



Kern Community College District
KCCD 2025 Triennial Climate Survey

March 2026

Prepared for
KCCD Chancellor, Dr. S. Bloomberg

By the
Kern Community College District
Office of Institutional Research and Reporting

Emma Blackthorne, PhD

-And-

Rachel Ortiz, PhD

--This page intentionally blank --

Contents

Executive Summary	4
Introduction	4
Location-Level Climate Findings	5
Methodology	5
Survey Administration	5
College Perspective District Level Climate & Trust	6
District Office	7
Employee Perspective: District Office: District Level Climate & Trust	7
Employee Perspective: Classified Staff	7
Employee Perspective: Management	9
Ethical Standards, Morale, Value, and Support	10
District Office	11
Employee Perspective: District Office: Ethical Standards, Morale, Value and Support	11
Employee Perspective: Classified Staff	11
Employee Perspective: Management	13
Supervisor Relations and Immediate Leadership	14
District Office	14
Employee Perspective: District Office: Supervisor Relations and Immediate Leadership	15
Employee Perspective: Classified Staff	15
Employee Perspective: Management	16
Work Location Relationships and Belonging	17
District Office	18
Employee Perspective: District Office: Workplace Relationships, Trust, and Belonging	18
Employee Perspective: Classified Staff	18
Employee Perspective: Management	19
Decision-Making, Governance, and Communication	20
District Office	21

Kern Community College District
KCCD 2025 Triennial Climate Survey – Porterville College Report

Employee Perspective: District Office: Decision-Making, Governance, and Communication 22

 Employee Perspective: Classified Staff 22

 Employee Perspective: Management 23

Local Engagement and Outlook 25

 District Office 25

 Engagement 25

 Outlook & Reflection 26

Workload, Productivity, Environment, and Safety 26

 District Office 26

 Employee Perspective: District Office: Workload, Productivity, Environment, and Safety 27

 Employee Perspective: Classified Staff 27

 Employee Perspective: Management 28

Location-Level Open-Ended Highlights 29

 District Office 29

 District Office — Illustrative Employee Comments 30

Conclusion: District Office 30

Executive Summary

The 2025 Climate Survey results for Porterville College reflect a campus with strong internal engagement, stable supervisory relationships, and high employee commitment, alongside emerging challenges related to district-level trust, governance confidence, and aspects of the physical environment.

Employees at Porterville College continue to report high participation in departmental and governance activities, strong intent to remain with both the college and the district, and generally positive perceptions of supervisor support. Career development opportunities remain a relative strength compared to other locations, and peer relationships and departmental cohesion serve as stabilizing forces across employee groups.

At the same time, perceptions of district-level trust, decision-making effectiveness, and ethical climate have declined over time, particularly among classified staff. While faculty and management report more moderate or stable governance perceptions, cross-role trust and confidence in institutional effectiveness remain areas for attention.

Workload balance is comparatively strong at this location, and safety remains a clear strength. However, declining perceptions of facility attractiveness and maintenance conditions suggest that visible environmental improvements may positively influence overall morale and productivity.

Overall, Porterville College demonstrates local resilience and engagement, with strong internal relationships and sustained commitment to the institution’s mission. The survey findings highlight opportunities to strengthen district–college alignment, reinforce cross-role trust, and continue building on strong supervisory and departmental practices.

Introduction

This report presents findings specific to Porterville College from the 2025 Kern Community College District Triennial Climate Survey. Results are organized according to the same survey domains used districtwide to ensure consistency and comparability, including:

- District-Level Climate & Trust
- Ethical Standards, Morale, Value, and Support
- Supervisor Relations and Immediate Leadership
- Workplace Relationships and Belonging
- Decision-Making, Governance, and Communication
- Engagement and Outlook

- Workload, Productivity, Environment, and Safety

Results are disaggregated by employee group (classified staff, faculty, and management) to illuminate patterns that may differ across roles. Six-year trend comparisons (2019–2025) are included where available to provide longitudinal context.

Open-ended responses are incorporated to provide qualitative depth and elevate employee voice while focusing on recurring themes rather than individual comments. The purpose of this report is developmental, to support reflection, inform planning, and identify both strengths and opportunities for continuous improvement at Porterville College.

