

# DRAFT OF DISTRICT-WIDE CLIMATE SURVEY

*Survey will be administered online*

## SOCCCD Climate Survey

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### District-wide Climate Survey

SOCCCD is conducting a survey to assess the climate district-wide. Your honest insights and opinions are very valuable contributions to understanding and evaluating collegiality at the district.

The survey should only take about 15 minutes of your time. All responses are anonymous, strictly confidential, and will be aggregated together solely for research purposes.

If you have any questions or concerns, please do not hesitate to share them at the end of this survey. Thank you for your participation!

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### Employee Data

1. Please select the place(s) where you work.\*
  - ATEP
  - District Services
  - Irvine Valley College
  - Saddleback College
2. What is your employee type?\*
3. How long have you been employed at SOCCCD?\*

- Administrator
- Manager
- Faculty
- Classified Staff

- Less than one year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-19 years
- 20 or more years

4. How often do you work or interact with employees from Saddleback College?

- Very Frequently
- Frequently
- Occasionally
- Rarely
- Very Rarely
- Never

5. How often do you work or interact with employees from Irvine Valley College?

- Very Frequently
- Frequently
- Occasionally
- Rarely
- Very Rarely
- Never

6. How often do you work or interact with employees from District Services?

- Very Frequently
- Frequently
- Occasionally
- Rarely
- Very Rarely
- Never

**Climate Overall**

- 7. Overall, how satisfied are you with SOCCCD?\*

  - Very Satisfied
  - Somewhat Satisfied
  - Somewhat Dissatisfied
  - Very Dissatisfied
  - Don't Know/Not Applicable

  
- 8. Overall, how would you assess the environment for employees at District Services?\*

  - Excellent
  - Good
  - Fair
  - Poor
  - Very Poor
  - Don't Know/Not Applicable

  
- 9. Overall, how would you assess the campus environment for students at SOCCCD?\*

  - Excellent
  - Good
  - Fair
  - Poor
  - Very Poor
  - Don't Know/Not Applicable

**IVC and District Services**

10. Overall, how would you assess the working relationship between Irvine Valley College and District Services?\*

- Excellent
- Good
- Fair
- Poor
- Very Poor
- Don't Know/Not Applicable

11. Please write any comments you have regarding the climate between Irvine Valley College and District Services.

**Saddleback and District Services**

12. Overall, how would you assess the working relationship between Saddleback College and District Services?\*

- Excellent
- Good
- Fair
- Poor
- Very Poor
- Don't Know/Not Applicable

13. Please write any comments you have regarding the climate between Saddleback College and District Services.

**Irvine Valley and Saddleback**

14. Overall, how would you assess the working relationship between Irvine Valley College and Saddleback College?\*

- Excellent
- Good
- Fair
- Poor
- Very Poor
- Don't Know/Not Applicable

15. Please write any comments you have regarding the climate between Irvine Valley College and Saddleback College.

**Leadership**

16. We would like to get your opinions about the leadership District-wide. Please indicate the extent to which you agree with the following statements about leaders in our district:\*

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know/NA
The administration in our district provide effective leadership that supports the District's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers usually make decisions that are unfair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The District provides effective leadership that supports the colleges' mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrators usually make decisions that are unfair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Workplace**

17. Please indicate the extent to which you agree with the following statements:\*

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know/NA
I have the opportunity to participate meaningfully in decisions at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel we have a strong sense of community at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would really work at a different place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated with respect and dignity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend our district as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my work is appreciated at my institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Communication on Information**

18. For the following questions, please tell me how informed you think you are about what is happening...\*

	Very informed	Somewhat informed	Somewhat uninformed	Very uninformed	Don't Know/NA
at District Services?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at Saddleback College?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in your unit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in the District as a whole?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at Irvine Valley College?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Communication on Information 2

19. Please indicate the extent to which you agree with the following statements regarding communication:\*

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know/NA
I regularly receive the information I need to help me fulfill my job responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am content with the amount of information I received on the major issues being addressed by the chancellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Little effort is made to get the opinions and thinking of people who work here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am rarely informed about budget decisions that affect my work area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am content with the amount of information I received on the major issues being addressed by my participatory governance representatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am content with the amount of information I received on the major issues being addressed by the college presidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chancellor communicates regularly with all constituencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Assessment of Planning Model and Processes**

20. Please select the option that best represents your feeling to the statements below.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/NA
I am aware of the new District-wide Planning and Decision Making Manual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand the planning model and processes at the colleges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand the planning model and processes for the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the planning model and processes are effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Please provide any comments regarding the planning models and processes in the district.

In SOCCCD's District-wide Strategic Plan 2011-2014, the first goal is to create a district-wide culture which is characterized by mutual respect and collaboration and which celebrates the uniqueness of each institution.

Several action steps to achieve this goal is to identify the top 5 barriers to collaboration and cooperation and implement a plan to achieve mutual respect and collaboration. The following set of questions are around these five barriers identified. We will be asking for your feedback on both the barrier and suggestions for improvement.



**Competition Barrier**

22. Please select the option that best represents your feeling to the statements below.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/NA
I feel there is an unhealthy competition between Irvine Valley College and Saddleback College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel there is an unhealthy competition between the colleges and District Services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Please provide any negative feedback regarding unhealthy competition that exist in our district.

24. Please provide any suggestions to improve unhealthy competition that exist in our district.

**Use of Data Barriers**

25. Please select the option that best represents your feeling to the statements below.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/NA
I feel that data and metrics are utilized for decision-making at the colleges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that data and metrics are utilized for decision-making district-wide.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Please provide any negative feedback regarding how data is used or not used for decisions in our district.

27. Please provide suggestion to improve how data can be better used for making decisions in our district.

**Policies Barrier**

28. Please select the option that best represents your feeling to the statements below.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/NA
I feel that policies and procedures of the district are followed appropriately.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that policies and procedures of the district are circumvented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Please provide any negative comments regarding adherence to policies and procedures in our district.

30. Please provide any suggestions to improve adherence to policies and procedures in our district.

**Delineation of Roles Barrier**

31. Please select the option that best represents your feeling to the statements below.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know/NA
I understand the role and responsibilities of the college to district services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel there is a lack of understanding of the role and responsibility of the colleges and district services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Please provide any negative feedback regarding delineation of roles and responsibilities in our district.

33. Please provide any suggestions to improve delineation of roles and responsibilities in our district.

**Survey Question**

34. You have now completed the survey. Do you have any other comments or suggestions regarding the survey in particular?