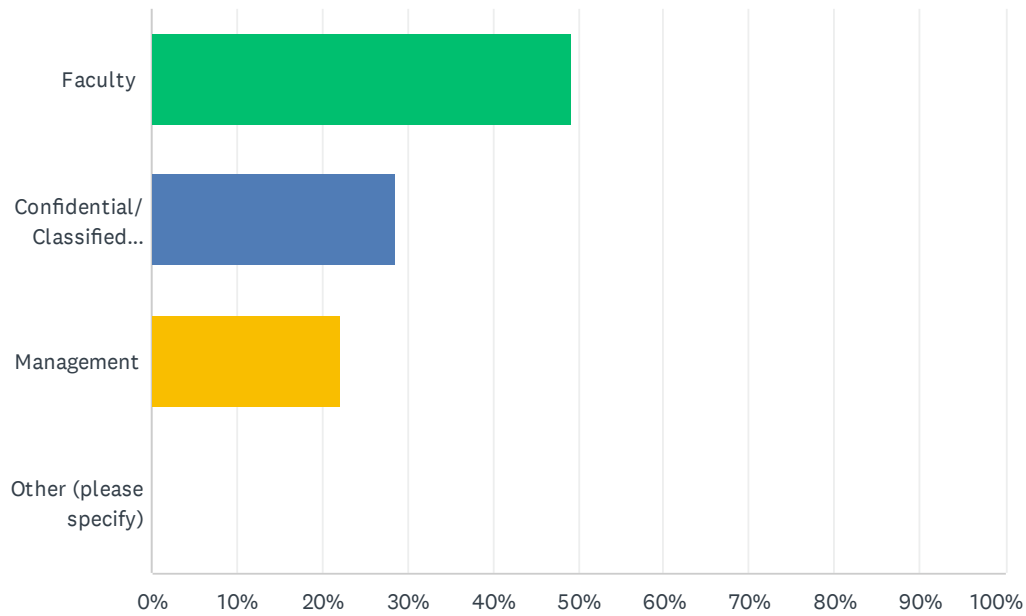


Q1 Please identify your classification as a Norco College employee:

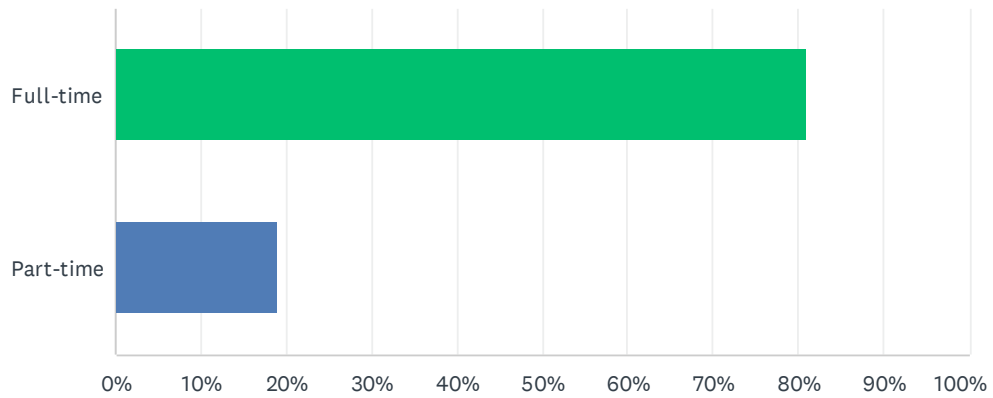
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Faculty	49.21%	31
Confidential/ Classified Professional	28.57%	18
Management	22.22%	14
Other (please specify)	0.00%	0
TOTAL		63

Q2 My assignment at Norco College is:

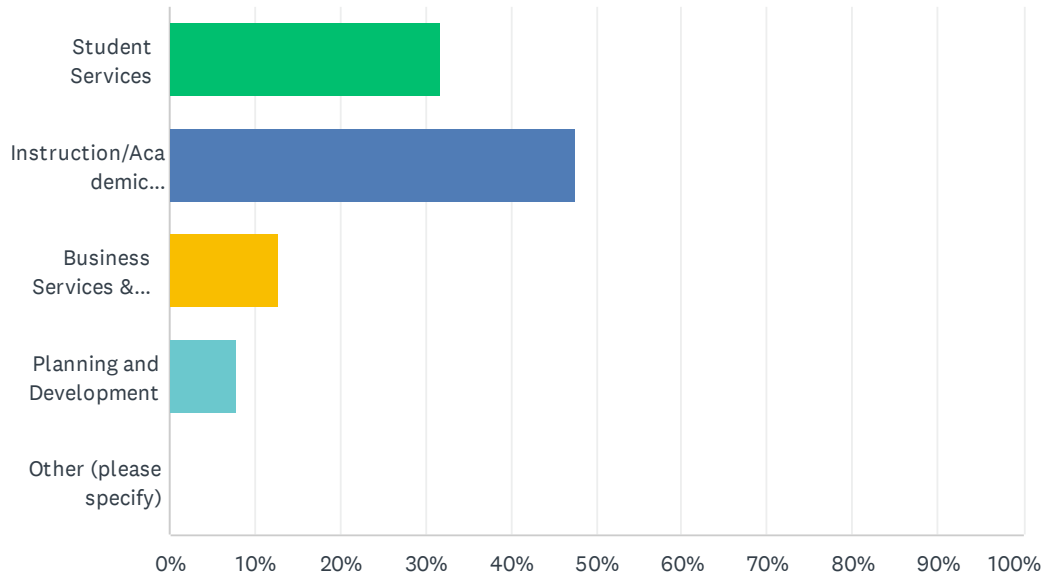
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	80.95%	51
Part-time	19.05%	12
TOTAL		63

Q3 The following is my primary responsibility:

