

2025 KCCCD Climate Survey: Key Takeaways from Our Staff Climate Analysis

5.11.2026

Administrative Council

- The survey assesses the employees experience through the pillars of leadership, trust, communication efficacy, and workload sustainability at BC.
- Tracking trends across 2019, 2022, and 2025.
- Response Rates: at 35.7%, 34.5%, and 28.9%.
- Full report and summary available on the dashboard.
- Data Segmentation:
 - Results filtered by College and Primary Position.
- Data displays the percentage of positive agreement (Strongly/Somewhat Agree).

BC Employees (Fall 2025)

2025 KCCD Climate Survey: Dashboard Home Page - Tableau Cloud

2025 Survey

Total Respondents: 348

Who Responded - Employment Context

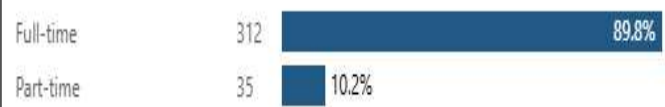
College/Primary Work Location



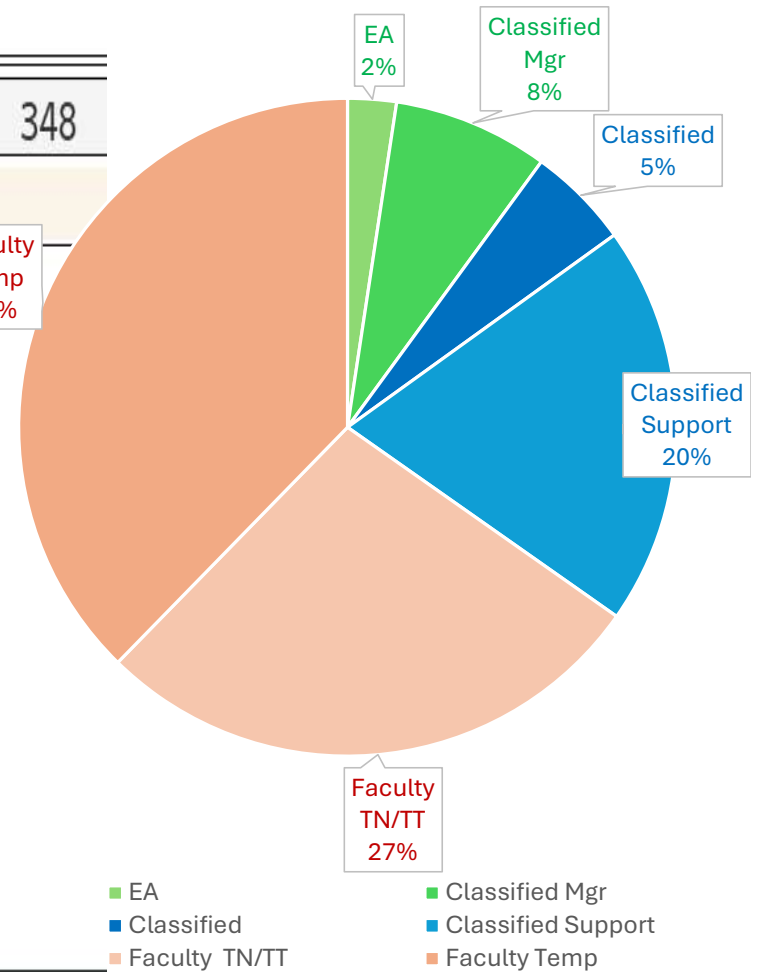
Primary Position



Employment Status



Years Employed



- EA
- Classified
- Faculty TN/TT
- Classified Mgr
- Classified Support
- Faculty Temp

