

CONCLUSIONS AND IMPLICATIONS

General Comments

92% of the questions had movement; 63% of the movement was good while 31% was bad. 6% expressed no movement.

Most overall movement was in Standards II (Student Learning Programs and Services) and I (Mission and Effectiveness).

Standard II = 100%

Standard I = 100%

Least overall movement was in Standards III (Resources) and IV (Leadership and Governance).

Standard III = 90%

Standard IV = 88%

Most positive change was in Standards I (Mission and Effectiveness) and II (Student Learning Programs and Services).

Standard I = 90% change

Standard II = 78% change

Least positive change was in Standards III (Resources) and IV (Leadership and Governance).

Standard III = 67%

Standard IV = 12.5%

OUTCOMES BY STANDARD

I Mission and Effectiveness - IMPROVEMENT!

II Student Learning Programs and Services - IMPROVEMENT!

III Resources - IMPROVEMENT!

IV Leadership and Governance - Needs Improvement

Specific Comments

Managers Because there was a lack of statistical significance in many of the Manager outcomes it is suggested that further assessment of their attitudes be developed using a

qualitative rather than quantitative research strategy. The low variance levels of this group would suggest further analysis.

What is the cause for the low improvement rate for Standard IV, Leadership and Governance?

The 2005 survey was administered just after a policy of total employee pay reduction of approximately 7% was implemented. Prior to that time, managers agreed to a vacation accrued reduction and classified went on furloughs. In 2004/05, these reductions were furthered by a salary reduction in which all of the employee constituencies participated. All of these cost cutting actions took place to reduce overall costs to the district and restore the needed 5% reserve as required by the State Chancellor's office. These actions, along with a trend towards reduced FTES growth, present enormous challenges to the entire leadership and governance entities both at the district and colleges. These conditions no doubt, created angst among all employees which is evidenced by the number of questions in Standard IV that expressed slippage from the previous survey.