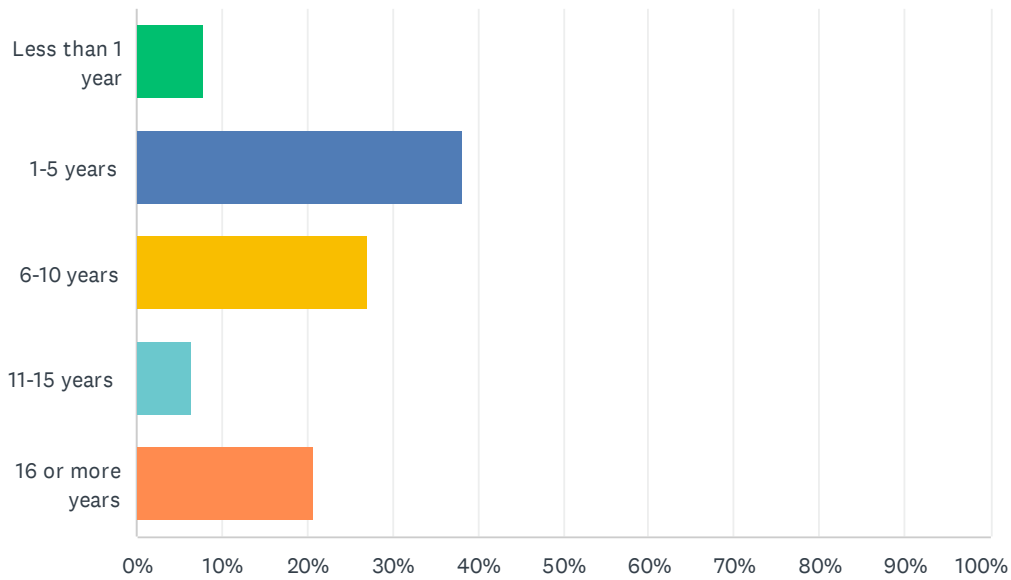
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Student Services	31.75%	20
Instruction/Academic Affairs/President	47.62%	30
Business Services & Facilities	12.70%	8
Planning and Development	7.94%	5
Other (please specify)	0.00%	0
TOTAL		63

Q4 How long have you been employed at Norco College?