Location-Level Climate Findings

Methodology

Survey Administration

The 2025 Triennial Climate Survey was administered districtwide during Fall 2025. The survey was distributed electronically to all employees across Kern Community College District locations, including Bakersfield College, Cerro Coso Community College, Porterville College, and the District Office. Participation was voluntary and confidential.

Multiple reminder communications were issued during the administration period to encourage participation across employee groups.

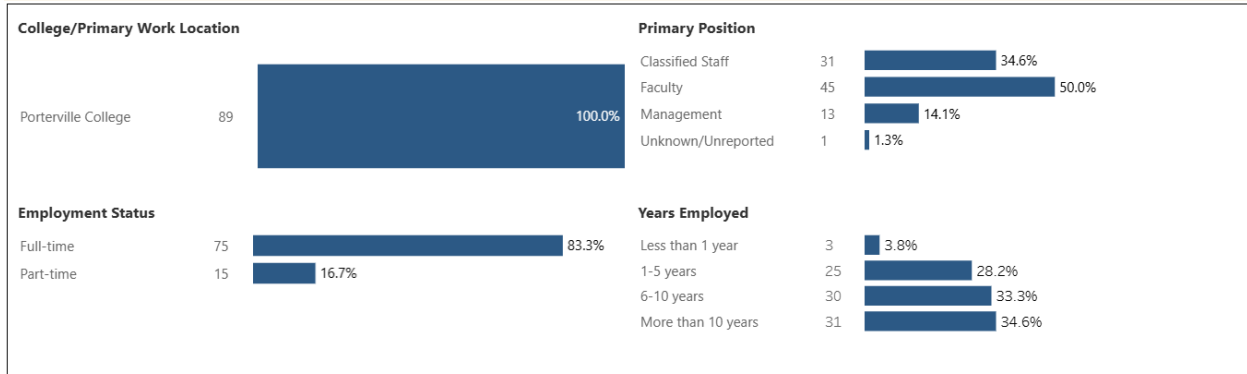
Porterville College Response Overview

A total of **89 employees from Porterville College** participated in the 2025 survey.

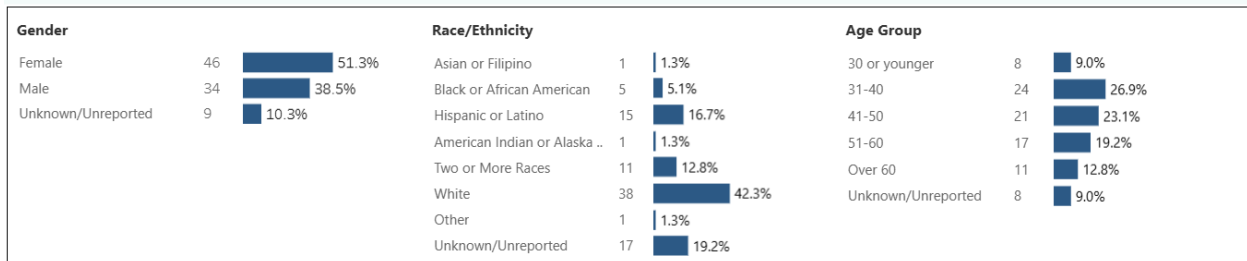
2025 Survey

Total Respondents: 89

Who Responded- Employment Context



Who They Are- Identity Demographics



College Perspective District Level Climate & Trust

Although results are presented by work location, some survey items reflect perceptions of district-level systems, leadership, and cross-college alignment. Differences across locations, therefore, provide insight into how district decisions, communication practices, and governance structures are experienced in distinct campus contexts.

Across locations, 2025 results indicate continued erosion in trust and decision-making confidence, with variation in communication clarity and professional growth perceptions. The following summaries highlight key patterns by site.

Porterville College

Porterville College reported mixed perceptions, with some indicators showing relative stability and others reflecting districtwide declines.

- Agreement that KCCD promotes high ethical standards declined to 35.9%.
- Trust between colleges and the District Office declined to 24.4%, while trust among the colleges declined to 15.6%.
- 42.3% agreed that relevant information is effectively communicated, higher than several other locations.

