19
10. People I work with are held accountable for their performance.	21.1% (4)	<b>57.9%</b> <b>(11)</b>	10.5% (2)	0.0% (0)	10.5% (2)	19
11. CCCCD has systems in place to hold people accountable for performance toward goals.	5.3% (1)	<b>42.1%</b> <b>(8)</b>	26.3% (5)	15.8% (3)	10.5% (2)	19
12. My supervisor and I have agreed on what exactly is expected of me in my job.	15.8% (3)	<b>47.4%</b> <b>(9)</b>	36.8% (7)	0.0% (0)	0.0% (0)	19
13. I have an effective voice through shared governance.	15.8% (3)	<b>47.4%</b> <b>(9)</b>	26.3% (5)	5.3% (1)	5.3% (1)	19
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	15.8% (3)	<b>36.8%</b> <b>(7)</b>	31.6% (6)	10.5% (2)	5.3% (1)	19
15. The people I work with have the skills required to do their jobs well.	10.5% (2)	<b>68.4%</b> <b>(13)</b>	15.8% (3)	5.3% (1)	0.0% (0)	19
16. I clearly understand the decision-making process in the CCCCD.	21.1% (4)	<b>42.1%</b> <b>(8)</b>	26.3% (5)	10.5% (2)	0.0% (0)	19
17. Management responds to ideas and suggestions.	26.3% (5)	<b>52.6%</b> <b>(10)</b>	10.5% (2)	10.5% (2)	0.0% (0)	19
18. My supervisor praises people for a job well done.	36.8% (7)	<b>47.4%</b> <b>(9)</b>	15.8% (3)	0.0% (0)	0.0% (0)	19
19. I know what CCCCD's strategic directions are.	26.3% (5)	<b>63.2%</b> <b>(12)</b>	10.5% (2)	0.0% (0)	0.0% (0)	19

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

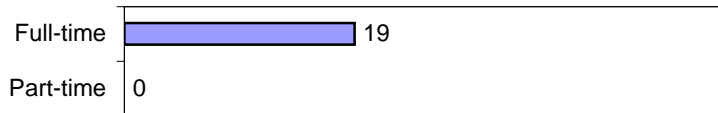
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### Managers/Supervisors at LMC - Response Summary

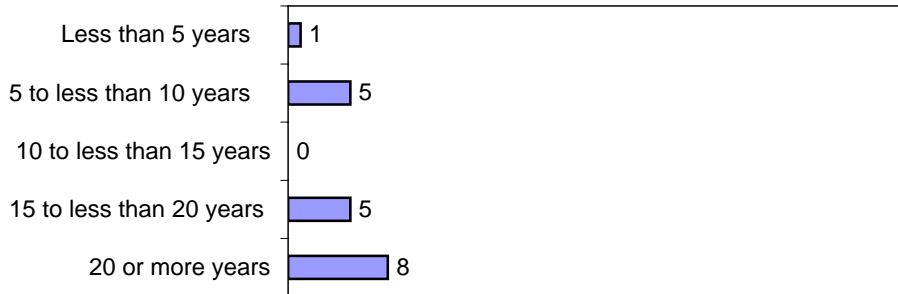
What is the number one thing that CCCC CD could do to enhance your morale?



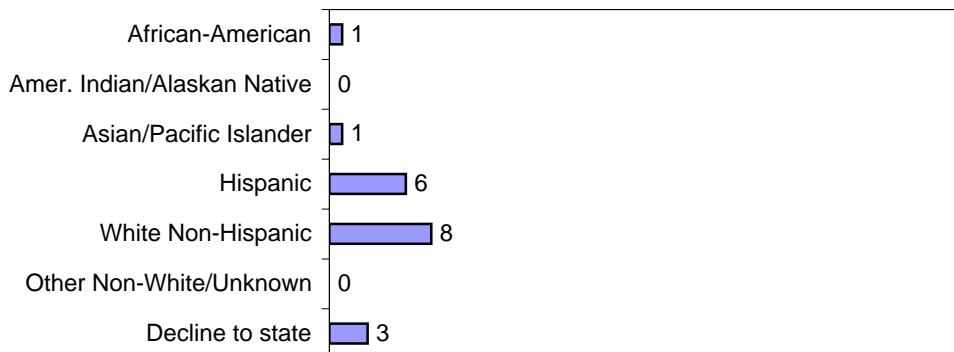
Are you a full-time or part-time employee?



How many years have you worked for the District?