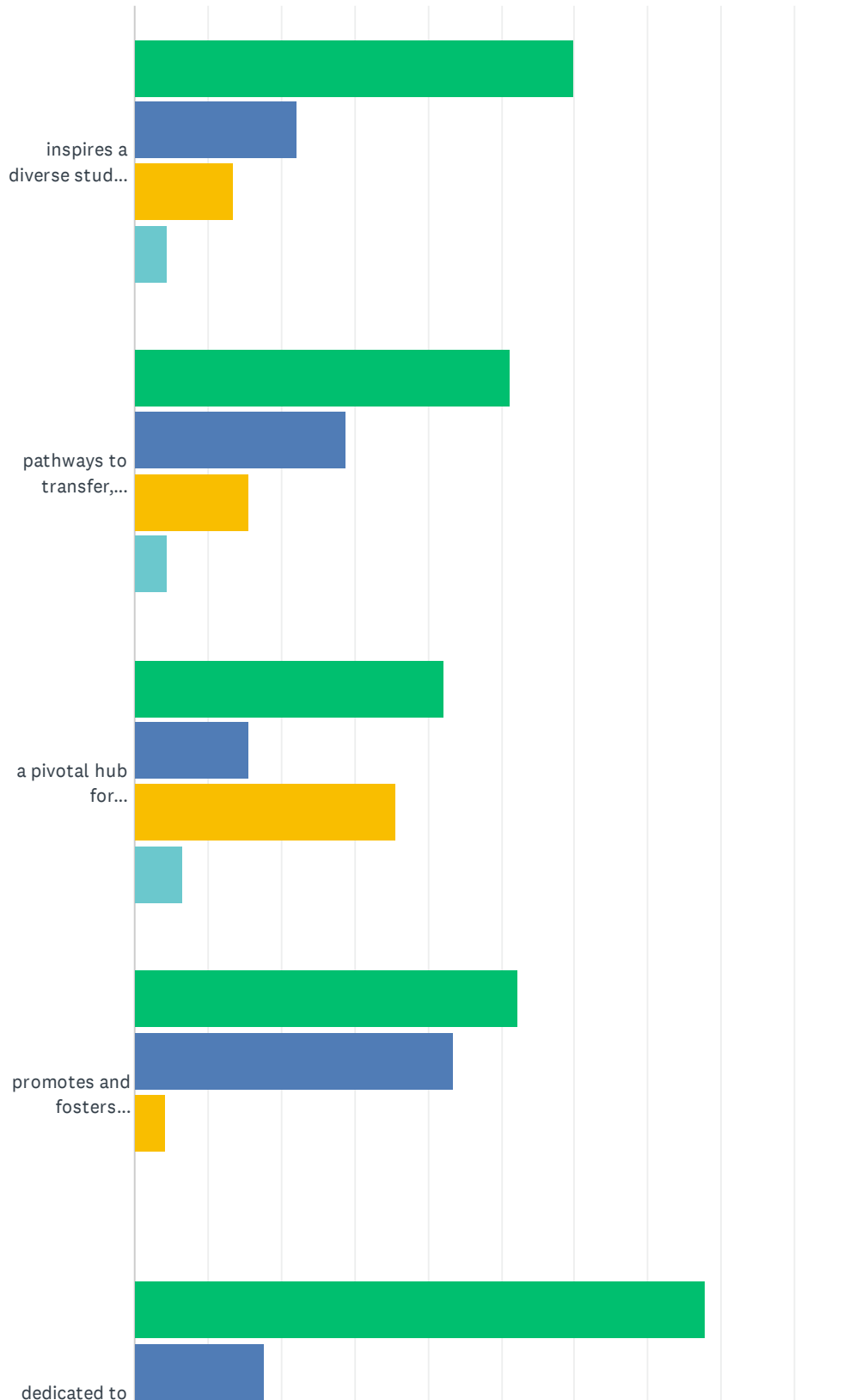
Answered: 63 Skipped: 0



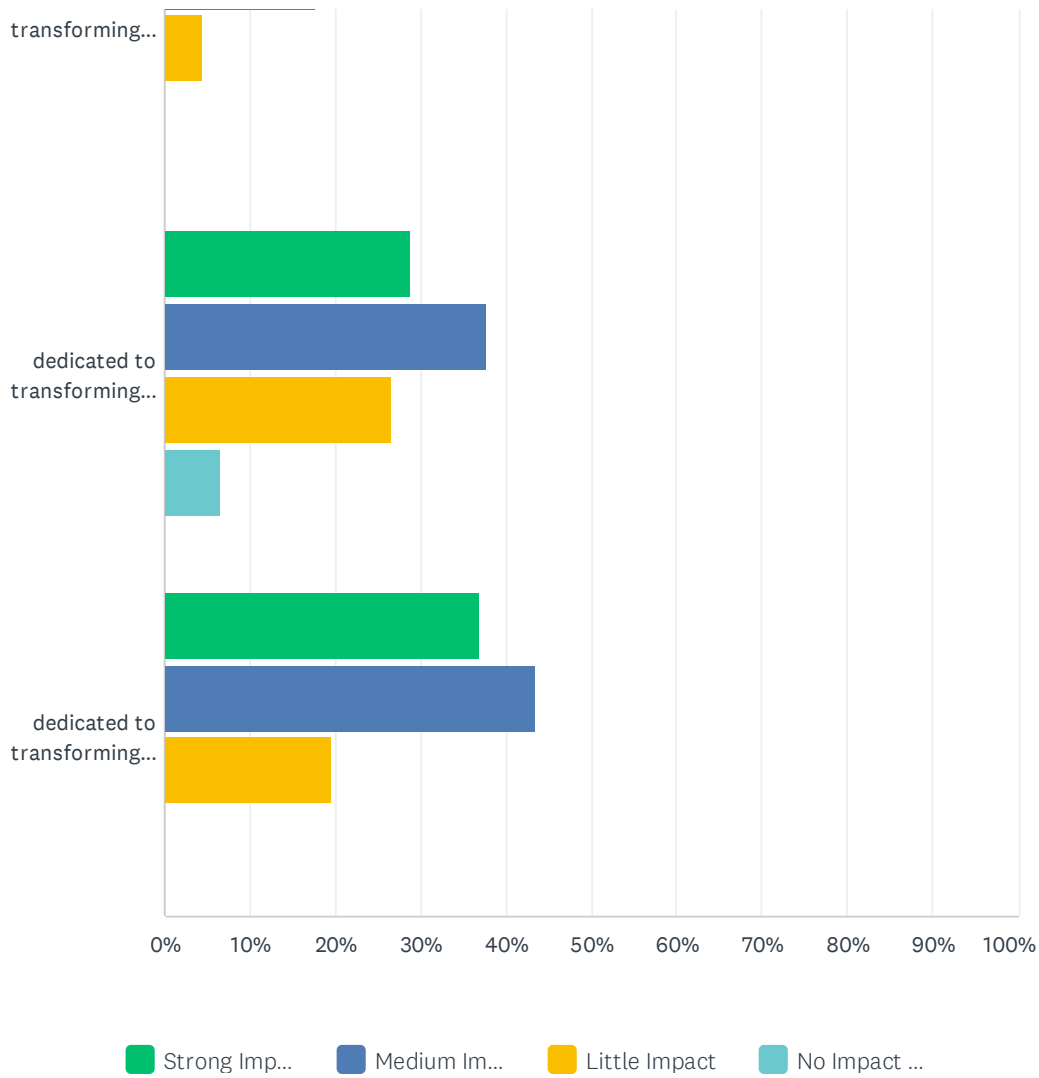
ANSWER CHOICES	RESPONSES	
Less than 1 year	7.94%	5
1-5 years	38.10%	24
6-10 years	26.98%	17
11-15 years	6.35%	4
16 or more years	20.63%	13
TOTAL		63