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Understanding of district decision-making declined to 31.2%, and only 12.8% agreed the process is effective.
- A majority (53.8%) agreed that KCCD provides opportunities to learn and grow in their career.
- Information flow perceptions remained modest:
 - 29.9% District Office → colleges
 - 25.6% colleges → District Office

Open to Different Ideas, Opinions, and Beliefs				Trust (Colleges+District Office)			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
71.7%	58.7%	64.1%		40.5%	42.6%	24.4%	
Trust (3 Colleges)				Relevant Information Effectively Communicated			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
35.1%	41.3%	15.6%		48.6%	43.9%	42.3%	
Understand Decision Making Process				Decision Making Process is Effective			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
47.7%	45.9%	31.2%		38.7%	36.1%	12.8%	
KCCD Promotes High Ethical Standards				Opportunities to Learn and Grow in Career			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
72.3%	67.6%	35.9%		58.2%	61.5%	53.8%	
Information Flows Well (2025)							
District Office→Colleges				Colleges→District Office			
29.9%				25.6%			

Interpretive note:

Porterville College’s results suggest that career development opportunities remain a relative strength, even as trust and confidence in district governance processes have declined.

Employee Perspective: Porterville College: District Level Climate & Trust

Employee Perspective: Classified Staff

Classified staff at Porterville College report pronounced declines in district-level trust, decision-making effectiveness, and perceptions of ethical standards in 2025. While openness to ideas shows partial recovery from 2022, nearly all governance and cross-institutional trust indicators have weakened, and information flow ratings are among the lowest across locations.

Key Themes:

- Partial Recovery in Perceived Openness
 - 59.3% agree the district is open to different ideas, opinions, and beliefs.
 - This reflects improvement from 2022 but remains below 2019 levels.
- Sharp Decline in Cross-Institutional Trust

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Trust between colleges and the District Office declined to 14.8%.
- Trust among the three colleges also stands at 14.8%.
- These figures represent significant declines from 2022 highs.

Open to Different Ideas, Opinions, and Beliefs				Trust (Colleges→District Office)			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
65.6%	50.0%	59.3%		35.1%	46.7%	14.8%	
Trust (3 Colleges)				Relevant Information Effectively Communicated			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
35.1%	36.7%	14.8%		37.8%	33.3%	29.6%	
Understand Decision Making Process				Decision Making Process is Effective			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
43.2%	46.7%	29.6%		35.1%	30.0%	11.1%	
KCCD Promotes High Ethical Standards				Opportunities to Learn and Grow in Career			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
59.5%	73.3%	33.3%		51.4%	46.7%	37.0%	
Information Flows Well (2025)							
District Office→Colleges				Colleges→District Office			
18.5%				14.8%			

- Declining Communication Effectiveness
 - 29.6% believe relevant information is effectively communicated.
 - Communication ratings have gradually decreased since 2019.
- Reduced Understanding and Very Low Effectiveness
 - 29.6% report understanding the decision-making process.
 - Only 11.1% believe the decision-making process is effective.
 - Confidence in effectiveness is particularly low.
- Significant Drop in Ethical Standards Perception
 - Agreement that KCCD promotes high ethical standards declined to 33.3%, down 40 points from 2022.
 - This represents one of the most substantial shifts in this section.
- Decline in Career Growth Perceptions
 - 37.0% report favorable perceptions of opportunities to learn and grow in their career.
 - This continues a downward trend since 2019.
- Very Weak Bidirectional Information Flow
 - 18.5% report effective flow from District Office to colleges.
 - 14.8% report effective flow from colleges to District Office.
 - Both measures indicate constrained communication in both directions.

Overall Signal:

Classified staff at Porterville College report low confidence in district-level trust, governance effectiveness, and communication flow. While perceptions of openness remain moderate, the

combination of declining ethical climate ratings, weak cross-college trust, and minimal belief in decision-making effectiveness suggests significant challenges in district-college alignment and institutional transparency at this location.

Employee Perspective: Faculty

Faculty at Porterville College report strong perceptions of openness and communication stability, alongside sharp declines in cross-college trust, decision-making effectiveness, and ethical climate. While some indicators remain comparatively strong, 2025 results reflect significant volatility since 2022.

Key Themes:

- Strong Perception of Openness

- 66.7% agree the district is open to different ideas, opinions, and beliefs.
- This reflects stability and partial recovery from 2022.