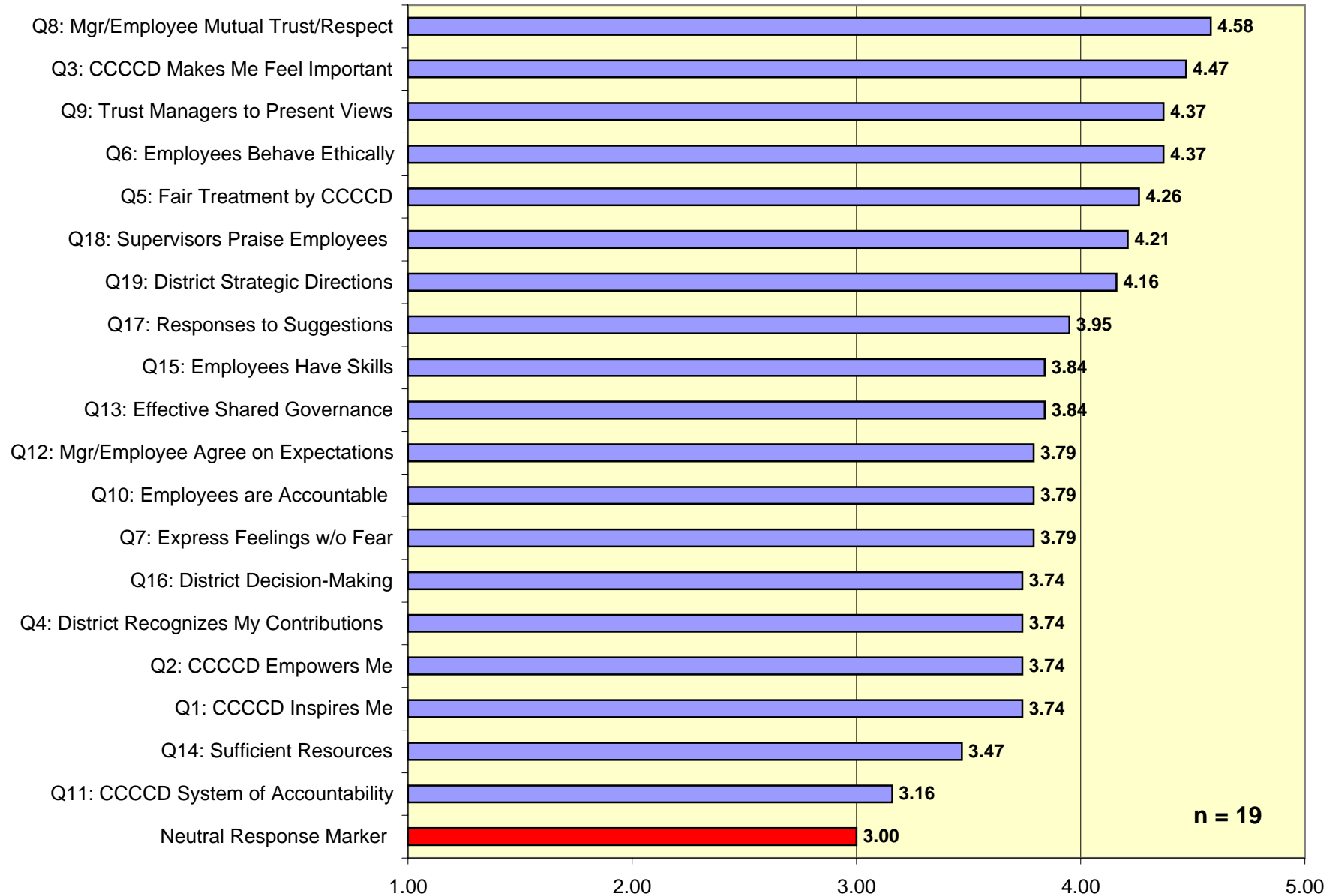


What is your ethnicity?



### Managers/Supervisors at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

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### All Groups at DO - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

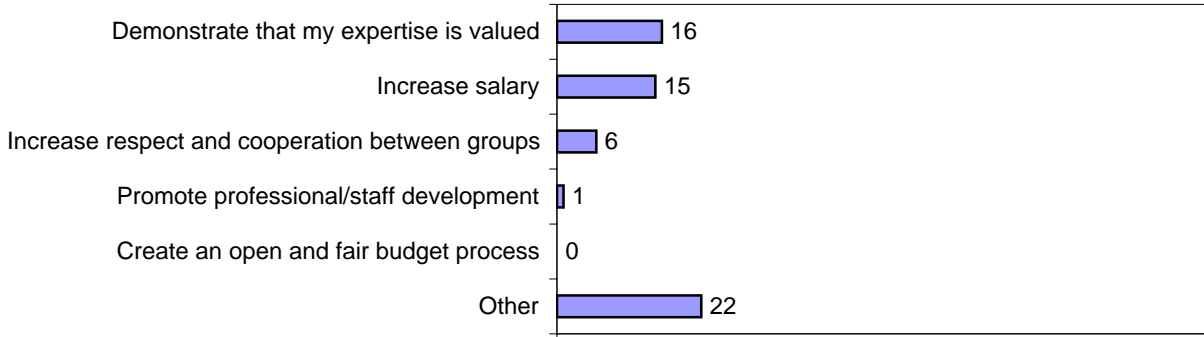
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	11.7% (7)	<b>41.7%</b> <b>(25)</b>	15.0% (9)	18.3% (11)	13.3% (8)	60
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	8.3% (5)	<b>35.0%</b> <b>(21)</b>	20.0% (12)	18.3% (11)	18.3% (11)	60
3. I feel like I am an important part of CCCCD.	18.3% (11)	<b>41.7%</b> <b>(25)</b>	13.3% (8)	15.0% (9)	11.7% (7)	60
4. CCCCD appropriately recognizes and respects my contributions as an individual.	8.3% (5)	<b>33.3%</b> <b>(20)</b>	15.0% (9)	26.7% (16)	16.7% (10)	60
5. Generally speaking, CCCCD treats its employees fairly.	10.0% (6)	<b>36.7%</b> <b>(22)</b>	18.3% (11)	15.0% (9)	20.0% (12)	60
6. CCCCD employees are expected to behave ethically.	30.0% (18)	<b>48.3%</b> <b>(29)</b>	10.0% (6)	10.0% (6)	1.7% (1)	60
7. I can express my honest feelings without fear of reprisal.	11.7% (7)	<b>28.3%</b> <b>(17)</b>	26.7% (16)	16.7% (10)	16.7% (10)	60
8. Trust and respect exist between me and my manager.	28.3% (17)	<b>45.0%</b> <b>(27)</b>	8.3% (5)	13.3% (8)	5.0% (3)	60
9. I trust my manager to represent my interests even if I am not present.	23.3% (14)	<b>45.0%</b> <b>(27)</b>	6.7% (4)	10.0% (6)	15.0% (9)	60
10. People I work with are held accountable for their performance.	11.7% (7)	<b>30.0%</b> <b>(18)</b>	15.0% (9)	28.3% (17)	15.0% (9)	60
11. CCCCD has systems in place to hold people accountable for performance toward goals.	1.7% (1)	23.3% (14)	28.3% (17)	<b>30.0%</b> <b>(18)</b>	16.7% (10)	60
12. My supervisor and I have agreed on what exactly is expected of me in my job.	8.3% (5)	<b>46.7%</b> <b>(28)</b>	18.3% (11)	21.7% (13)	5.0% (3)	60
13. I have an effective voice through shared governance.	6.7% (4)	20.0% (12)	<b>40.0%</b> <b>(24)</b>	15.0% (9)	18.3% (11)	60
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	8.3% (5)	<b>46.7%</b> <b>(28)</b>	21.7% (13)	13.3% (8)	10.0% (6)	60
15. The people I work with have the skills required to do their jobs well.	5.0% (3)	<b>35.0%</b> <b>(21)</b>	28.3% (17)	26.7% (16)	5.0% (3)	60
16. I clearly understand the decision-making process in the CCCCD.	6.7% (4)	30.0% (18)	<b>31.7%</b> <b>(19)</b>	18.3% (11)	13.3% (8)	60
17. Management responds to ideas and suggestions.	5.0% (3)	<b>38.3%</b> <b>(23)</b>	28.3% (17)	11.7% (7)	16.7% (10)	60
18. My supervisor praises people for a job well done.	18.3% (11)	<b>31.7%</b> <b>(19)</b>	23.3% (14)	15.0% (9)	11.7% (7)	60
19. I know what CCCCD's strategic directions are.	8.3% (5)	<b>38.3%</b> <b>(23)</b>	30.0% (18)	13.3% (8)	10.0% (6)	60