2025 KCCD Climate Survey: Dashboard Home Page - Tableau Cloud

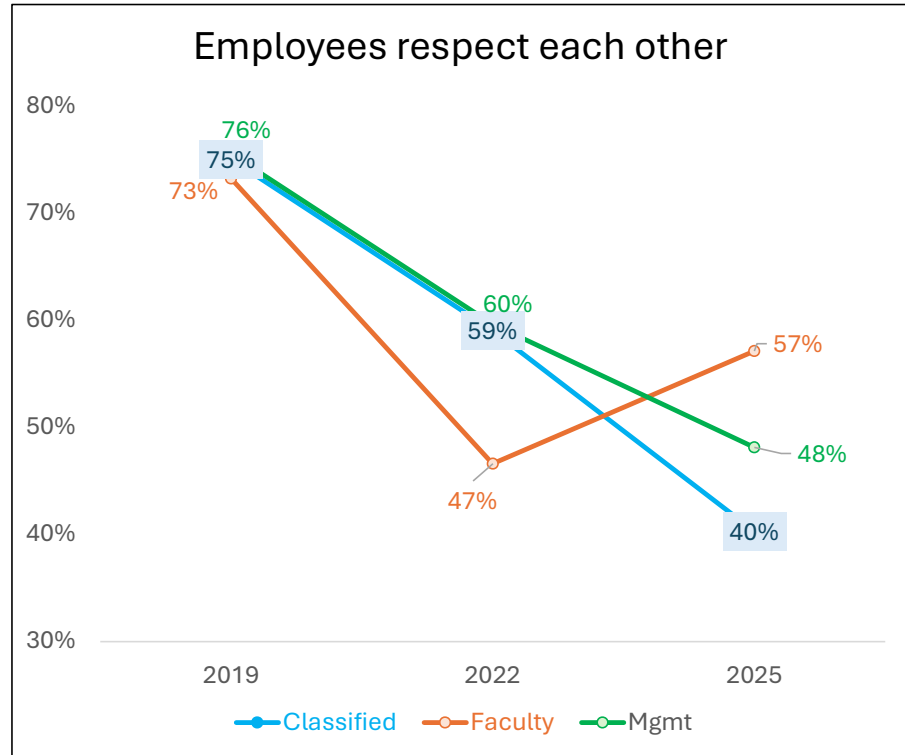
District Level Climate & Trust	Supervisor Relations
Workplace Relationships, Trust, and Belonging	Equity, Inclusion, and Policy Support
Resources, Training and Institutional Support	Welcoming and Inclusive Climate
Ethical Standards, Morale, Value and Support	Discrimination and Harassment Experiences
Workload, Productivity, and Physical Environment	Reflection & Outlook
Decision-Making, Governance and Communication	Open-Ended Survey Comment Highlights
Engagement	Review Open-Ended Survey Comments

Employees Respect Each other			
2019	2022	2025	6Yr Trend

74.1%

51.8%

49.6%

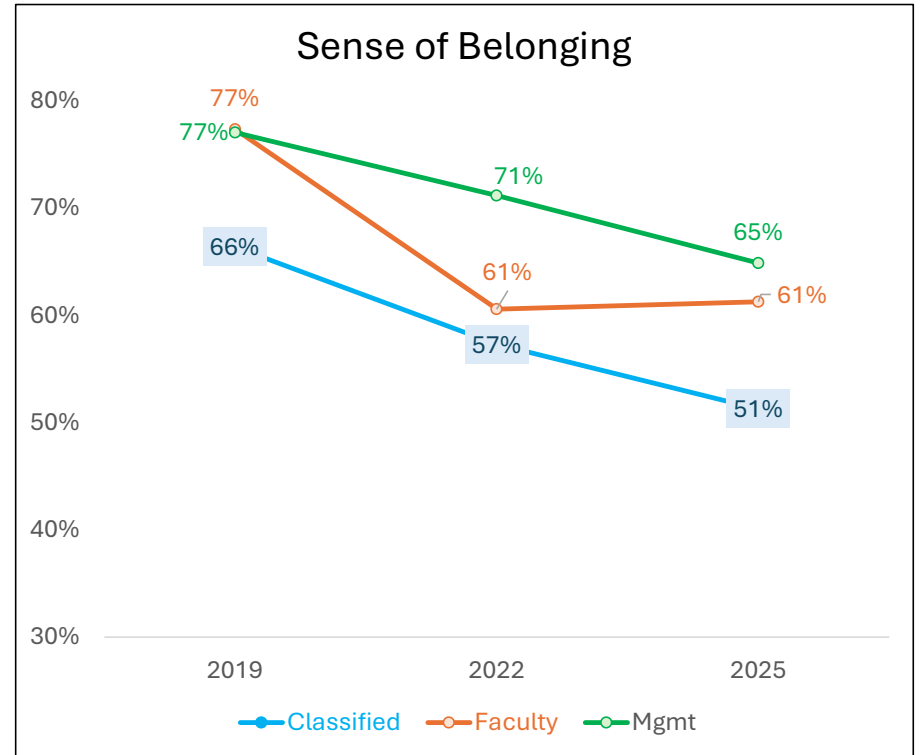


Sense of Belonging			
2019	2022	2025	6Yr Trend

73.9%

61.5%

58.8%



Trust (Classified Staff ↔ Management)