Open to Different Ideas, Opinions, and Beliefs			
2019	2022	2025	6Yr Trend
72.1%	64.4%	66.7%	

Trust (Colleges↔District Office)			
2019	2022	2025	6Yr Trend
45.9%	43.5%	28.2%	

Trust (3 Colleges)			
2019	2022	2025	6Yr Trend
39.3%	41.3%	12.8%	

Relevant Information Effectively Communicated			
2019	2022	2025	6Yr Trend
52.5%	54.1%	53.8%	

Understand Decision Making Process			
2019	2022	2025	6Yr Trend
45.9%	47.6%	34.2%	

Decision Making Process is Effective			
2019	2022	2025	6Yr Trend
37.7%	41.9%	17.9%	

KCCD Promotes High Ethical Standards			
2019	2022	2025	6Yr Trend
75.8%	67.7%	38.5%	

Opportunities to Learn and Grow in Career			
2019	2022	2025	6Yr Trend
65.6%	69.8%	61.5%	

- Declining Cross-Institutional Trust

- Trust between colleges and the District Office stands at 28.2%, down from 43.5% in 2022.
- Trust among the three colleges declined sharply to 12.8%, representing one of the lowest cross-college trust scores.

Information Flows Well (2025)	
District Office→Colleges	Colleges→District Office
39.5%	33.3%

- Stable Communication Effectiveness

- 53.8% believe relevant information is effectively communicated.
- Communication remains one of the stronger governance indicators.

- Declining Governance Confidence

- 34.2% report understanding the decision-making process.
- Only 17.9% believe the decision-making process is effective.
- The decline in effectiveness is particularly notable.

- Sharp Decline in Ethical Standards Perception

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Agreement that KCCD promotes high ethical standards dropped to 38.5%, down nearly 30 points from 2019.
- This marks one of the most significant declines in this section.
- Relatively Strong Career Growth Perceptions
 - 61.5% report favorable perceptions of opportunities to learn and grow in their career.
 - Despite some decline from 2022, this remains one of the more positive indicators.
- Moderate Information Flow
 - 39.5% report effective flow from District Office to colleges.
 - 33.3% report effective flow from colleges to District Office.
 - While not high, these are stronger than several other locations.

Overall Signal:

Faculty at Porterville College report strong cultural openness and communication clarity, but substantial erosion in cross-college trust, ethical climate perceptions, and decision-making effectiveness. The divergence between stable communication ratings and low governance confidence suggests that information may be reaching faculty, yet confidence in institutional outcomes and alignment has weakened significantly.

Employee Perspective: Management

Management respondents at Porterville College report strong perceptions of openness and improving career growth opportunities, alongside significant volatility in trust, ethical climate, and governance effectiveness. The 2025 results suggest partial recovery in some cross-institutional trust measures, but continued weakness in decision-making confidence and ethical standards perceptions.

Key Themes:

- Strong Rebound in Cultural Openness
 - 72.7% agree the district is open to different ideas, opinions, and beliefs.
 - This reflects recovery from 2022 and remains comparatively strong.

Open to Different Ideas, Opinions, and Beliefs				Trust (Colleges→District Office)			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
84.6%	53.3%	72.7%		30.8%	31.3%	36.4%	
Trust (3 Colleges)				Relevant Information Effectively Communicated			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
15.4%	50.0%	30.0%		61.5%	25.0%	36.4%	
Understand Decision Making Process				Decision Making Process is Effective			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
69.2%	37.5%	27.3%		53.8%	25.0%		
KCCD Promotes High Ethical Standards				Opportunities to Learn and Grow in Career			
2019	2022	2025	6Yr Trend	2019	2022	2025	6Yr Trend
92.3%	56.3%	36.4%		41.7%	56.3%	63.6%	
Information Flows Well (2025)							
District Office→Colleges				Colleges→District Office			
27.3%				27.3%			

Kern Community College District
KCCD 2025 Triennial Climate Survey – Porterville College Report

- Mixed Cross-Institutional Trust
 - Trust between colleges and the District Office stands at 36.4%, reflecting improvement since 2019 and 2022.
 - Trust among the three colleges is 30.0%, down from a 2022 peak but higher than 2019.
 - Trust appears volatile rather than steadily declining.
- Moderate Communication Effectiveness
 - 36.4% believe relevant information is effectively communicated.
 - Communication confidence remains inconsistent across cycles.
- Decline in Decision-Making Understanding
 - 27.3% report understanding the decision-making process, down sharply from prior years.
 - Decision-making effectiveness remains low (approximately mid-20% range in 2025), reflecting sustained skepticism.
- Sharp Decline in Ethical Standards Perception
 - Agreement that KCCD promotes high ethical standards declined to 36.4%, down more than 50 points from 2019.
 - This represents one of the steepest long-term declines in this section.
- Strong and Improving Career Growth Perception
 - 63.6% report favorable perceptions of opportunities to learn and grow in their career.
 - This indicator has steadily improved since 2019.
- Balanced but Modest Information Flow
 - 27.3% report effective flow from District Office to colleges.
 - 27.3% report effective flow from colleges to District Office.
 - Communication appears balanced, though not strong.