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

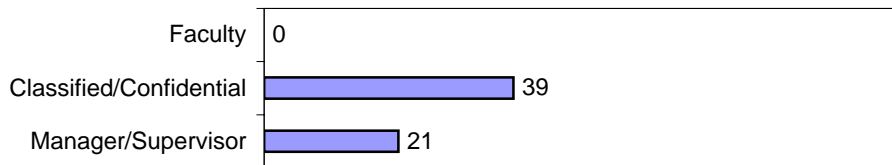
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### All Groups at DO - Response Summary

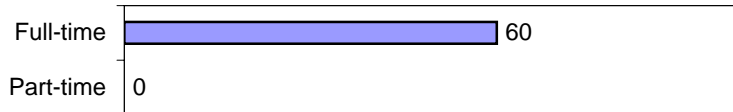
What is the number one thing that CCCCDC could do to enhance your morale?



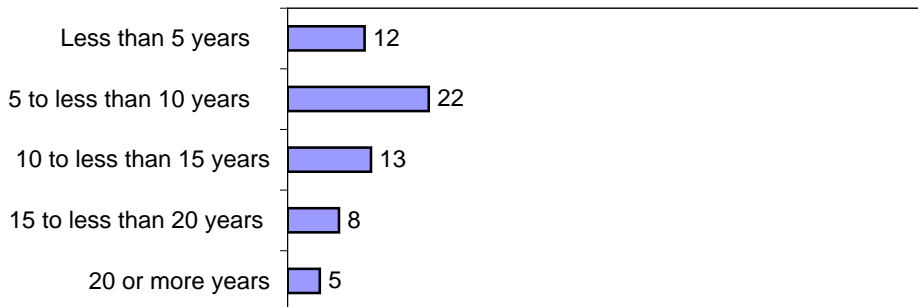
What is your classification within the District?



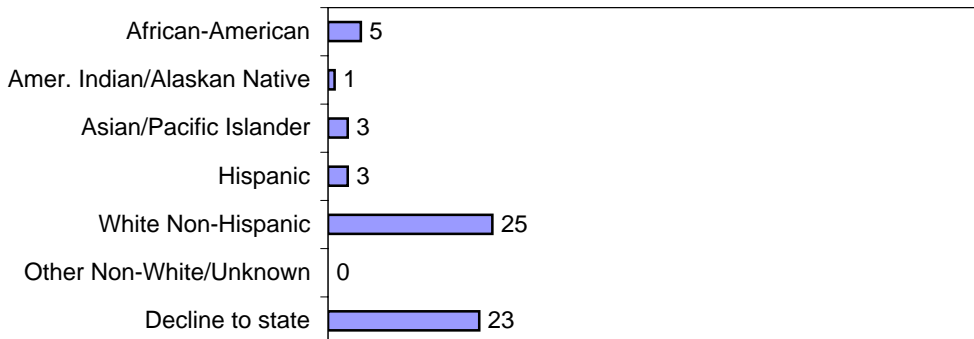
Are you a full-time or part-time employee?



How many years have you worked for the District?