2019 2022 2025 6Yr Trend

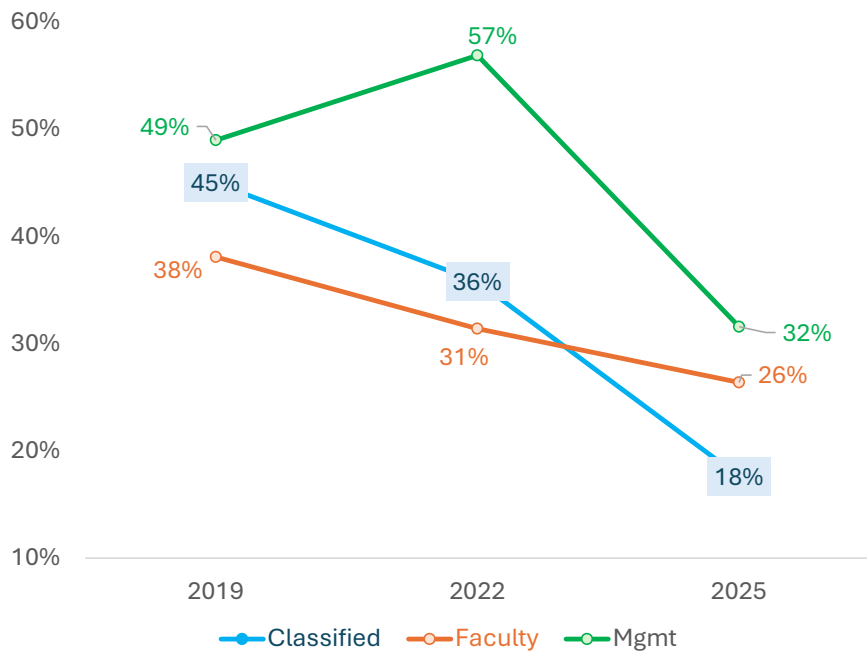
41.8% 36.5% 24.6%

Trust (Faculty ↔ Management)

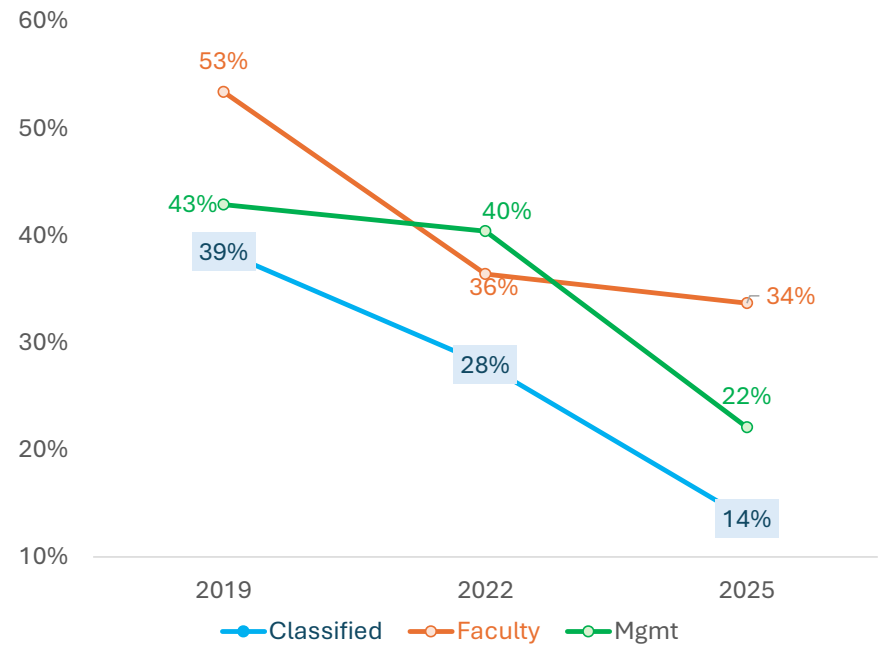
2019 2022 2025 6Yr Trend

47.3% 35.0% 24.6%

Trust (Classified ↔ Management)



Trust (Faculty ↔ Management)



