



# 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

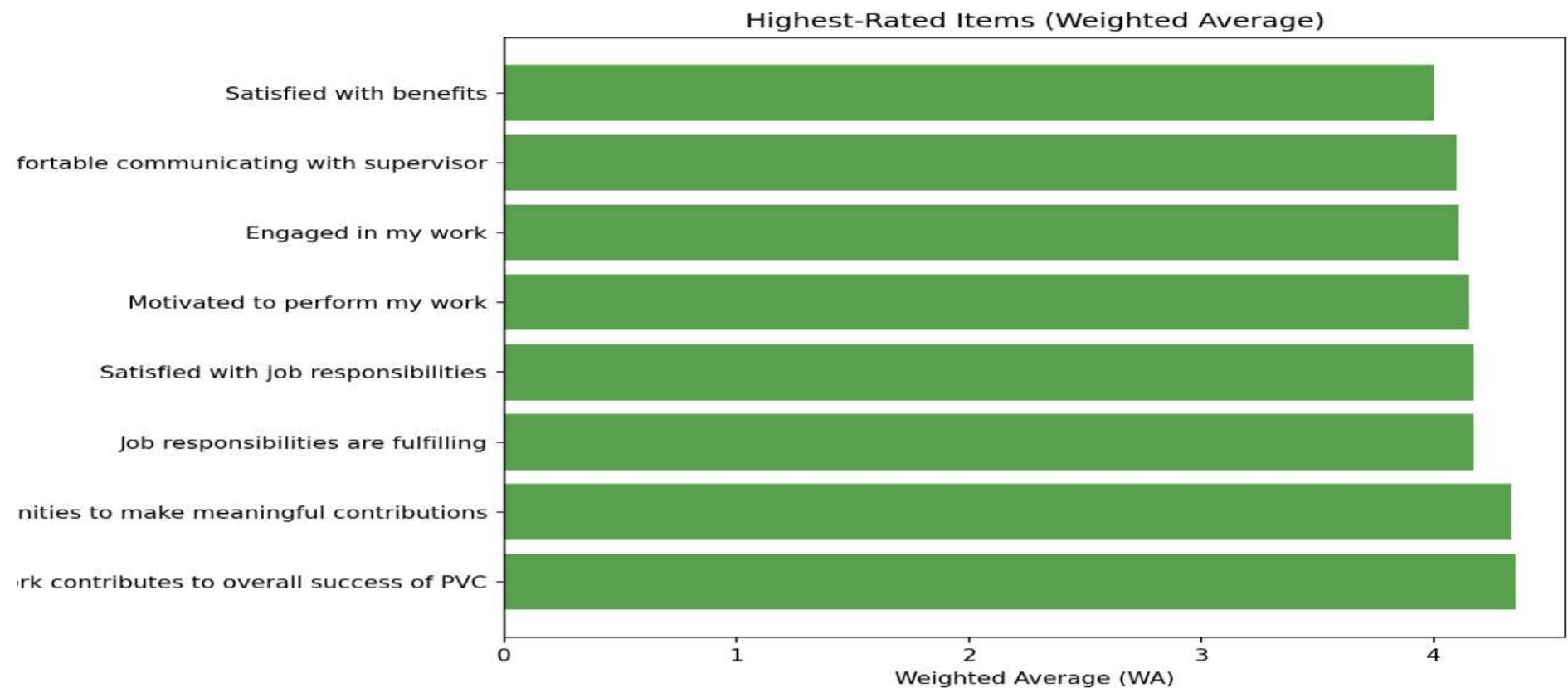
Survey findings support fostering a positive workplace culture and guide improvements in communication and employee well-being.