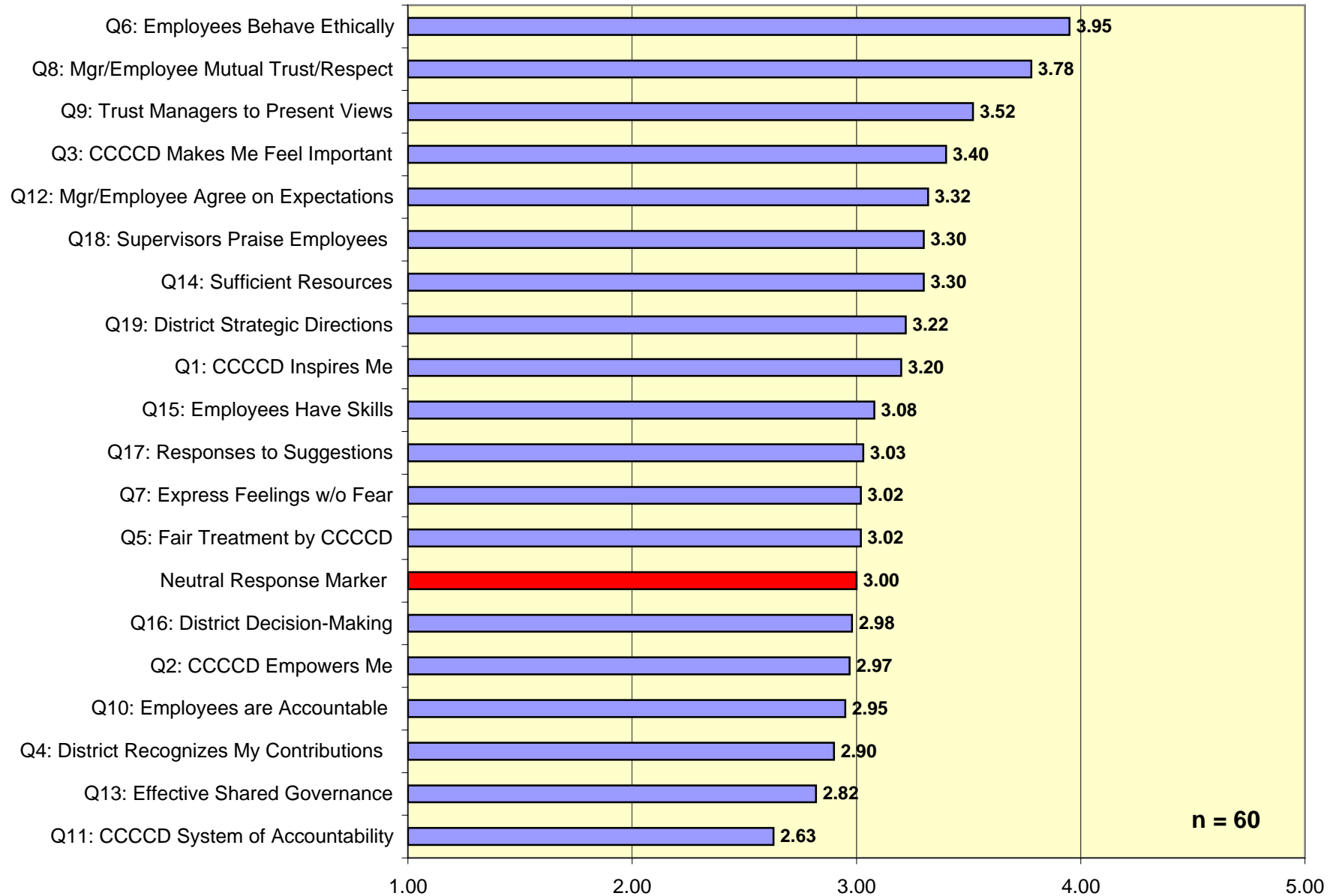


What is your ethnicity?