My Work Location Promotes High Ethical Standards

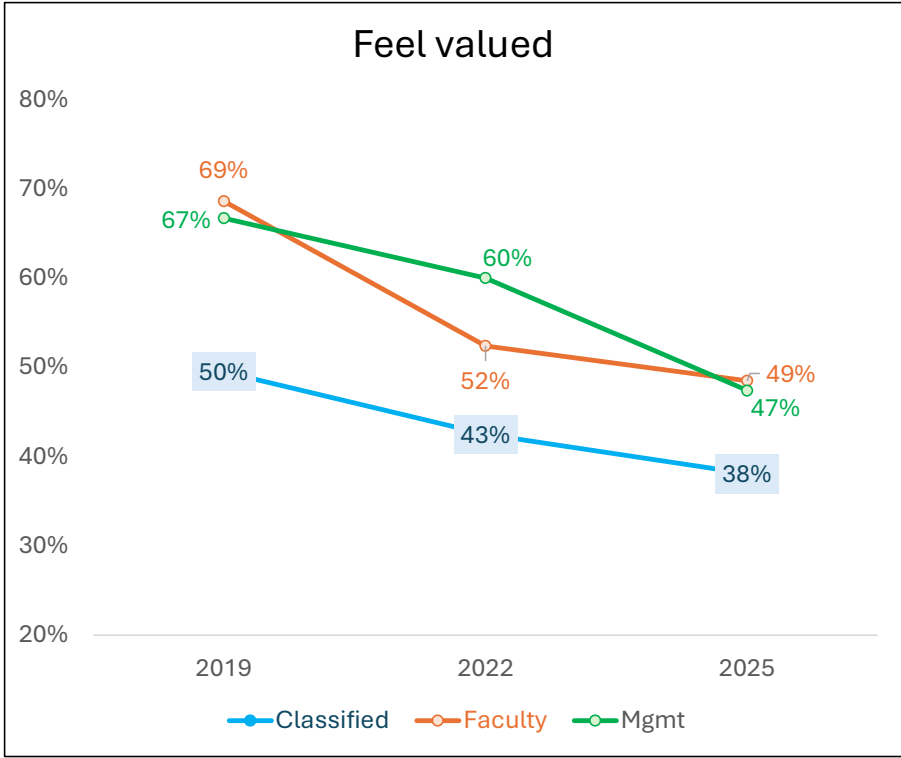
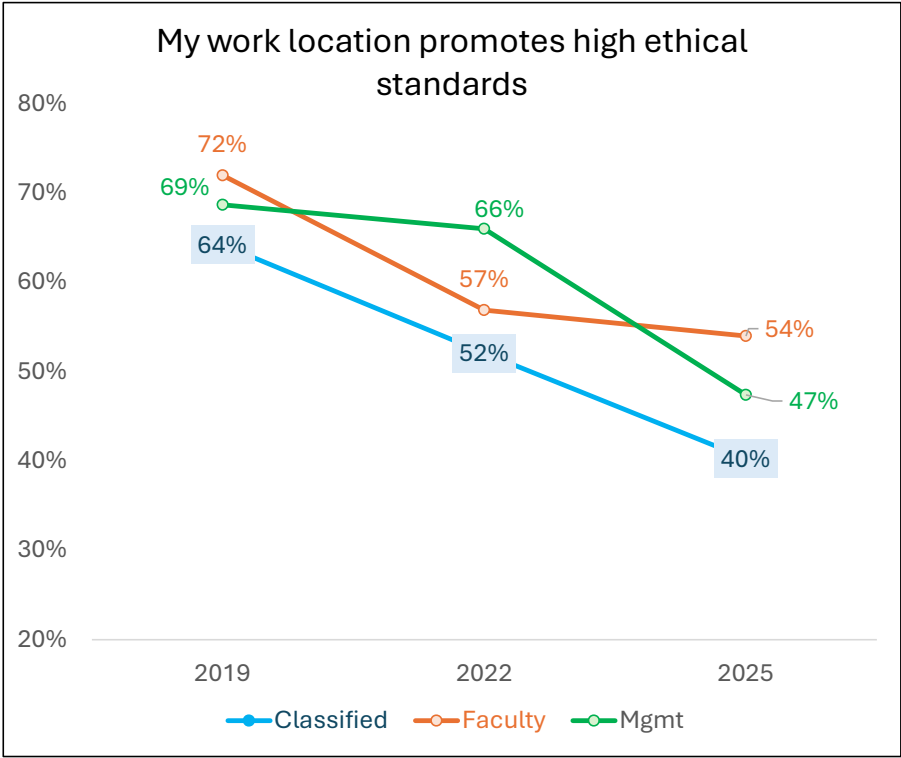
2019	2022	2025	6Yr Trend
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69.1% 57.2% 48.1%

