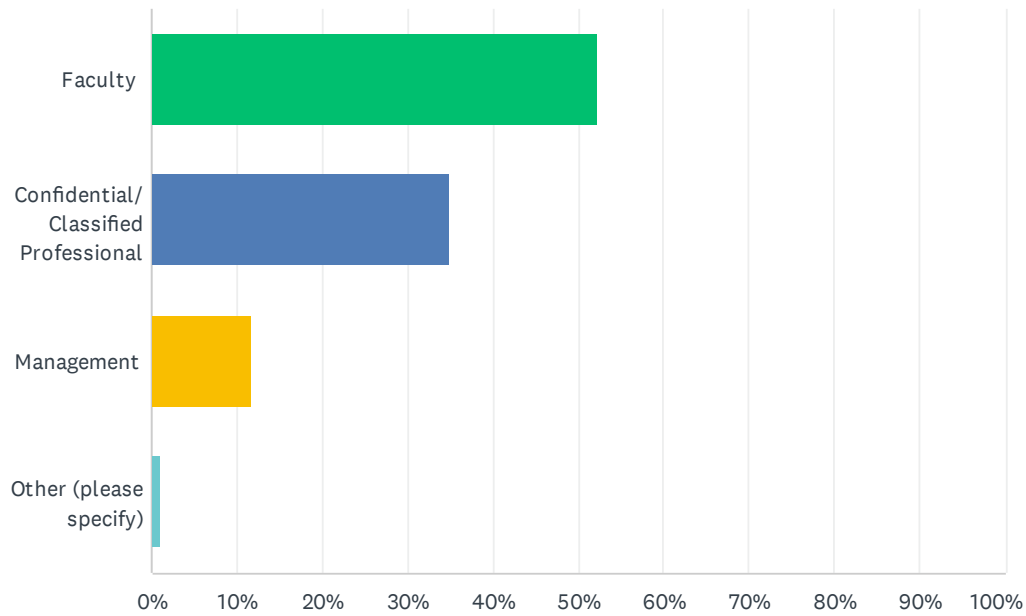


Q1 Please identify your classification as a Norco College employee:

Answered: 86 Skipped: 0

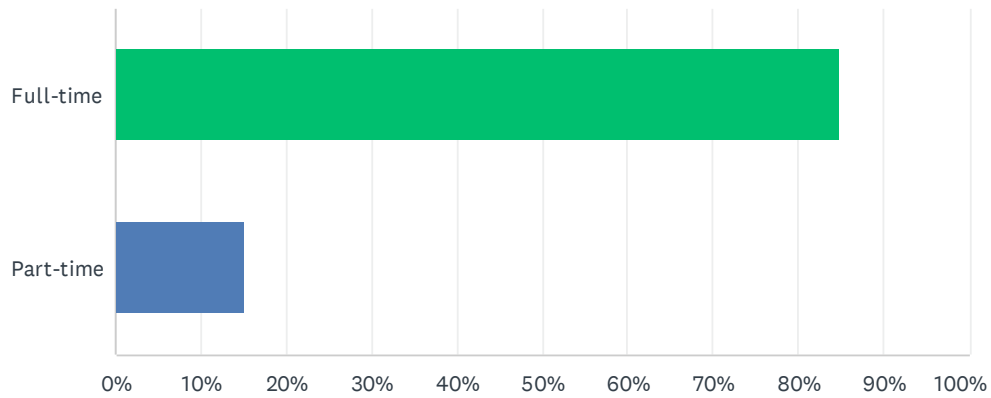


ANSWER CHOICES	RESPONSES
Faculty	52.33% 45
Confidential/ Classified Professional	34.88% 30
Management	11.63% 10
Other (please specify)	1.16% 1
TOTAL	86

#	OTHER (PLEASE SPECIFY)	DATE
1	Associate faculty	5/31/2024 9:22 AM

Q2 My assignment at Norco College is:

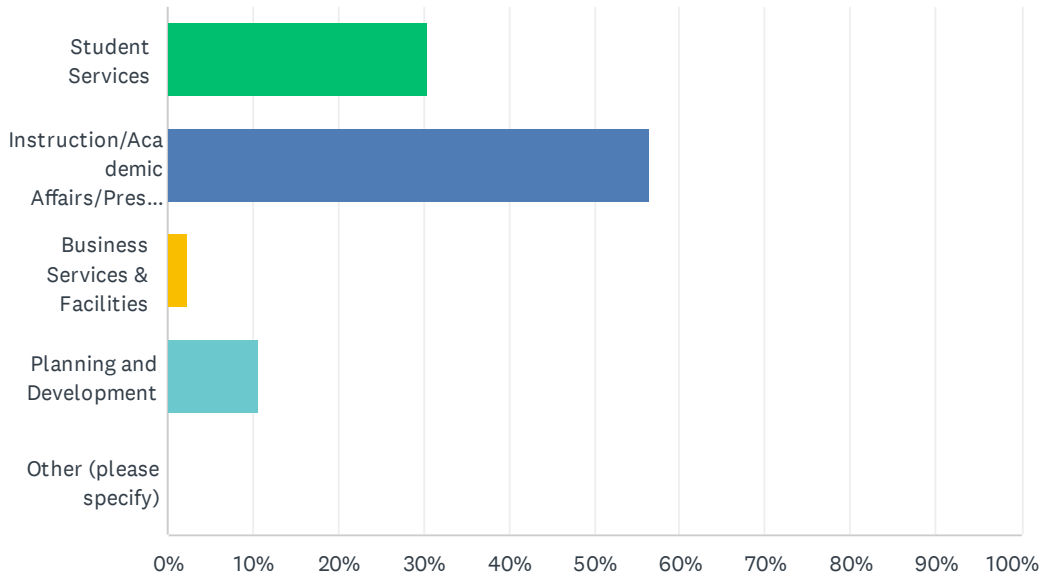
Answered: 86 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	84.88%	73
Part-time	15.12%	13
TOTAL		86

Q3 The following is my primary responsibility:

Answered: 85 Skipped: 1

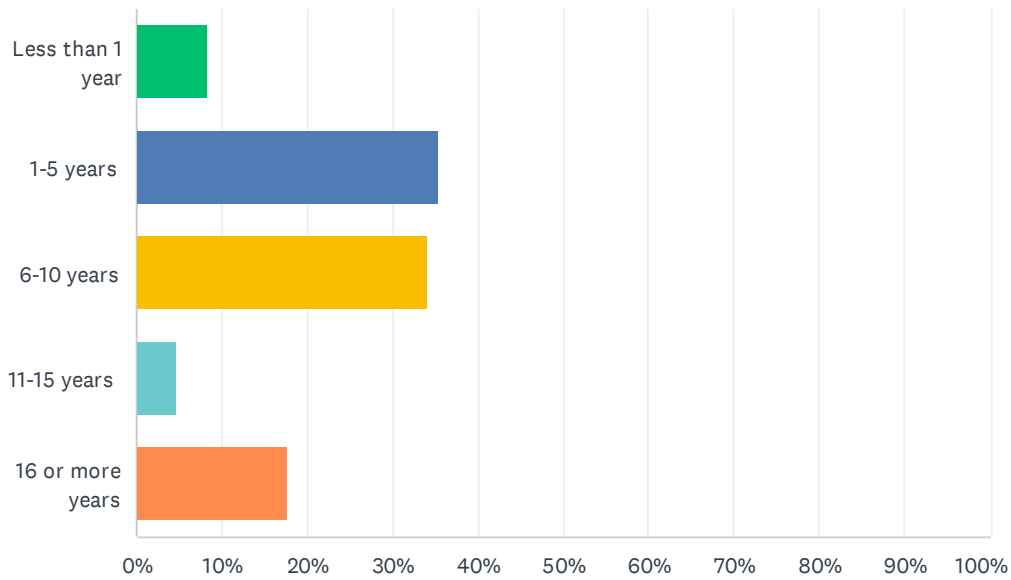


ANSWER CHOICES	RESPONSES	
Student Services	30.59%	26
Instruction/Academic Affairs/President	56.47%	48
Business Services & Facilities	2.35%	2
Planning and Development	10.59%	9
Other (please specify)	0.00%	0
TOTAL		85

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q4 How long have you been employed at Norco College?