### All Groups at DO - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, DO



## Classified/Confidential at DO - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

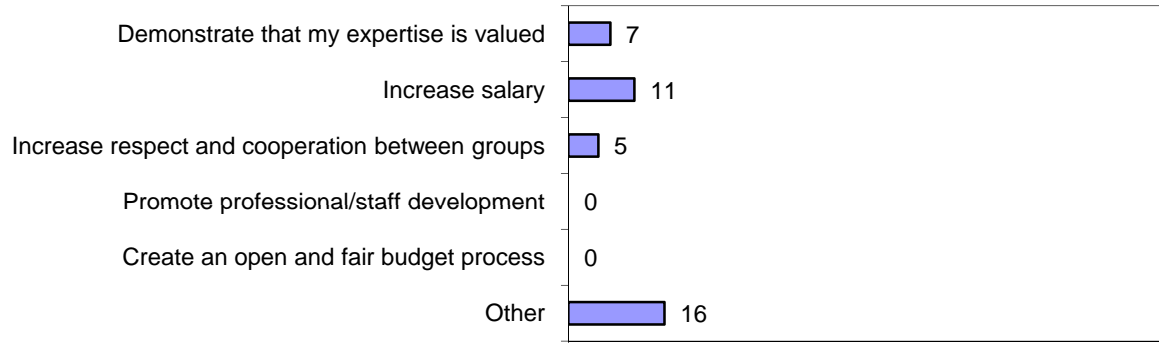
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
1. CCCCD inspires me to do my very best.	15.4% (6)	<b>41.0%</b> <b>(16)</b>	12.8% (5)	15.4% (6)	15.4% (6)	39
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	12.8% (5)	<b>25.6%</b> <b>(10)</b>	23.1% (9)	17.9% (7)	20.5% (8)	39
3. I feel like I am an important part of CCCCD.	15.4% (6)	<b>41.0%</b> <b>(16)</b>	17.9% (7)	12.8% (5)	12.8% (5)	39
4. CCCCD appropriately recognizes and respects my contributions as an individual.	10.3% (4)	23.1% (9)	20.5% (8)	<b>30.8%</b> <b>(12)</b>	15.4% (6)	39
5. Generally speaking, CCCCD treats its employees fairly.	7.7% (3)	<b>33.3%</b> <b>(13)</b>	23.1% (9)	17.9% (7)	17.9% (7)	39
6. CCCCD employees are expected to behave ethically.	25.6% (10)	<b>48.7%</b> <b>(19)</b>	10.3% (4)	15.4% (6)	0.0% (0)	39
7. I can express my honest feelings without fear of reprisal.	10.3% (4)	25.6% (10)	<b>30.8%</b> <b>(12)</b>	17.9% (7)	15.4% (6)	39
8. Trust and respect exist between me and my manager.	25.6% (10)	<b>41.0%</b> <b>(16)</b>	7.7% (3)	17.9% (7)	7.7% (3)	39
9. I trust my manager to represent my interests even if I am not present.	20.5% (8)	<b>38.5%</b> <b>(15)</b>	7.7% (3)	15.4% (6)	17.9% (7)	39
10. People I work with are held accountable for their performance.	15.4% (6)	23.1% (9)	17.9% (7)	23.1% (9)	20.5% (8)	39
11. CCCCD has systems in place to hold people accountable for performance toward goals.	2.6% (1)	20.5% (8)	28.2% (11)	28.2% (11)	20.5% (8)	39
12. My supervisor and I have agreed on what exactly is expected of me in my job.	2.6% (1)	<b>48.7%</b> <b>(19)</b>	12.8% (5)	30.8% (12)	5.1% (2)	39
13. I have an effective voice through shared governance.	2.6% (1)	15.4% (6)	<b>48.7%</b> <b>(19)</b>	15.4% (6)	17.9% (7)	39
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	7.7% (3)	<b>51.3%</b> <b>(20)</b>	23.1% (9)	10.3% (4)	7.7% (3)	39
15. The people I work with have the skills required to do their jobs well.	7.7% (3)	<b>35.9%</b> <b>(14)</b>	25.6% (10)	23.1% (9)	7.7% (3)	39
16. I clearly understand the decision-making process in the CCCCD.	2.6% (1)	<b>33.3%</b> <b>(13)</b>	30.8% (12)	17.9% (7)	15.4% (6)	39
17. Management responds to ideas and suggestions.	2.6% (1)	<b>33.3%</b> <b>(13)</b>	28.2% (11)	15.4% (6)	20.5% (8)	39
18. My supervisor praises people for a job well done.	12.8% (5)	<b>28.2%</b> <b>(11)</b>	25.6% (10)	17.9% (7)	15.4% (6)	39
19. I know what CCCCD's strategic directions are.	2.6% (1)	33.3% (13)	<b>41.0%</b> <b>(16)</b>	15.4% (6)	7.7% (3)	39

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

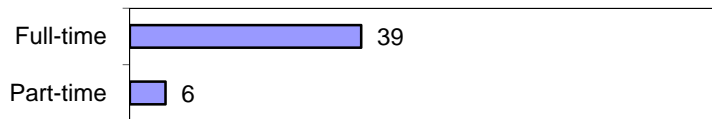
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**Classified/Confidential at DO - Response Summary**

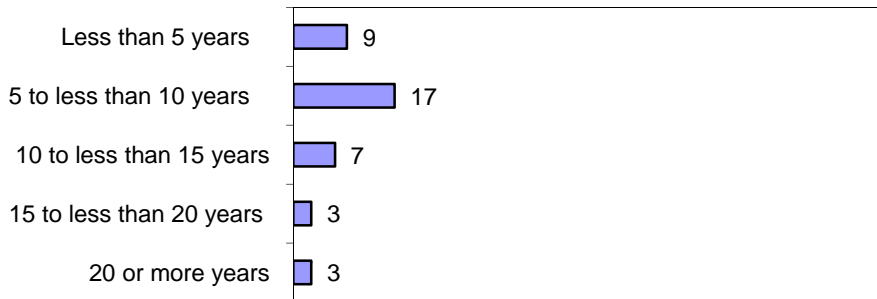
What is the number one thing that CCCCDC could do to enhance your morale?



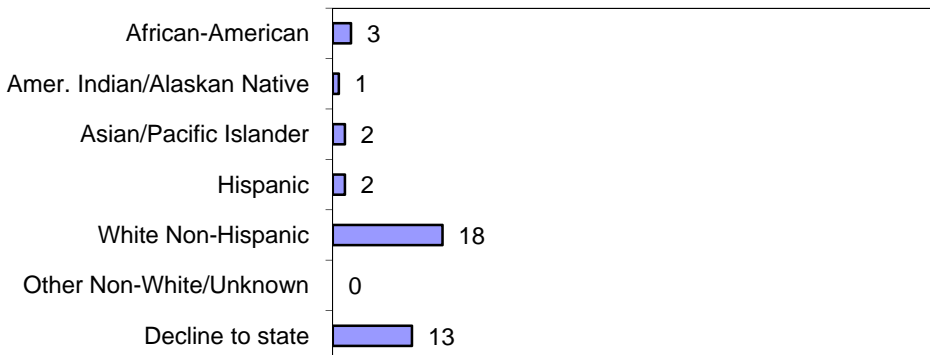
Are you a full-time or part-time employee?



