



Fall 2025 Palo Verde College Employee Climate Survey: Key Insights and Recommendations

Analyzing Feedback to Improve Workplace Environment

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Survey Overview and Objectives



Purpose and Scope of the Survey

Survey Objectives

The survey assessed perceptions on safety, inclusion, leadership, work environment, and compensation to identify improvement areas.

Survey Methodology

82 employees responded to a multiple-choice survey rated on a five-point Likert scale covering operational and cultural aspects.

Strategic Impact

Survey findings support fostering a positive workplace culture and guide improvements in communication and employee well-being.

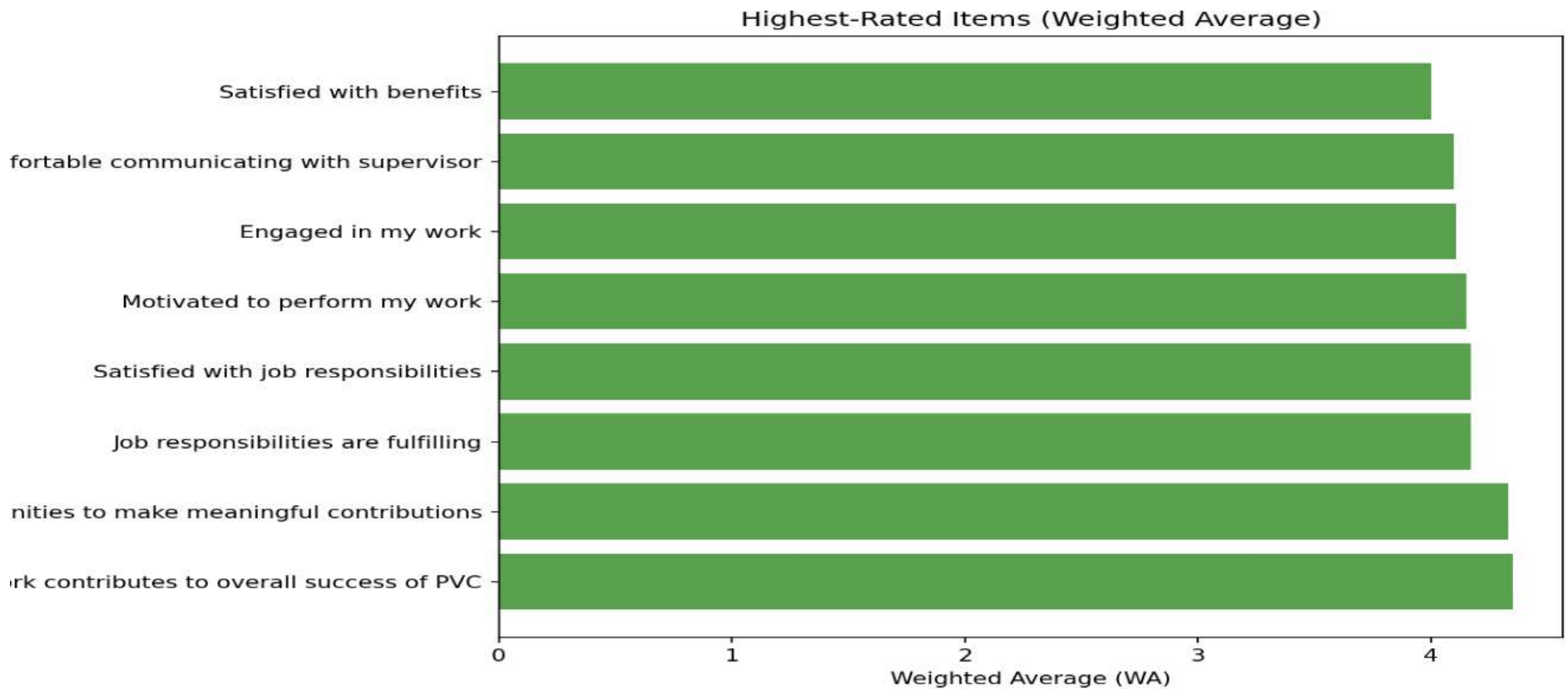
The background of the slide is composed of several overlapping rectangular blocks in various shades of teal and green. On the left side, there is a large teal block. To its right, there are two lighter green blocks stacked vertically. Further to the right, there is a darker green block. The overall effect is a modern, abstract geometric design.