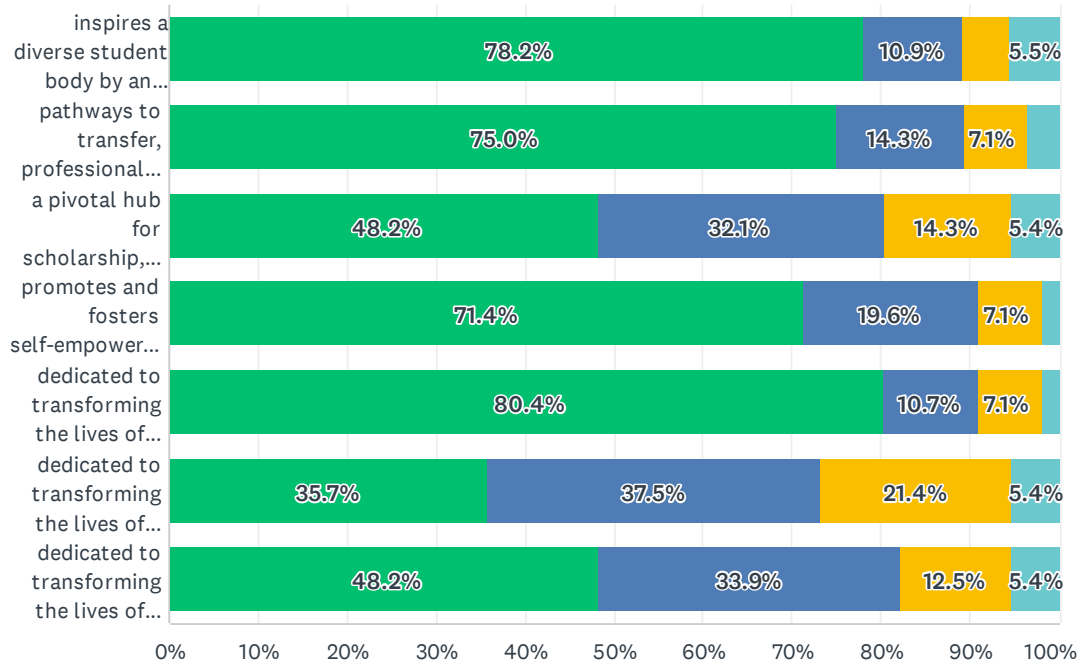
Answered: 85 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 1 year	8.24%	7
1-5 years	35.29%	30
6-10 years	34.12%	29
11-15 years	4.71%	4
16 or more years	17.65%	15
TOTAL		85