Feel Valued as an Employee

2019	2022	2025	6Yr Trend
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62.3% 51.3% 44.8%



Morale is High at My Work Location

2019

2022

2025

6Yr Trend

49.7%

32.8%

29.2%



Morale is High Within My Department

2019

2022

2025

6Yr Trend

58.0%

43.3%

40.0%



Morale is high at my work location

80%

70%

60%

50%

40%

30%

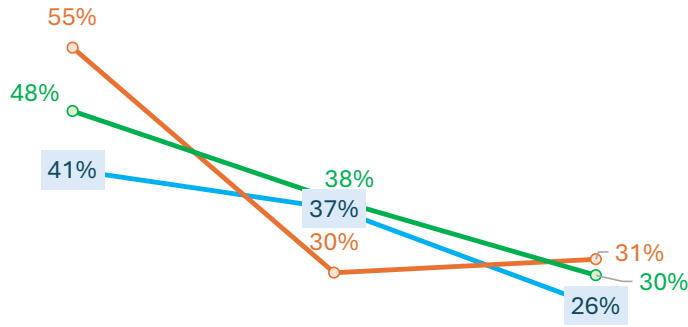
20%

2019

2022

2025

Classified Faculty Mgmt



Morale is high within my department

80%

70%

60%

50%

40%

30%

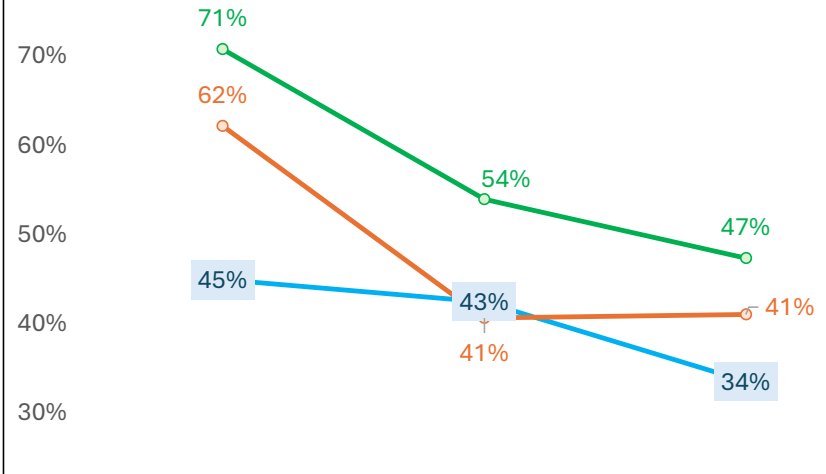
20%


2019

2022

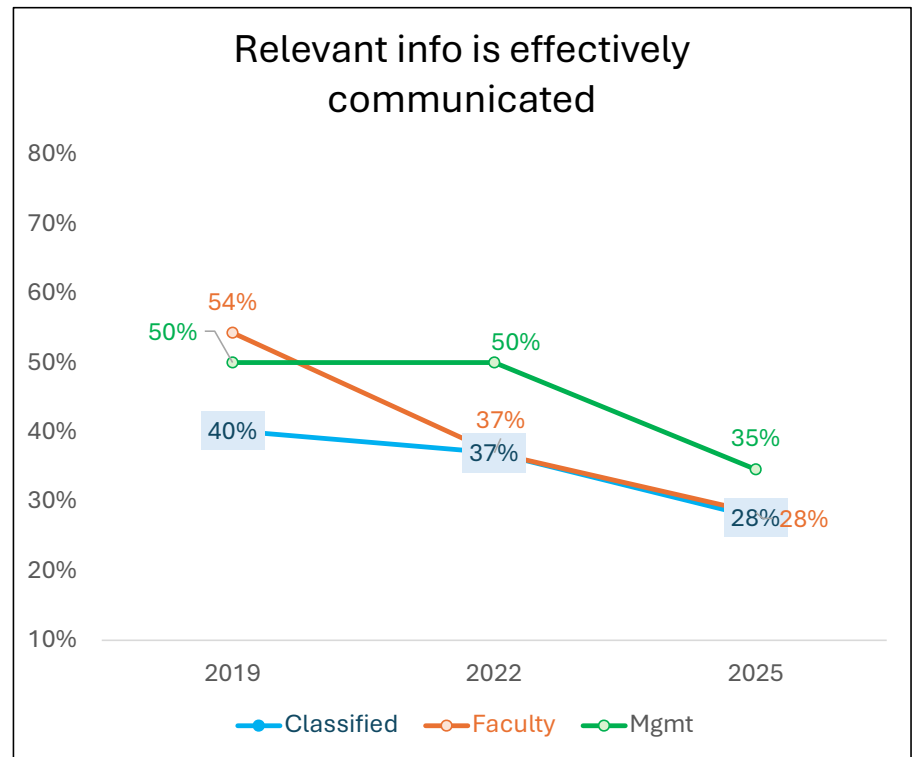
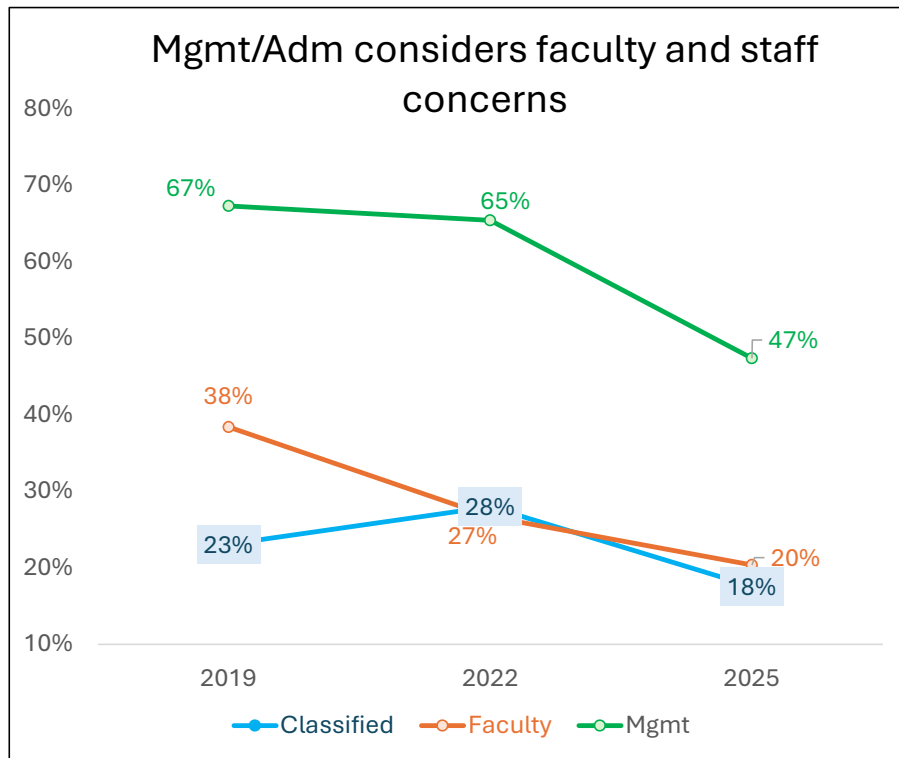
2025