Key Strengths
Identified

Areas Where PVC Excels

STRENGTH AREA	WEIGHTED AVERAGE (WA)	FAVORABLE %
Work contributes to PVC success	4.35	84%
Opportunities for meaningful contributions	4.33	85%
Job responsibilities fulfilling	4.17	80%
Supervisor communication clarity	3.87	72%
Student services promote success	3.99	73%

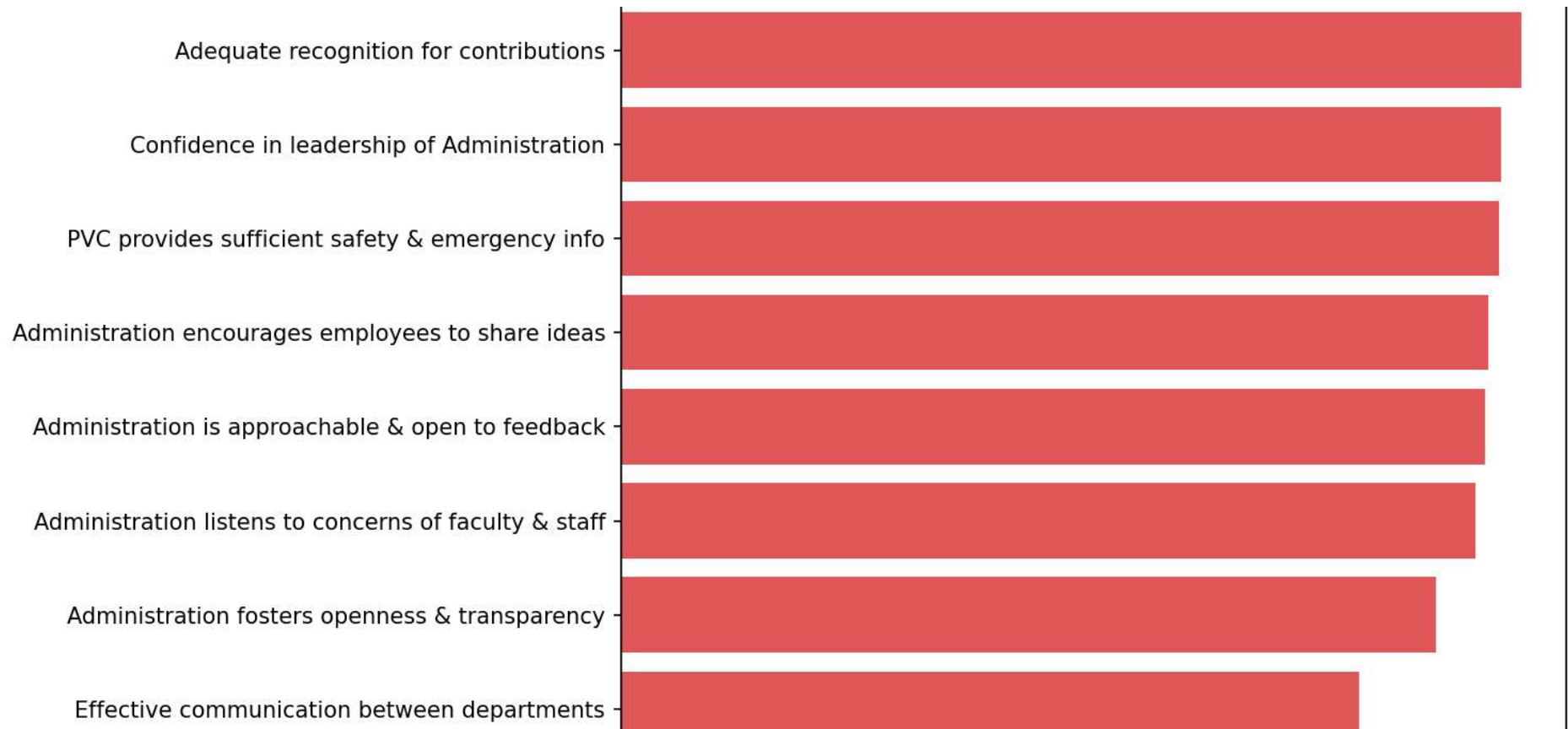
Areas Where PVC Excels



The background consists of several overlapping rectangular blocks in various shades of teal and green. A large teal block occupies the left and bottom-left portions, while a green block is on the right. Another teal block is at the top left, and a lighter green block is at the top right. The text 'Areas for Improvement' is centered in the lower half of the image.

Areas for Improvement

Critical Gaps and Challenges



Visual Insights from Survey Data

Charts Highlighting Key Metrics

CATEGORY	WEIGHTED AVERAGE
Work Environment	4.05
Student-Centered	3.95
Supervisor Leadership	3.88
Administration Leadership	3.36
Safety	3.70

Charts Highlighting Key Metrics



Action Plan and Success Metrics

Prioritized Recommendations and Targets

PHASE	KEY ACTIONS	TARGET OUTCOME
30 Days	Communication updates, safety info refresh, recognition toolkit	Improve Weighted Average (WA) by +0.25 on weakest items
60 Days	Transparency plan, work/life balance initiatives, reporting clarity	Reduce unfavorable responses to $\leq 25\%$
90 Days	Institutionalize reviews, DEIA impact dashboards	Overall climate WA ≥ 3.75