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: 56 Skipped: 30

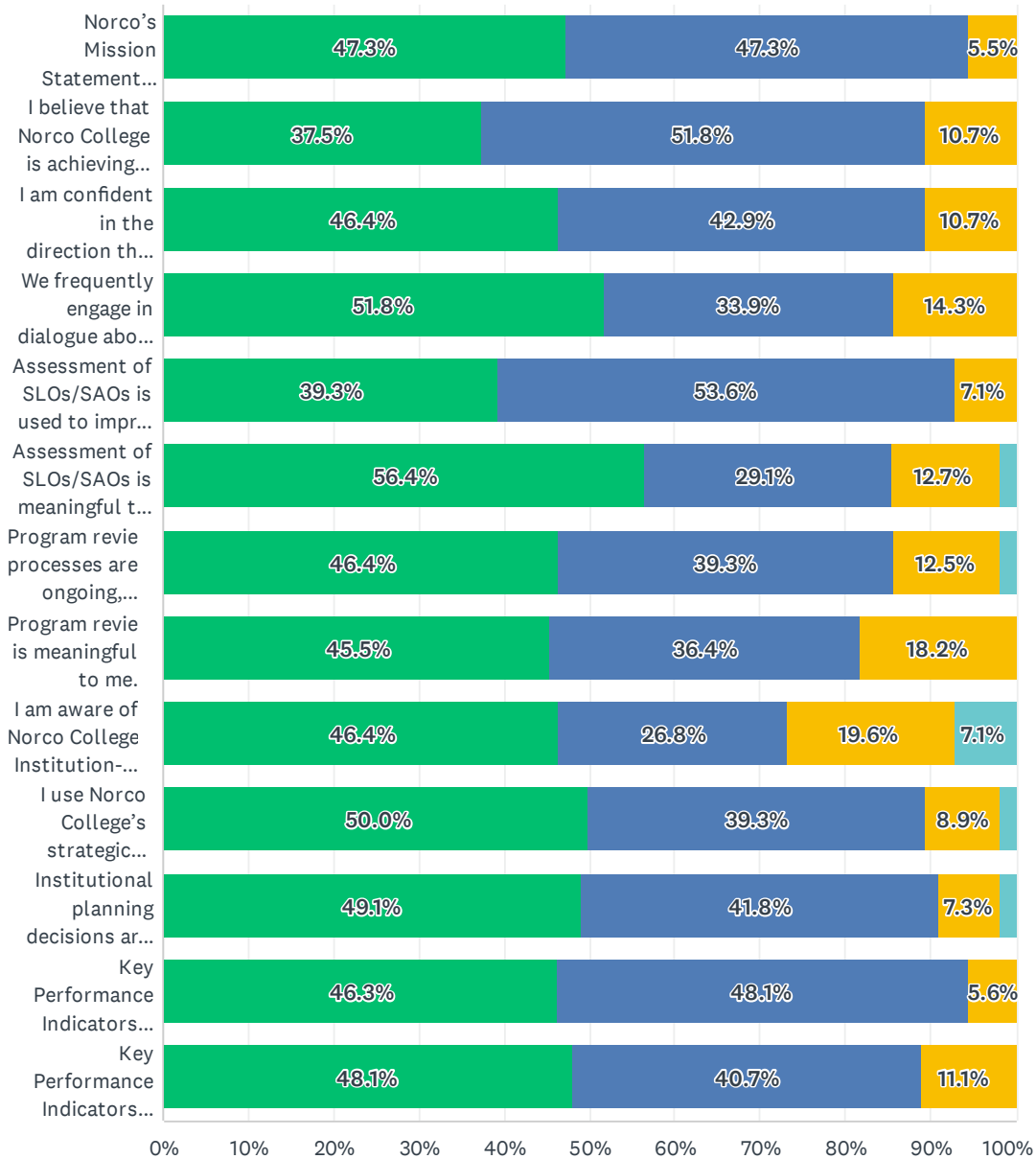


■ Strong Imp...
 ■ Medium Im...
 ■ Little Impact
 ■ No Impact ...

	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	78.2% 43	10.9% 6	5.5% 3	5.5% 3	55	2.62
pathways to transfer, professional, career and technical education, certificates, and degrees	75.0% 42	14.3% 8	7.1% 4	3.6% 2	56	2.61
a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships.	48.2% 27	32.1% 18	14.3% 8	5.4% 3	56	2.23
promotes and fosters self-empowerment	71.4% 40	19.6% 11	7.1% 4	1.8% 1	56	2.61
dedicated to transforming the lives of our students	80.4% 45	10.7% 6	7.1% 4	1.8% 1	56	2.70
dedicated to transforming the lives of our employees	35.7% 20	37.5% 21	21.4% 12	5.4% 3	56	2.04
dedicated to transforming the lives of our community	48.2% 27	33.9% 19	12.5% 7	5.4% 3	56	2.25

Q6 Please select your level of agreement with the following statements

Answered: 56 Skipped: 30



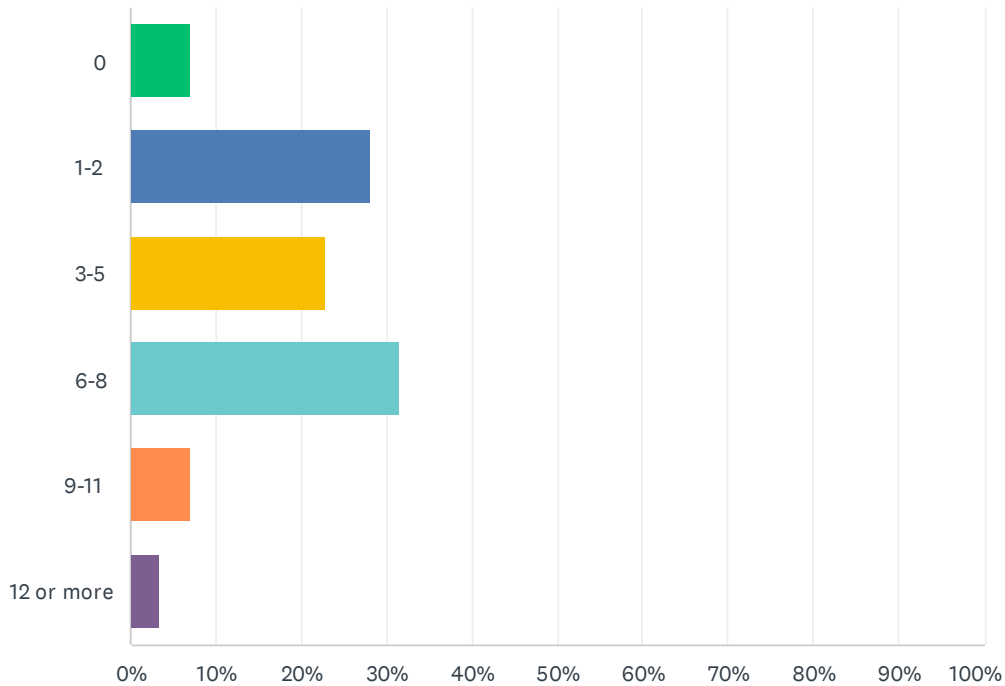
■ Strongly Ag...
 ■ Agree
 ■ Disagree
 ■ Strongly Di...