How many years have you worked for the District?

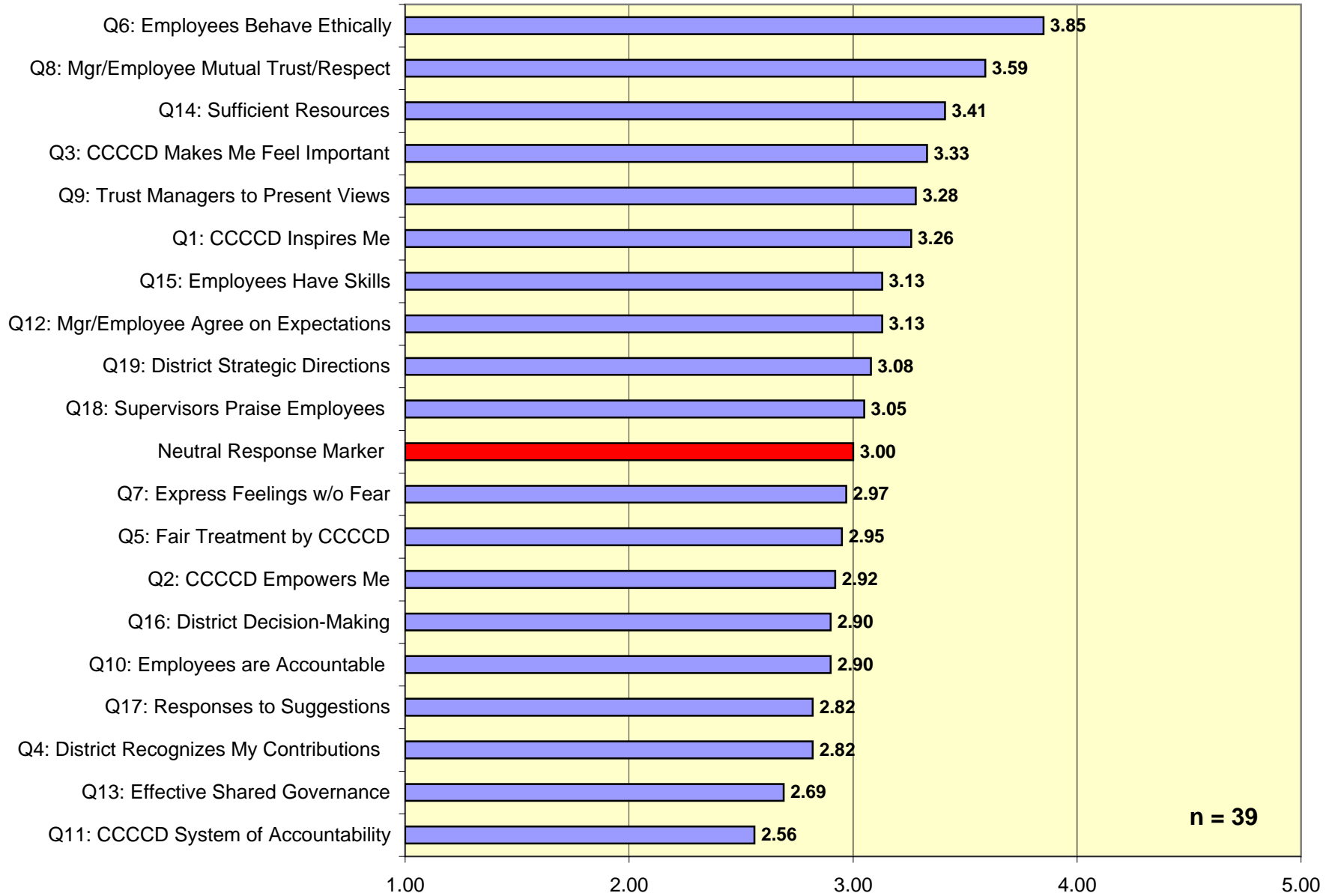


What is your ethnicity?



### Classified/Confidential at DO - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey. 01/10/08

Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Survey Ranking.xls, DO-C

## Managers/Supervisors at DO - Response Summary

Please indicate to what degree you agree or disagree with the following statements:

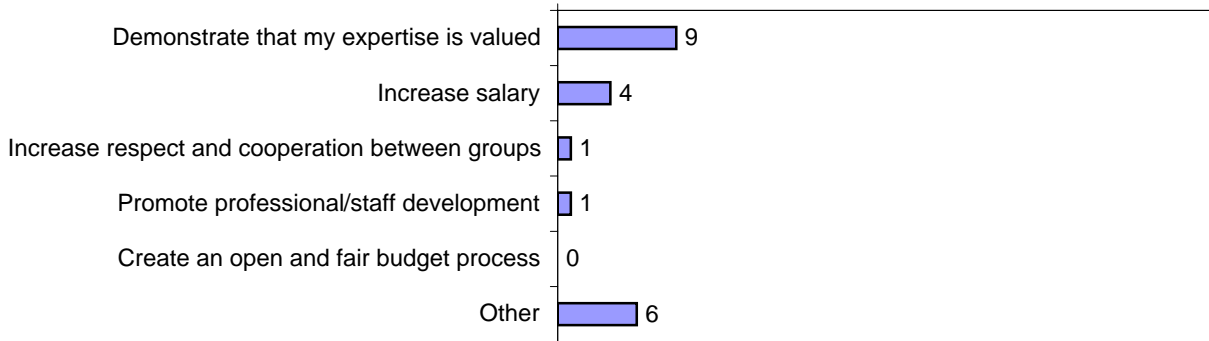
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Response Count
1. CCCCD inspires me to do my very best.	4.8% (1)	<b>42.9%</b> <b>(9)</b>	19.0% (4)	23.8% (5)	9.5% (2)	21
2. CCCCD empowers me to take risks that could result in improvements or new ideas.	0.0% (0)	<b>52.4%</b> <b>(11)</b>	14.3% (3)	19.0% (4)	14.3% (3)	21
3. I feel like I am an important part of CCCCD.	23.8% (5)	<b>42.9%</b> <b>(9)</b>	4.8% (1)	19.0% (4)	9.5% (2)	21
4. CCCCD appropriately recognizes and respects my contributions as an individual.	4.8% (1)	<b>52.4%</b> <b>(11)</b>	4.8% (1)	19.0% (4)	19.0% (4)	21
5. Generally speaking, CCCCD treats its employees fairly.	14.3% (3)	<b>42.9%</b> <b>(9)</b>	9.5% (2)	9.5% (2)	23.8% (5)	21
6. CCCCD employees are expected to behave ethically.	38.1% (8)	<b>47.6%</b> <b>(10)</b>	9.5% (2)	0.0% (0)	4.8% (1)	21
7. I can express my honest feelings without fear of reprisal.	14.3% (3)	<b>33.3%</b> <b>(7)</b>	19.0% (4)	14.3% (3)	19.0% (4)	21
8. Trust and respect exist between me and my manager.	33.3% (7)	<b>52.4%</b> <b>(11)</b>	9.5% (2)	4.8% (1)	0.0% (0)	21
9. I trust my manager to represent my interests even if I am not present.	28.6% (6)	<b>57.1%</b> <b>(12)</b>	4.8% (1)	0.0% (0)	9.5% (2)	21
10. People I work with are held accountable for their performance.	4.8% (1)	<b>42.9%</b> <b>(9)</b>	9.5% (2)	38.1% (8)	4.8% (1)	21
11. CCCCD has systems in place to hold people accountable for performance toward goals.	0.0% (0)	28.6% (6)	28.6% (6)	<b>33.3%</b> <b>(7)</b>	9.5% (2)	21
12. My supervisor and I have agreed on what exactly is expected of me in my job.	19.0% (4)	<b>42.9%</b> <b>(9)</b>	28.6% (6)	4.8% (1)	4.8% (1)	21
13. I have an effective voice through shared governance.	14.3% (3)	<b>28.6%</b> <b>(6)</b>	23.8% (5)	14.3% (3)	19.0% (4)	21
14. The tools and resources provided by CCCCD are sufficient to help me do a good job.	9.5% (2)	<b>38.1%</b> <b>(8)</b>	19.0% (4)	19.0% (4)	14.3% (3)	21
15. The people I work with have the skills required to do their jobs well.	0.0% (0)	33.3% (7)	33.3% (7)	33.3% (7)	0.0% (0)	21
16. I clearly understand the decision-making process in the CCCCD.	14.3% (3)	23.8% (5)	<b>33.3%</b> <b>(7)</b>	19.0% (4)	9.5% (2)	21
17. Management responds to ideas and suggestions.	9.5% (2)	<b>47.6%</b> <b>(10)</b>	28.6% (6)	4.8% (1)	9.5% (2)	21
18. My supervisor praises people for a job well done.	28.6% (6)	<b>38.1%</b> <b>(8)</b>	19.0% (4)	9.5% (2)	4.8% (1)	21
19. I know what CCCCD's strategic directions are.	19.0% (4)	<b>47.6%</b> <b>(10)</b>	9.5% (2)	9.5% (2)	14.3% (3)	21

Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCD Climate Survey responses. Run date 01/11/08.

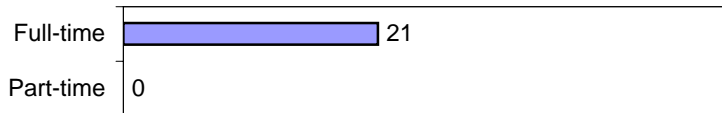
Q:\Surveys\Climate Survey\_Nov. 2007\2007 Climate Summaries\_DO.xlsDO-Mgr-Sup

### Managers/Supervisors at DO - Response Summary

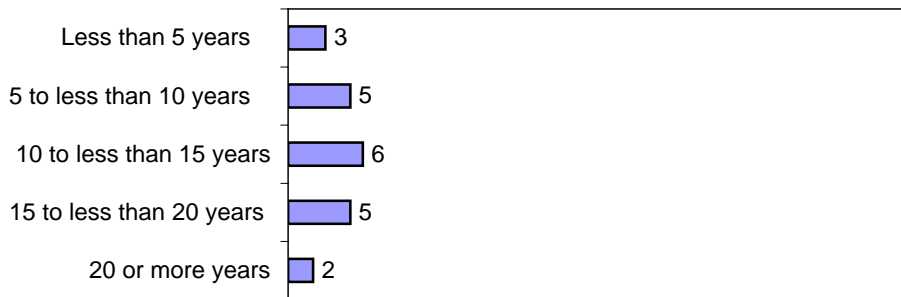
What is the number one thing that CCCC CD could do to enhance your morale?