Q5 Please select the level of impact on the following parts of the college mission made by the program/service in which you work

Answered: 46 Skipped: 17



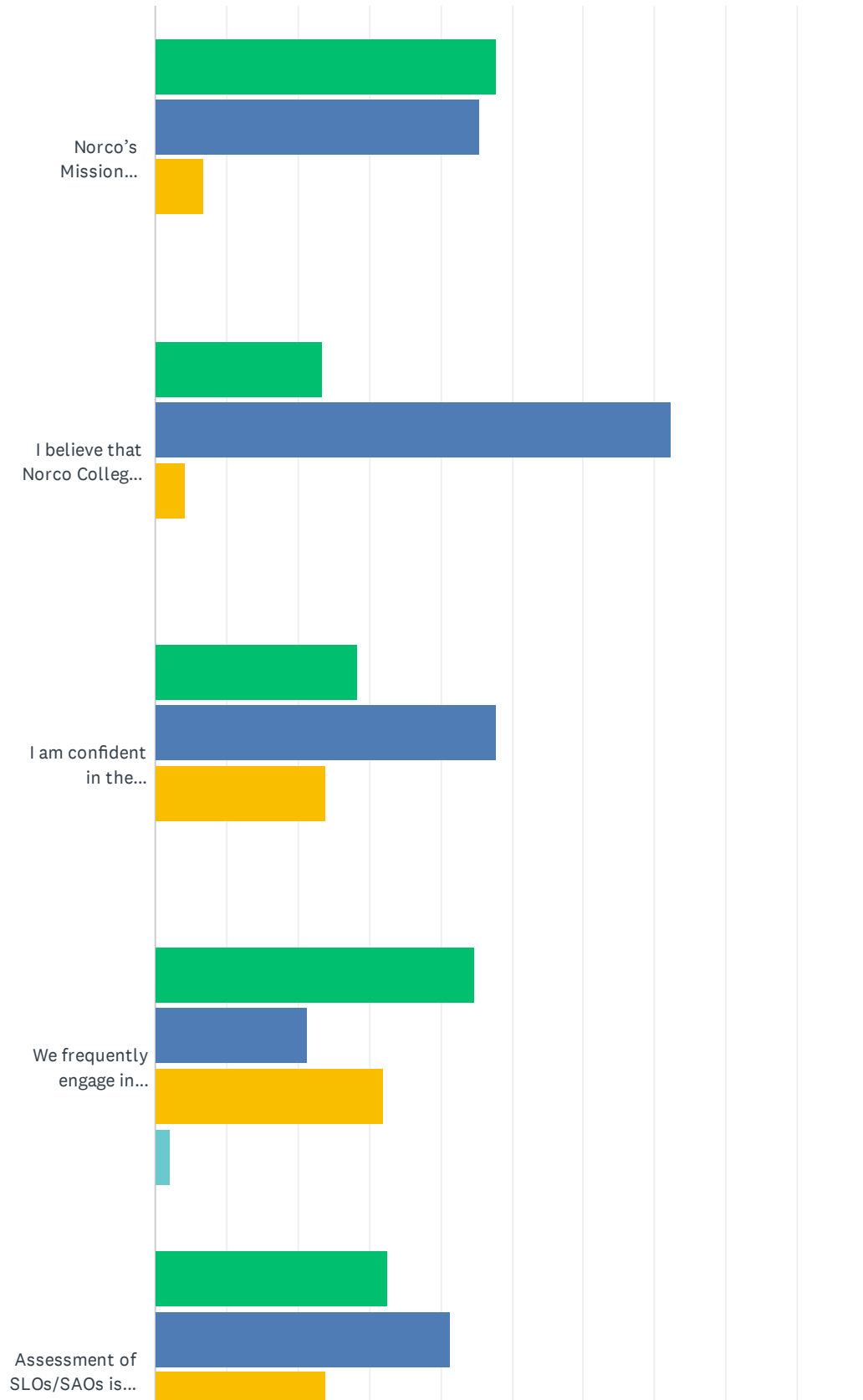
Institutional Effectiveness and Planning Survey 2022-23