Key Strengths  
Identified

## Areas Where PVC Excels

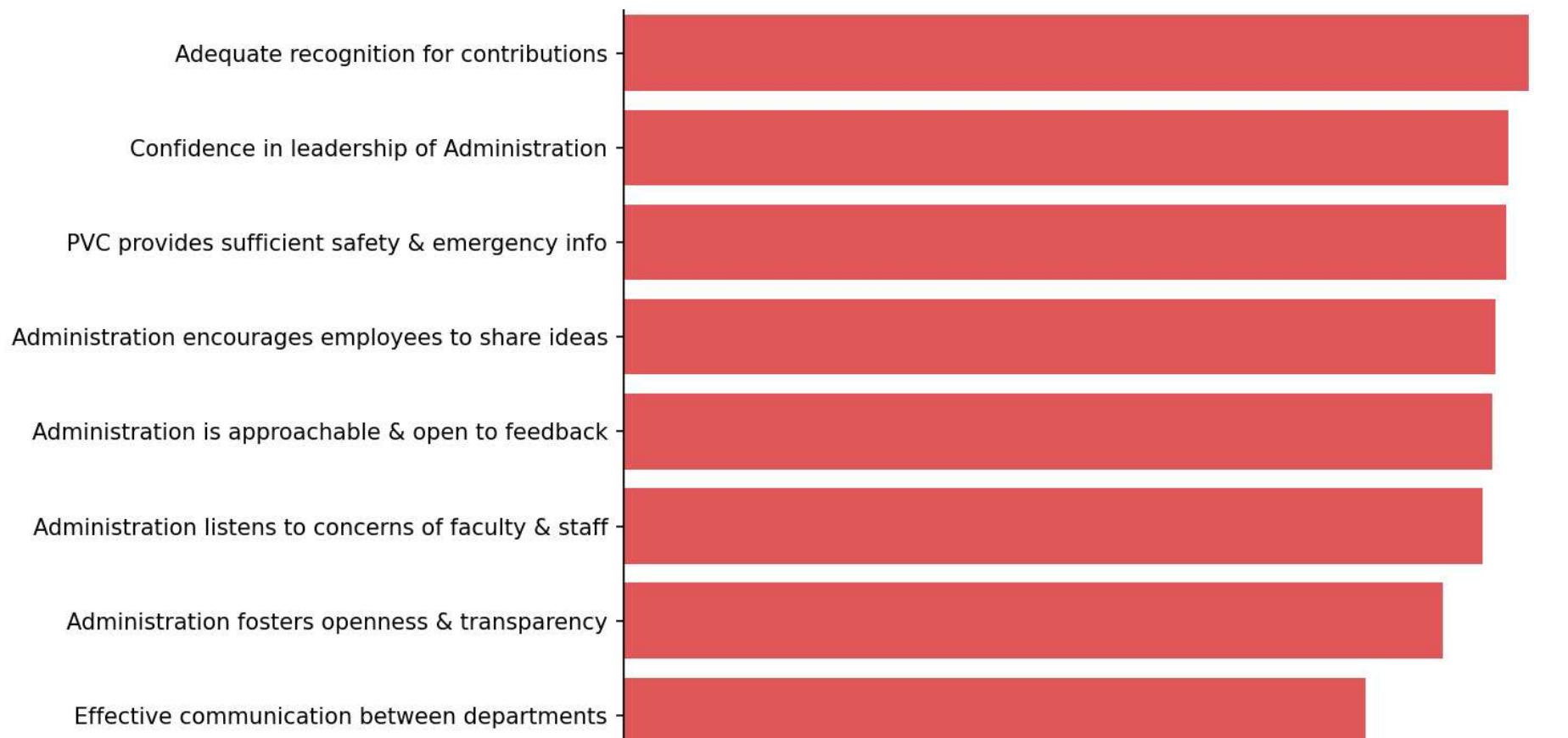
STRENGTH AREA	WEIGHTED AVERAGE (WA)	FAVORABLE %
Work contributes to PVC success	4.35	84%
Opportunities for meaningful contributions	4.33	85%
Job responsibilities fulfilling	4.17	80%
Supervisor communication clarity	3.87	72%
Student services promote success	3.99	73%

## Areas Where PVC Excels



# 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 $\geq 3.75$