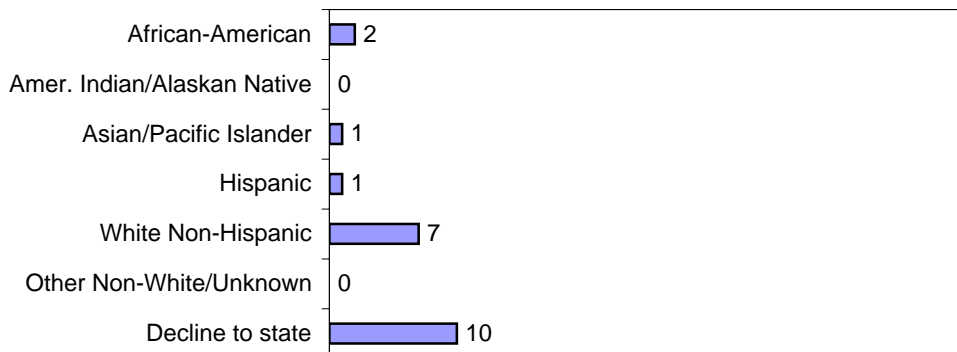
Are you a full-time or part-time employee?



How many years have you worked for the District?

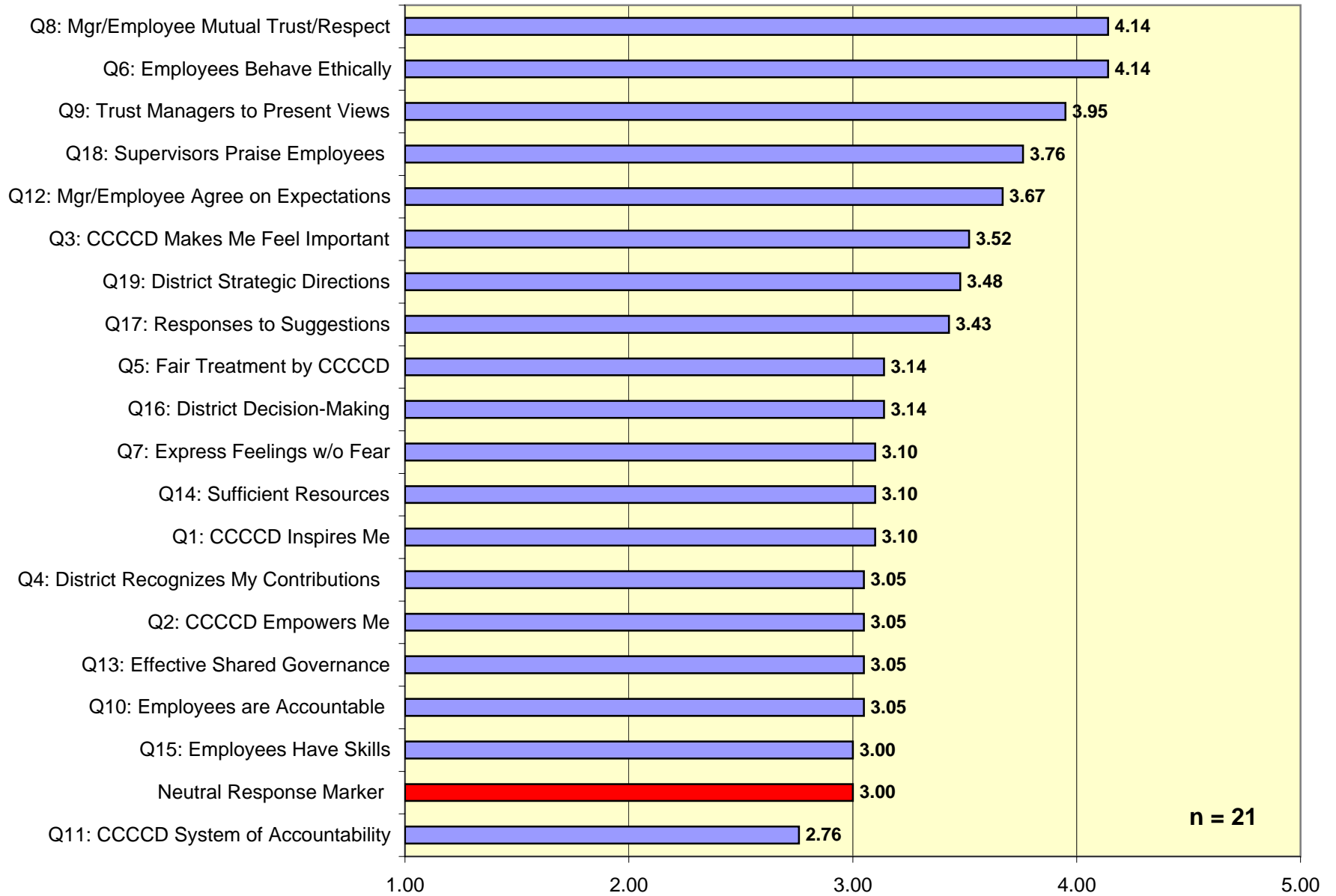


What is your ethnicity?



### Managers/Supervisors at DO - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Source: Office of District Research, Contra Costa CCD. Based on November 2007, CCCCDC Climate Survey. 01/1008

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