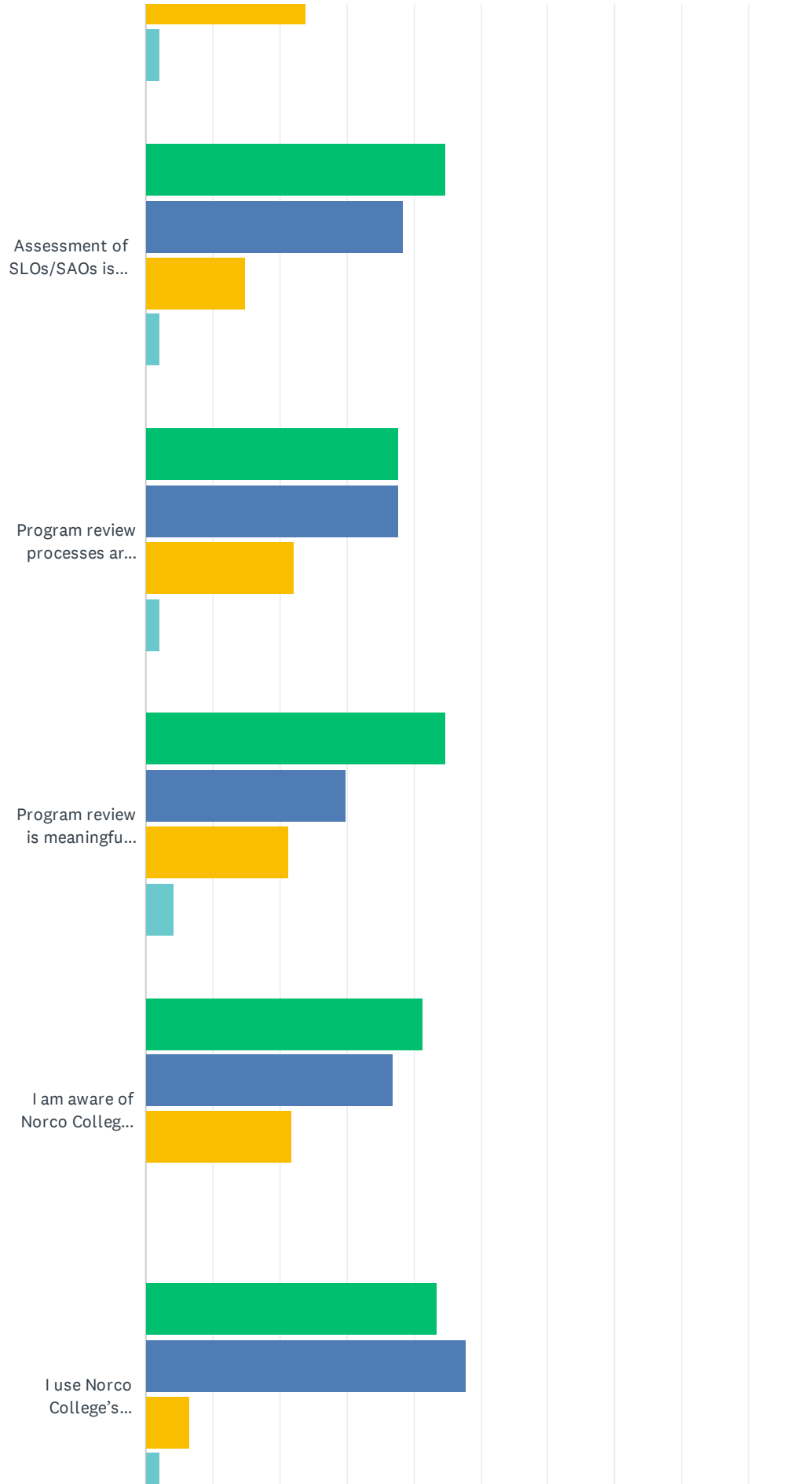
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
inspires a diverse student body by an inclusive innovative approach to learning	60.00% 27	22.22% 10	13.33% 6	4.44% 2	45	2.38
pathways to transfer, professional, career and technical education, certificates, and degrees	51.11% 23	28.89% 13	15.56% 7	4.44% 2	45	2.27
a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships.	42.22% 19	15.56% 7	35.56% 16	6.67% 3	45	1.93
promotes and fosters self-empowerment	52.17% 24	43.48% 20	4.35% 2	0.00% 0	46	2.48
dedicated to transforming the lives of our students	77.78% 35	17.78% 8	4.44% 2	0.00% 0	45	2.73
dedicated to transforming the lives of our employees	28.89% 13	37.78% 17	26.67% 12	6.67% 3	45	1.89
dedicated to transforming the lives of our community	36.96% 17	43.48% 20	19.57% 9	0.00% 0	46	2.17