Institutional Effectiveness and Planning Survey 2023-24

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Norco's Mission Statement guides institutional planning.	47.3% 26	47.3% 26	5.5% 3	0.0% 0	55	3.42
I believe that Norco College is achieving it's mission.	37.5% 21	51.8% 29	10.7% 6	0.0% 0	56	3.27
I am confident in the direction that Norco is planning for the future.	46.4% 26	42.9% 24	10.7% 6	0.0% 0	56	3.36
We frequently engage in dialogue about data on student learning outcomes/service area outcomes (SLOs/SAOs) in my area.	51.8% 29	33.9% 19	14.3% 8	0.0% 0	56	3.38
Assessment of SLOs/SAOs is used to improve the courses/programs/services in my area.	39.3% 22	53.6% 30	7.1% 4	0.0% 0	56	3.32
Assessment of SLOs/SAOs is meaningful to me.	56.4% 31	29.1% 16	12.7% 7	1.8% 1	55	3.40
Program review processes are ongoing, systematic and used to assess and improve student learning and achievement.	46.4% 26	39.3% 22	12.5% 7	1.8% 1	56	3.30
Program review is meaningful to me.	45.5% 25	36.4% 20	18.2% 10	0.0% 0	55	3.27
I am aware of Norco College's Institution-Set Standards (ISS) in one or more aspects of my job.	46.4% 26	26.8% 15	19.6% 11	7.1% 4	56	3.13
I use Norco College's strategic planning goals in one or more aspects of my job.	50.0% 28	39.3% 22	8.9% 5	1.8% 1	56	3.38
Institutional planning decisions are based on data.	49.1% 27	41.8% 23	7.3% 4	1.8% 1	55	3.38
Key Performance Indicators (KPIs) of the Norco College strategic planning goals are regularly assessed.	46.3% 25	48.1% 26	5.6% 3	0.0% 0	54	3.41
Key Performance Indicators (KPIs) of the Norco College strategic planning goals results are regularly shared with campus constituencies.	48.1% 26	40.7% 22	11.1% 6	0.0% 0	54	3.37