Classified Faculty Mgmt




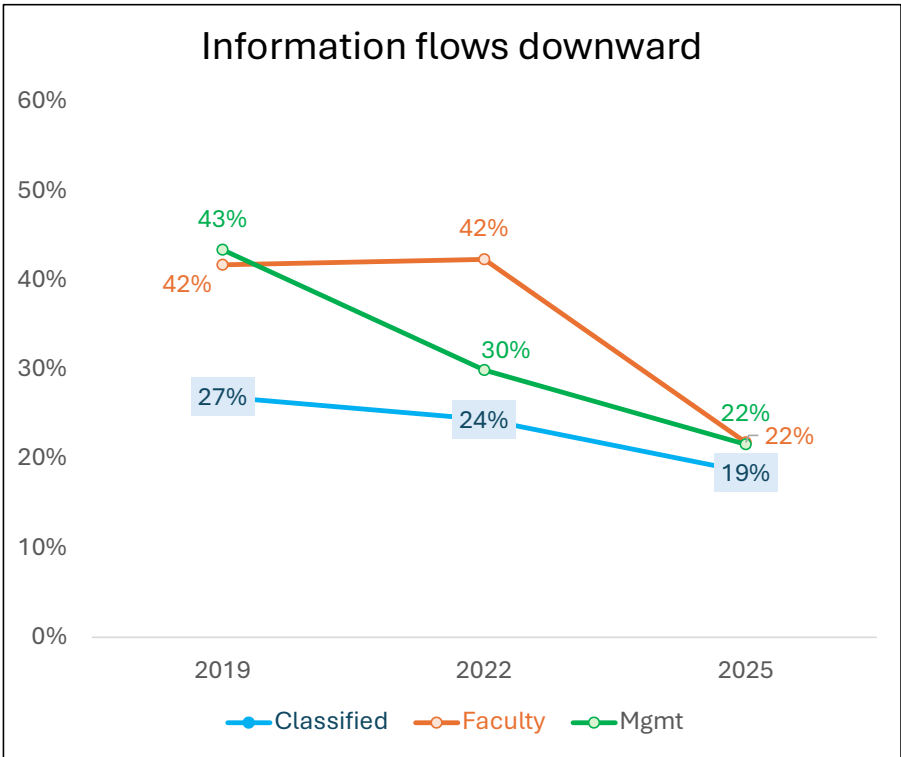
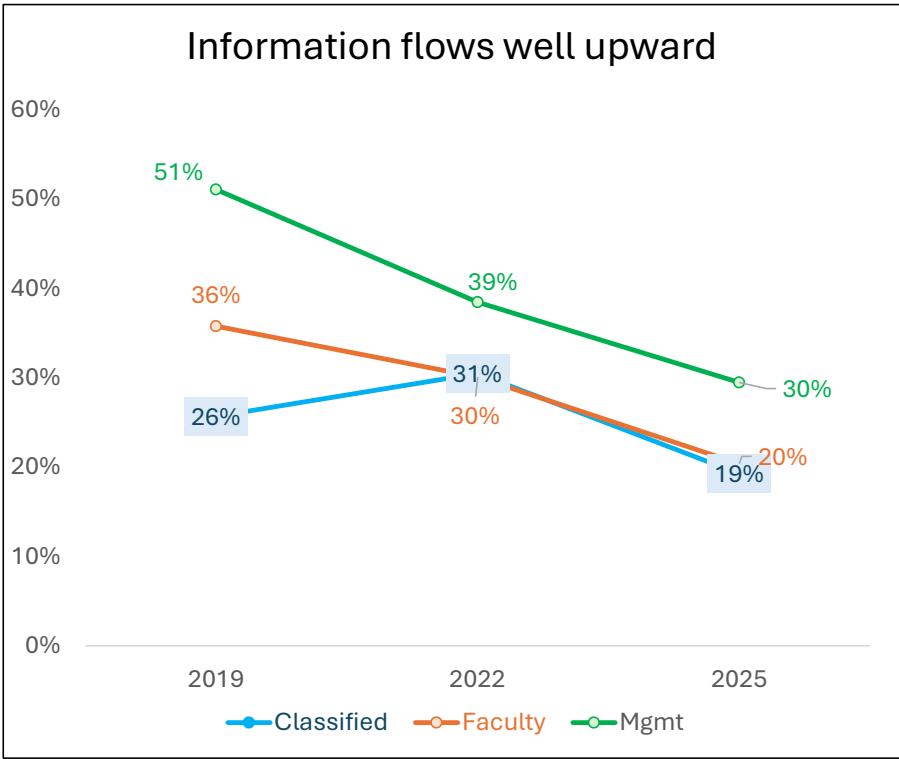
Management/Administration Considers Faculty and Staff Concerns			
2019	2022	2025	6Yr Trend
37.8%	33.1%	25.3%	

Relevant Information is Effectively Communicated			
2019	2022	2025	6Yr Trend
49.3%	39.1%	29.5%	