Q6 Please select your level of agreement with the following statements

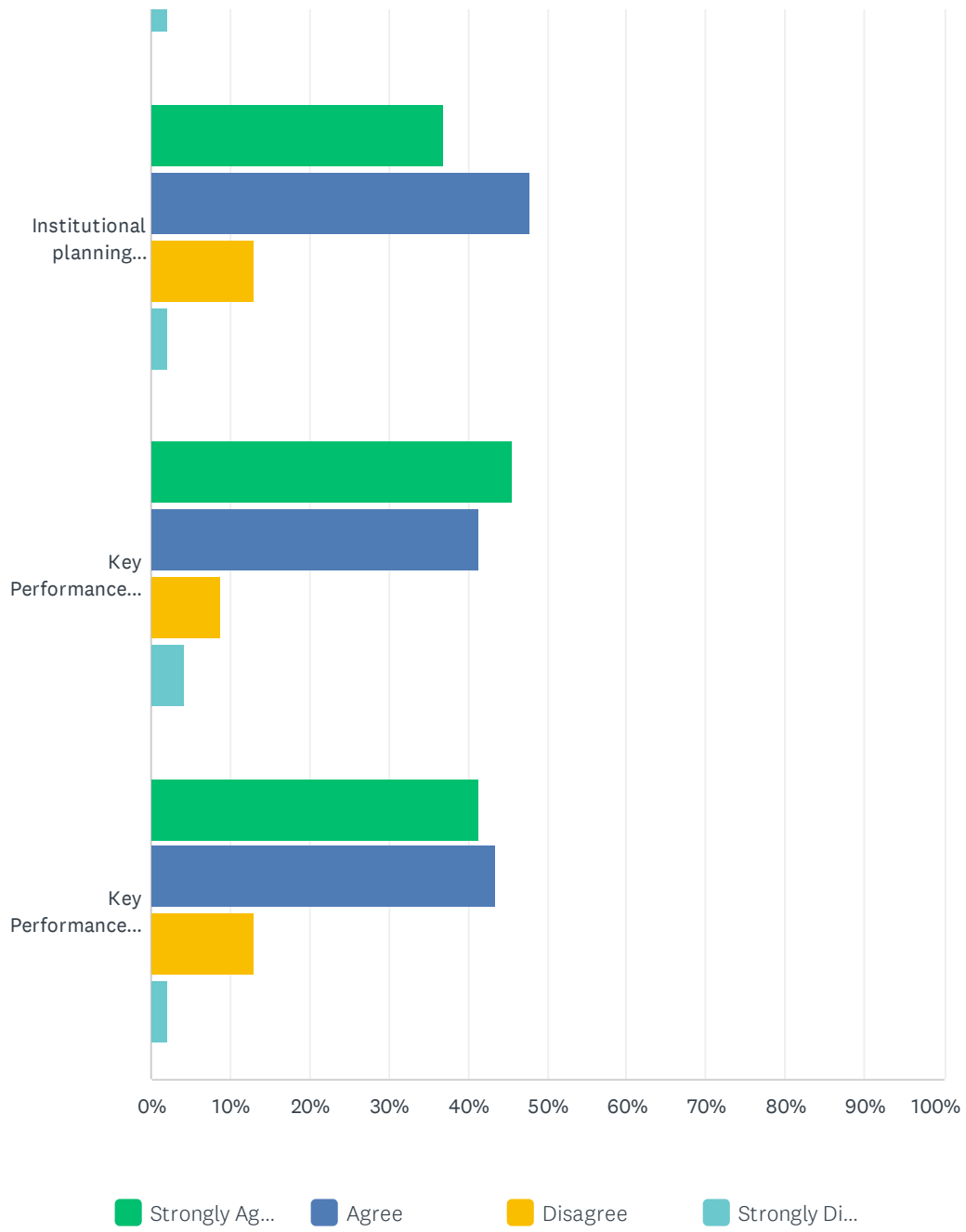
Answered: 47 Skipped: 16



Institutional Effectiveness and Planning Survey 2022-23



Institutional Effectiveness and Planning Survey 2022-23

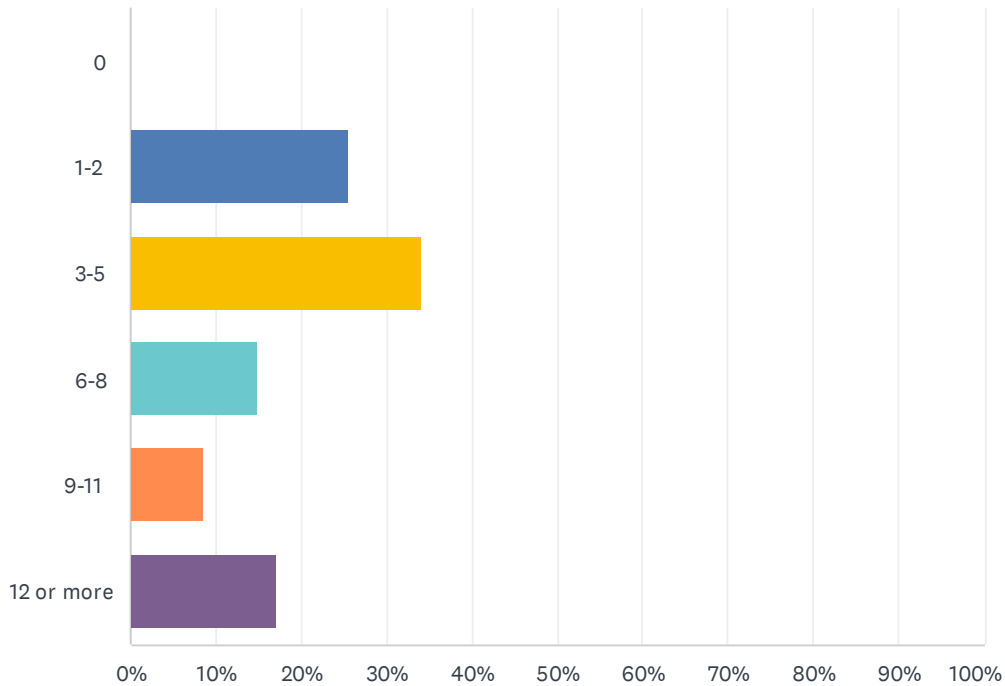


Institutional Effectiveness and Planning Survey 2022-23

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Norco's Mission Statement guides institutional planning.	47.73% 21	45.45% 20	6.82% 3	0.00% 0	44	3.41
I believe that Norco College is achieving it's mission.	23.40% 11	72.34% 34	4.26% 2	0.00% 0	47	3.19
I am confident in the direction that Norco is planning for the future.	28.26% 13	47.83% 22	23.91% 11	0.00% 0	46	3.04
We frequently engage in dialogue about data on student learning outcomes/service area outcomes (SLOs/SAOs) in my area.	44.68% 21	21.28% 10	31.91% 15	2.13% 1	47	3.09
Assessment of SLOs/SAOs is used to improve the courses/programs/services in my area.	32.61% 15	41.30% 19	23.91% 11	2.17% 1	46	3.04
Assessment of SLOs/SAOs is meaningful to me.	44.68% 21	38.30% 18	14.89% 7	2.13% 1	47	3.26
Program review processes are ongoing, systematic and used to assess and improve student learning and achievement.	37.78% 17	37.78% 17	22.22% 10	2.22% 1	45	3.11
Program review is meaningful to me.	44.68% 21	29.79% 14	21.28% 10	4.26% 2	47	3.15
I am aware of Norco College's Institution-Set Standards (ISS) in one or more aspects of my job.	41.30% 19	36.96% 17	21.74% 10	0.00% 0	46	3.20
I use Norco College's strategic planning goals in one or more aspects of my job.	43.48% 20	47.83% 22	6.52% 3	2.17% 1	46	3.33
Institutional planning decisions are based on data.	36.96% 17	47.83% 22	13.04% 6	2.17% 1	46	3.20
Key Performance Indicators (KPIs) of the Norco College strategic planning goals are regularly assessed.	45.65% 21	41.30% 19	8.70% 4	4.35% 2	46	3.28
Key Performance Indicators (KPIs) of the Norco College strategic planning goals results are regularly shared with campus constituencies.	41.30% 19	43.48% 20	13.04% 6	2.17% 1	46	3.24

Q7 On average, I spend ____ hour(s) per week on shared governance activities (reading minutes, memos, newsletters, attending meetings, hiring committees, etc.)