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

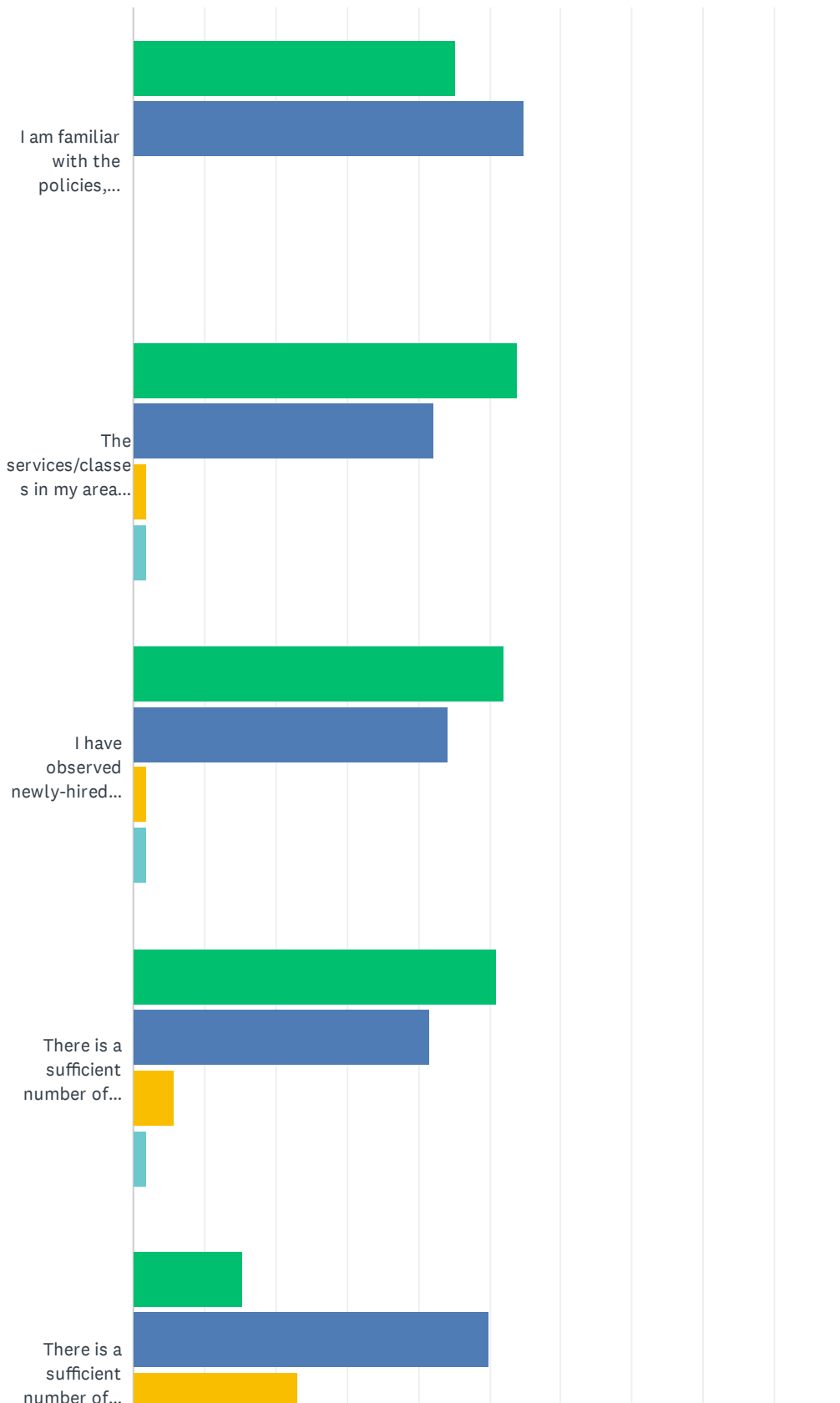
Answered: 57 Skipped: 29



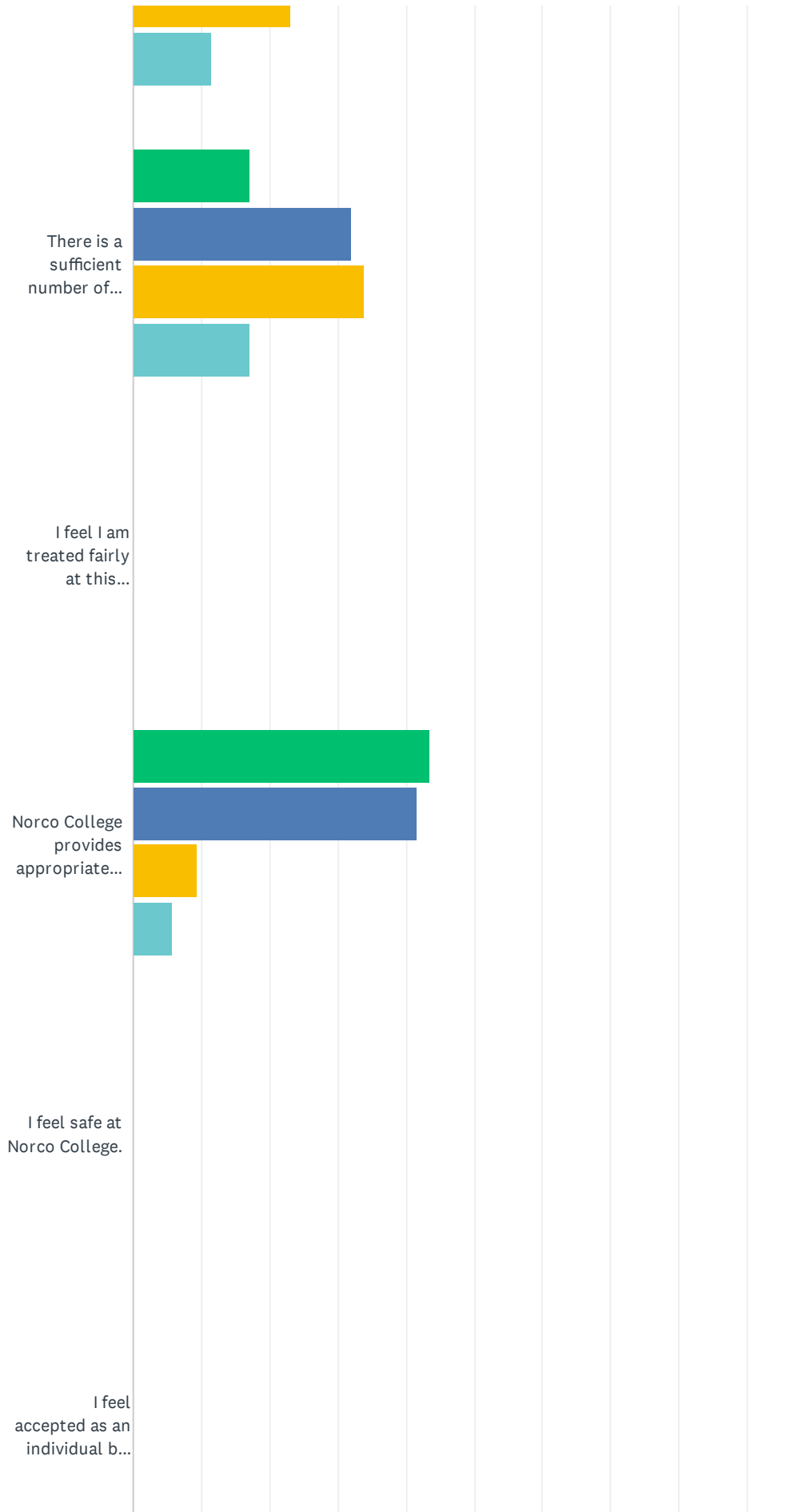
ANSWER CHOICES	RESPONSES	
0	7.02%	4
1-2	28.07%	16
3-5	22.81%	13
6-8	31.58%	18
9-11	7.02%	4
12 or more	3.51%	2
TOTAL		57