Information Flows Well Upward			
2019	2022	2025	6Yr Trend
34.7%	31.5%	22.0%	

Information Flows Well Downward			
2019	2022	2025	6Yr Trend
38.0%	30.5%	20.6%	



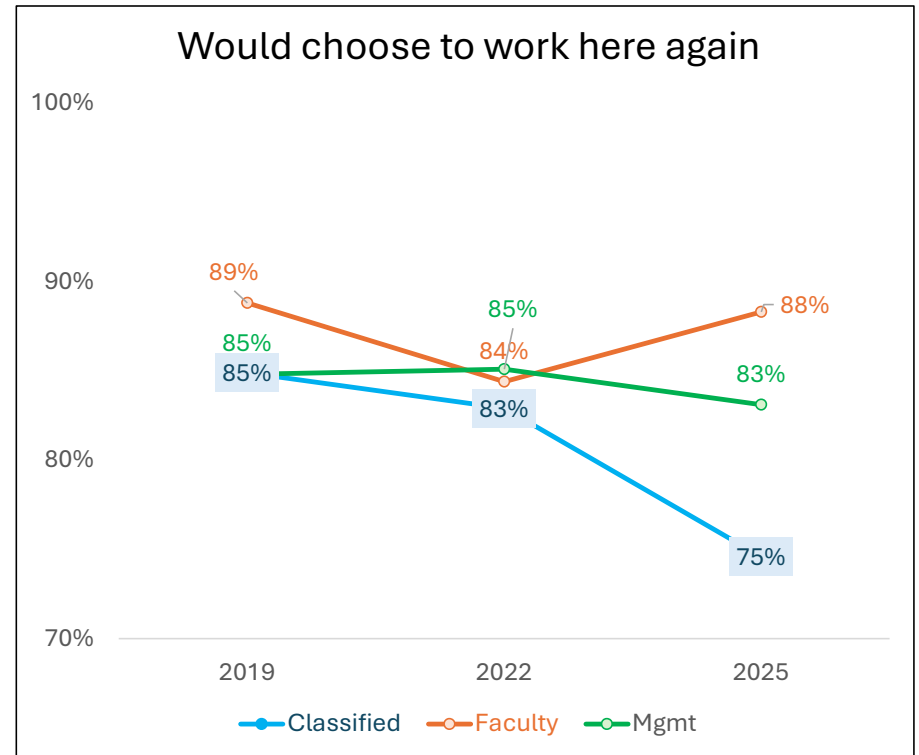
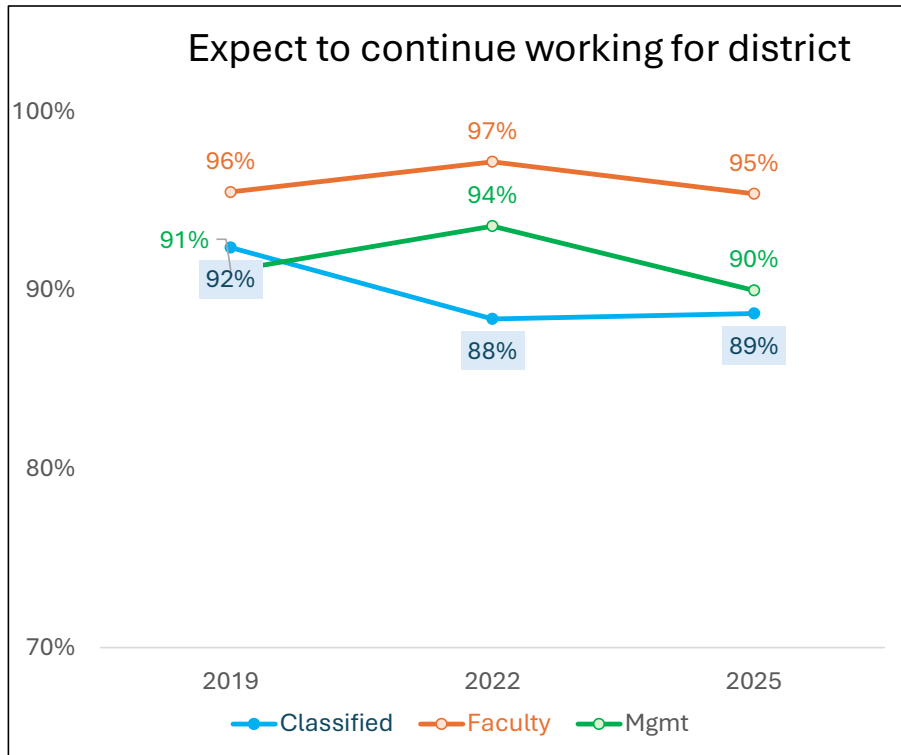
Reflection & Outlook

Expect to Continue Working in Current position

Classified	Faculty	Management	All
81.7%	96.2%	80.3%	88.0%

Expect to Continue Working at Current Work Location

Classified	Faculty	Management	All
85.8%	96.8%	86.8%	91.0%



Cultivating the Culture

Collaborative Partnership – multiple groups and perspectives working together!