Overall Signal:

Management at Porterville College report strong openness and improving professional growth opportunities, yet continued concern regarding ethical climate and governance effectiveness. Trust measures show volatility rather than uniform decline, suggesting shifting perceptions over time.

Strengthening consistency in decision-making transparency and visibly reinforcing ethical leadership practices may be key to stabilizing confidence at this location.

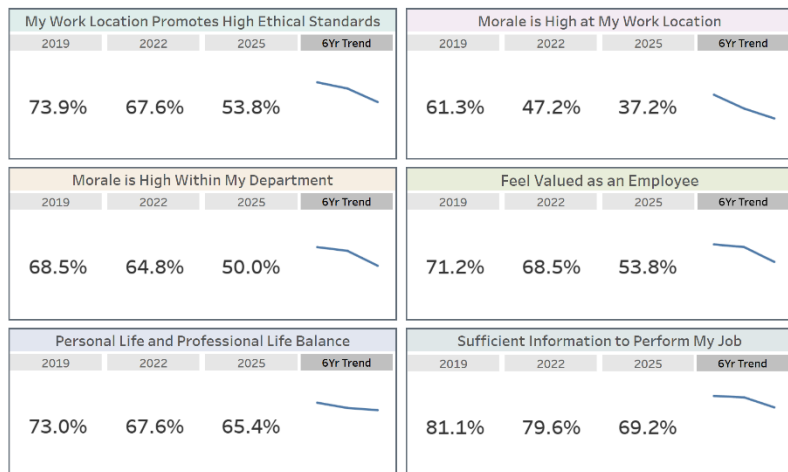
Ethical Standards, Morale, Value, and Support

This section examines Porterville College focusing on ethical standards, morale, feeling valued, work–life balance, and access to information. Results are presented to highlight contextual differences between employee groups and inform location-specific strategies, rather than to evaluate performance.

Porterville College

Porterville College results in 2025 indicate gradual decline from 2019 levels, with some areas of relative stability.

- Agreement that the work location promotes high ethical standards declined to 53.8%, down from 73.9% in 2019.
- Morale at the work location decreased steadily to 37.2%, while morale within departments declined to 50.0%.
- A majority of respondents continued to report feeling valued (53.8%) and maintaining work–life balance (65.4%), the latter remaining the strongest among all locations.
- Perceptions of having sufficient information to perform one’s job declined to 69.2%, though still higher than districtwide levels.



Interpretive note:

Porterville College’s results suggest that while morale challenges are present, work–life balance and informational support remain relative strengths. These conditions may provide a stable foundation for targeted morale- and engagement-focused strategies aligned with employee wellness and professional development initiatives.

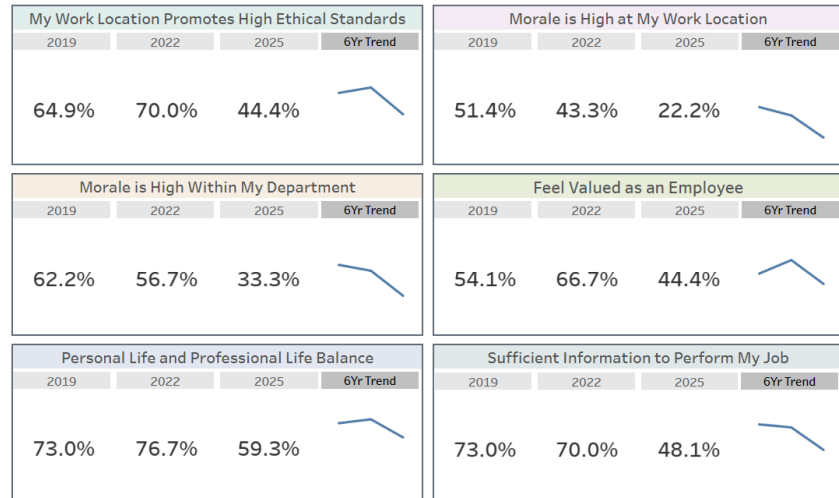
Employee Perspective: Porterville College: Ethical Standards, Morale, Value and Support

Employee Perspective: Classified Staff

Classified staff at Porterville College report notable declines across ethical climate, morale, feeling valued, and job clarity in 2025. While several indicators were comparatively strong in 2022, the current results suggest meaningful deterioration in day-to-day workplace experience, particularly in morale and departmental climate.