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

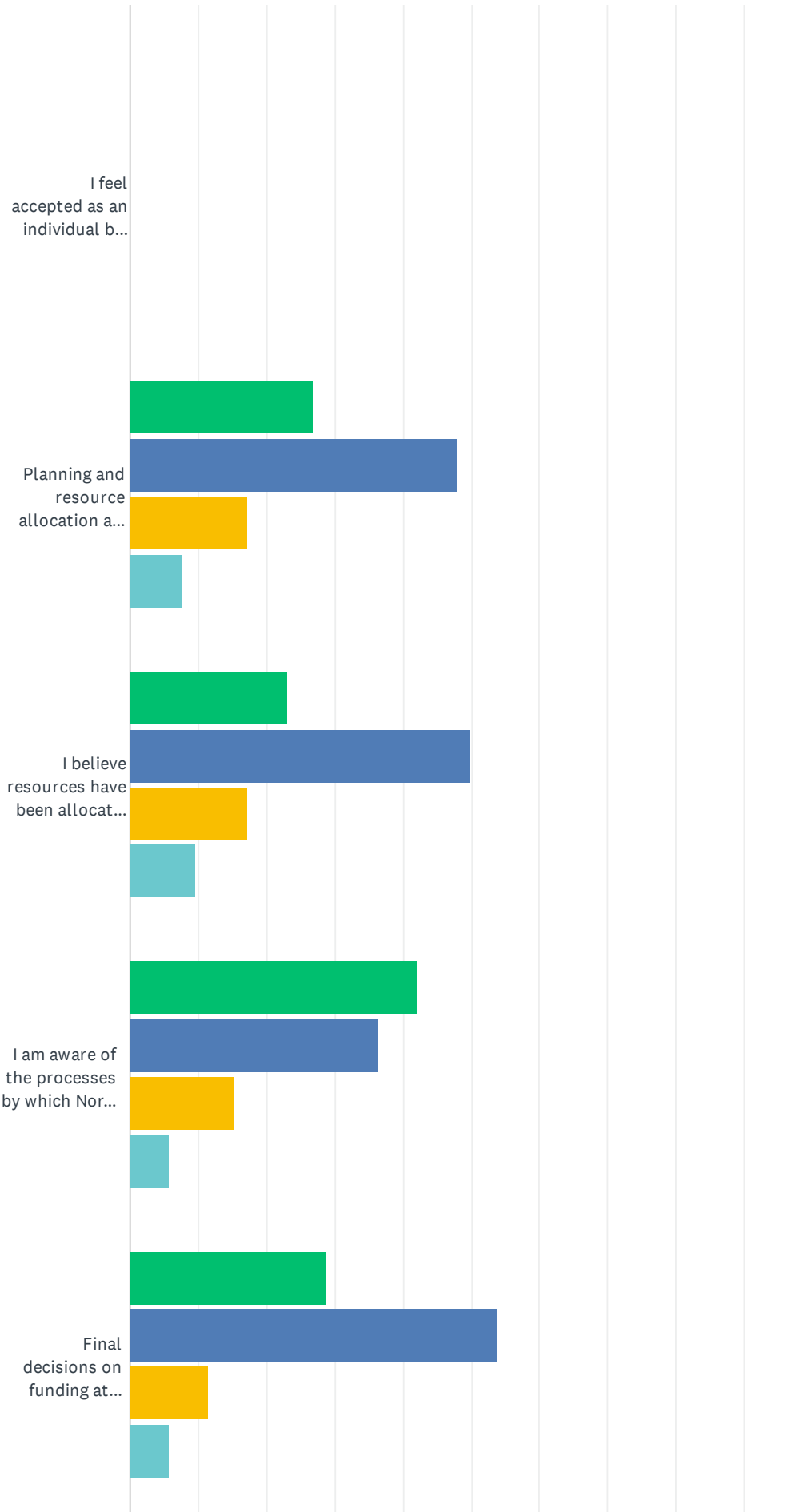
Answered: 53 Skipped: 33



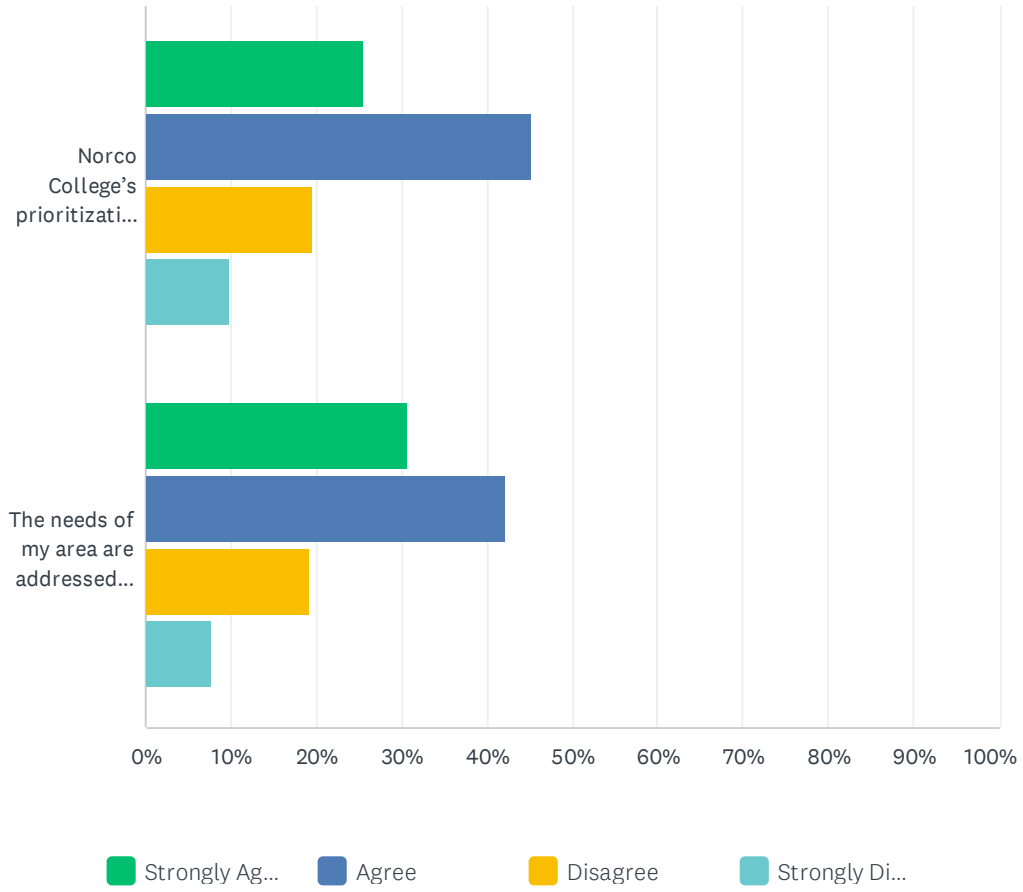
Institutional Effectiveness and Planning Survey 2023-24



Institutional Effectiveness and Planning Survey 2023-24



Institutional Effectiveness and Planning Survey 2023-24



Institutional Effectiveness and Planning Survey 2023-24

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I am familiar with the policies, procedures, and publications in my area.	45.28% 24	54.72% 29	0.00% 0	0.00% 0	53	3.45
The services/classes in my area have been aligned with student needs and/or program pathways.	53.85% 28	42.31% 22	1.92% 1	1.92% 1	52	3.48
I have observed newly-hired employees at the college, and they seem to be highly qualified for their jobs.	51.92% 27	44.23% 23	1.92% 1	1.92% 1	52	3.46
There is a sufficient number of administrators to provide effective leadership and services that support the institution's mission and purposes.	50.94% 27	41.51% 22	5.66% 3	1.89% 1	53	3.42
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	15.38% 8	50.00% 26	23.08% 12	11.54% 6	52	2.69
There is a sufficient number of classified professionals to support effective educational, technological, physical, and administrative operations of the institution.	16.98% 9	32.08% 17	33.96% 18	16.98% 9	53	2.49
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.	43.40% 23	41.51% 22	9.43% 5	5.66% 3	53	3.23
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.	26.92% 14	48.08% 25	17.31% 9	7.69% 4	52	2.94
I believe resources have been allocated effectively in my area to support student success.	23.08% 12	50.00% 26	17.31% 9	9.62% 5	52	2.87
I am aware of the processes by which Norco College ranks staffing and equipment needs identified in program review.	42.31% 22	36.54% 19	15.38% 8	5.77% 3	52	3.15
Final decisions on funding at Norco College give consideration to priority lists approved by the planning councils in making resource allocation decisions.	28.85% 15	53.85% 28	11.54% 6	5.77% 3	52	3.06
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.	25.49% 13	45.10% 23	19.61% 10	9.80% 5	51	2.86
The needs of my area are addressed through Norco College's prioritization ranking processes.	30.77% 16	42.31% 22	19.23% 10	7.69% 4	52	2.96