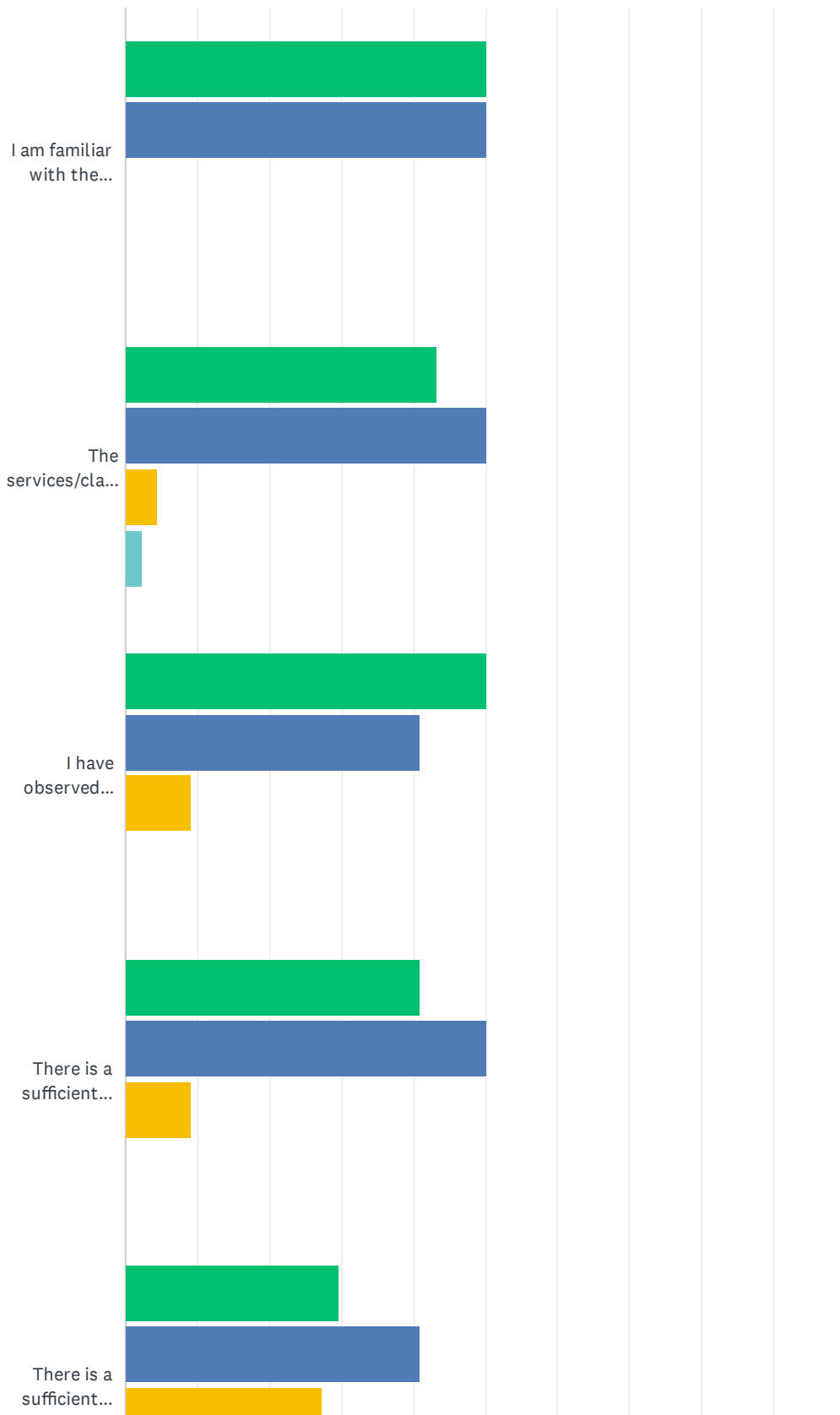
Answered: 47 Skipped: 16



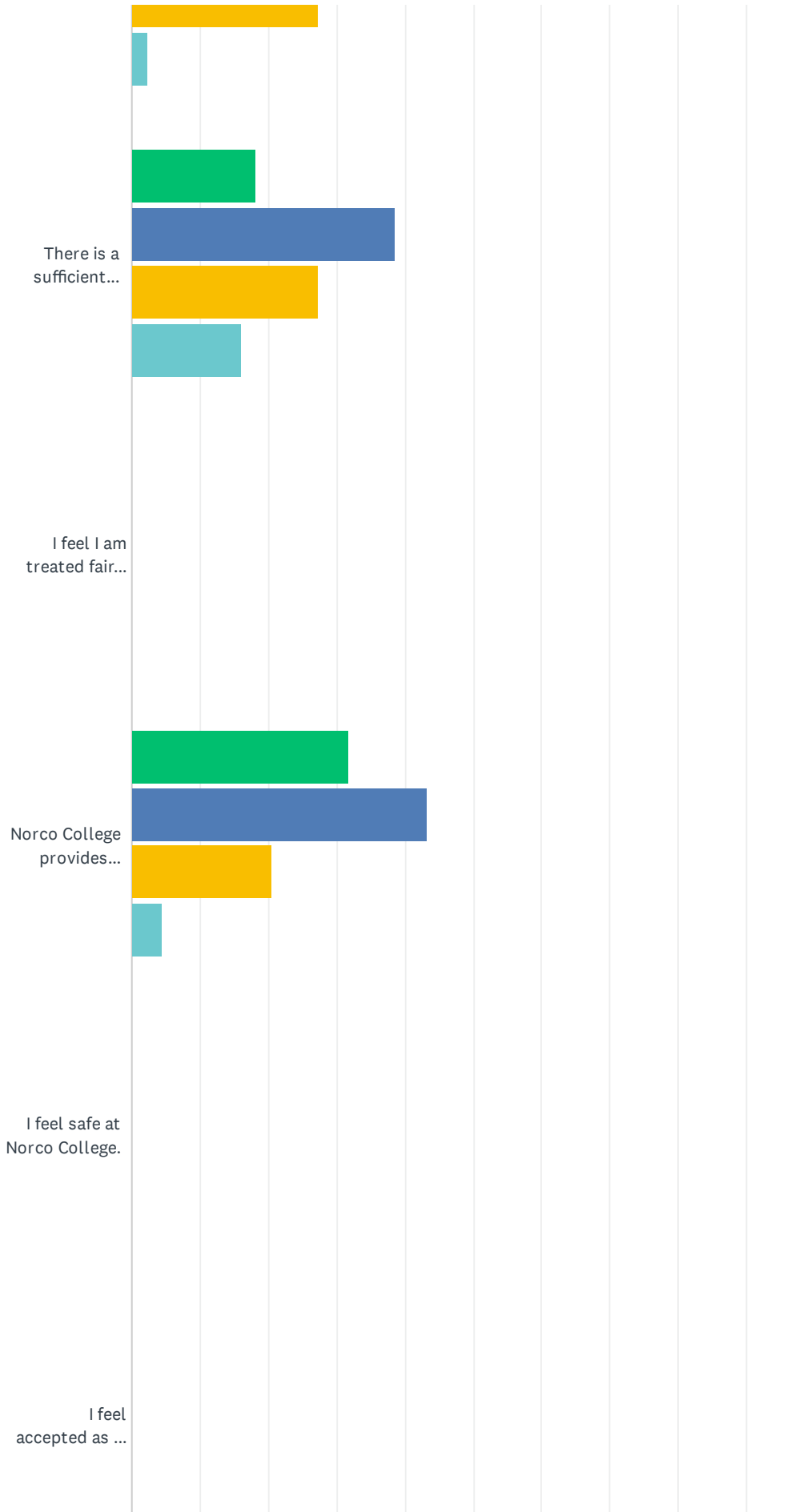
ANSWER CHOICES	RESPONSES	
0	0.00%	0
1-2	25.53%	12
3-5	34.04%	16
6-8	14.89%	7
9-11	8.51%	4
12 or more	17.02%	8
TOTAL		47

Q8 Please rate your level of agreement with the following statements:

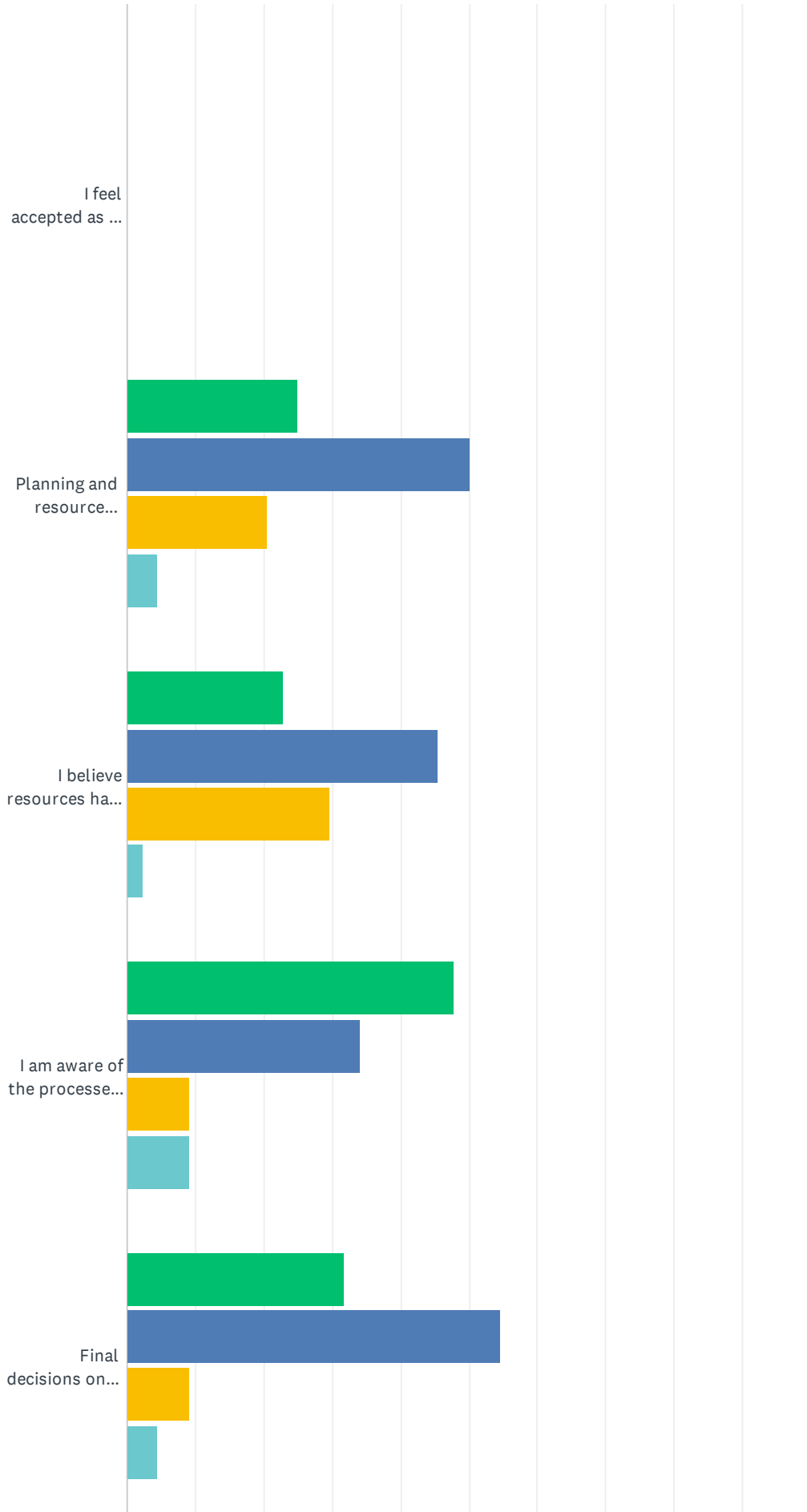
Answered: 44 Skipped: 19



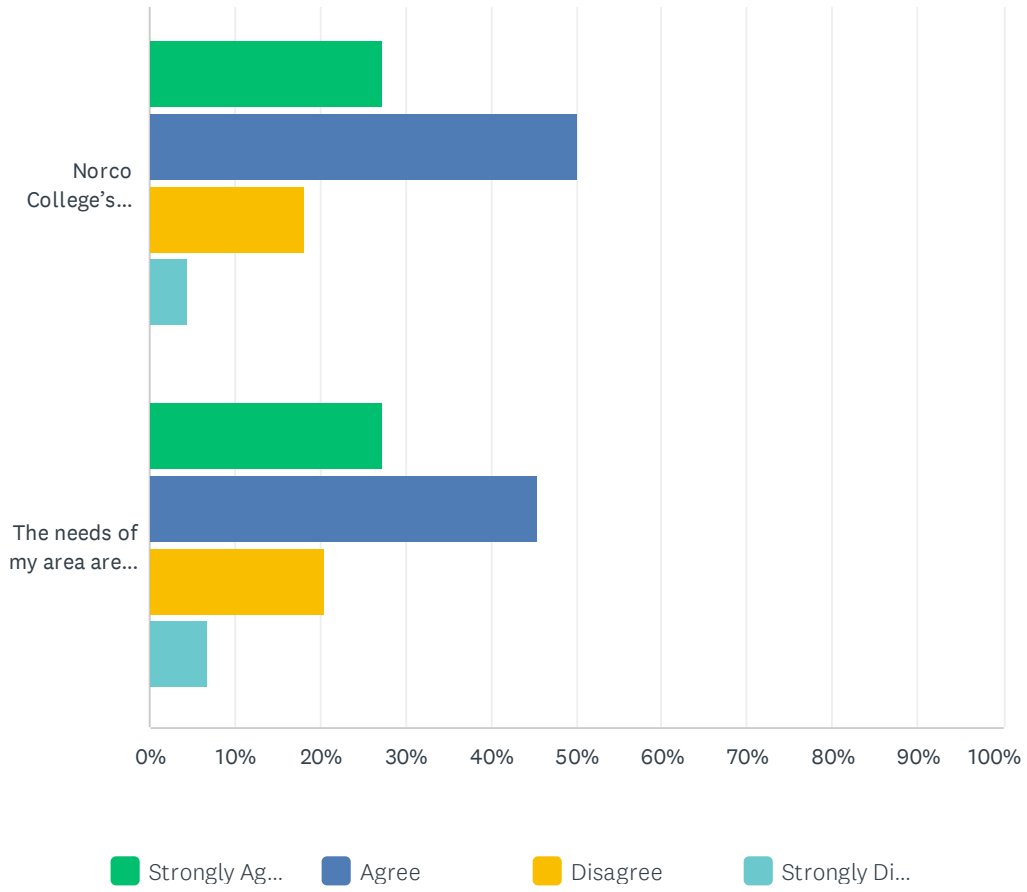
Institutional Effectiveness and Planning Survey 2022-23



Institutional Effectiveness and Planning Survey 2022-23



Institutional Effectiveness and Planning Survey 2022-23



Institutional Effectiveness and Planning Survey 2022-23

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I am familiar with the policies, procedures, and publications in my area.	50.00% 22	50.00% 22	0.00% 0	0.00% 0	44	3.50
The services/classes in my area have been aligned with student needs and/or program pathways.	43.18% 19	50.00% 22	4.55% 2	2.27% 1	44	3.34
I have observed newly-hired employees at the college, and they seem to be highly qualified for their jobs.	50.00% 22	40.91% 18	9.09% 4	0.00% 0	44	3.41
There is a sufficient number of administrators to provide effective leadership and services that support the institution's mission and purposes.	40.91% 18	50.00% 22	9.09% 4	0.00% 0	44	3.32
There is a sufficient number of full-time faculty to assure fulfillment of responsibilities essential to the quality of educational programs and services that support the institutional mission and purposes	29.55% 13	40.91% 18	27.27% 12	2.27% 1	44	2.98
There is a sufficient number of classified professionals to support effective educational, technological, physical, and administrative operations of the institution.	18.18% 8	38.64% 17	27.27% 12	15.91% 7	44	2.59
I feel I am treated fairly at this institution.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Norco College provides appropriate opportunities for my continued professional development.	31.82% 14	43.18% 19	20.45% 9	4.55% 2	44	3.02
I feel safe at Norco College.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I feel accepted as an individual by the faculty, classified professionals, administrators and other employees at Norco College.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I feel accepted as an individual by students at Norco College.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Planning and resource allocation are well integrated at Norco College.	25.00% 11	50.00% 22	20.45% 9	4.55% 2	44	2.95
I believe resources have been allocated effectively in my area to support student success.	22.73% 10	45.45% 20	29.55% 13	2.27% 1	44	2.89
I am aware of the processes by which Norco College ranks staffing and equipment needs identified in program review.	47.73% 21	34.09% 15	9.09% 4	9.09% 4	44	3.20
Final decisions on funding at Norco College give consideration to priority lists approved by the planning councils in making resource allocation decisions.	31.82% 14	54.55% 24	9.09% 4	4.55% 2	44	3.14
Norco College's prioritization ranking processes are an effective means of ensuring that resource allocation decisions are based on documented needs identified in program reviews.	27.27% 12	50.00% 22	18.18% 8	4.55% 2	44	3.00
The needs of my area are addressed through Norco College's prioritization ranking processes.	27.27% 12	45.45% 20	20.45% 9	6.82% 3	44	2.93