Key Themes:

- Decline in Ethical Climate
 - 44.4% agree their work location promotes high ethical standards.



- This reflects a sharp decline from 2022 and continued erosion from 2019.
- Low Workplace Morale
 - Only 22.2% report morale is high at their work location.
 - This is one of the lowest morale indicators among locations.
- Significant Drop in Department-Level Morale
 - 33.3% report high morale within their department.
 - This marks a steep decline from prior cycles and suggests internal strain.
- Reduced Sense of Feeling Valued
 - 44.4% report feeling valued as an employee.
 - While higher than morale ratings, this reflects a substantial decline from 2022.
- Declining Work-Life Balance
 - 59.3% report positive balance between personal and professional life.
 - Although still above 50%, this measure has dropped notably since 2022.
- Sharp Decline in Job Information Clarity

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- 48.1% report having sufficient information to perform their job.
- This represents one of the more concerning declines in this section.

Overall Signal:

Classified staff at Porterville College report significant deterioration in morale, departmental climate, and job clarity. The combination of low morale and reduced perceptions of being valued suggests cumulative workplace strain. Stabilizing the local employee experience may require focused attention on communication clarity, recognition practices, and workload alignment at the site level.

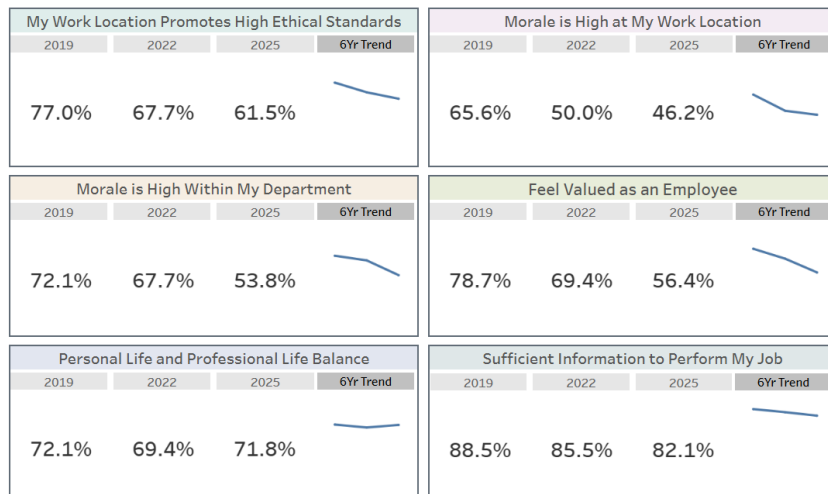
Employee Perspective: Faculty

Faculty at Porterville College report moderate but declining morale and ethical climate perceptions, alongside relatively strong work-life balance and job clarity. While several indicators remain above 50%, the six-year trend reflects gradual softening in feeling valued and departmental morale.

Key Themes:

- Moderate Ethical Climate
 - 61.5% agree their work location promotes high ethical standards.
 - Although lower than 2019 levels, this remains comparatively stable.
- Declining Workplace Morale
 - 46.2% report morale is high at their work location.
 - This reflects continued decline from 2019.

- Softening Department-Level Morale
 - 53.8% report high morale within their department.
 - While still above 50%, this represents steady erosion over time.



- Reduced Sense of Feeling Valued

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- 56.4% report feeling valued as an employee.
- This remains a majority but has declined meaningfully since 2019.
- Strong and Stable Work-Life Balance
 - 71.8% report positive balance between personal and professional life.
 - This is one of the strongest indicators in this section.
- Strong Job Information Clarity
 - 82.1% report having sufficient information to perform their job.
 - This remains a clear strength despite gradual decline.

Overall Signal:

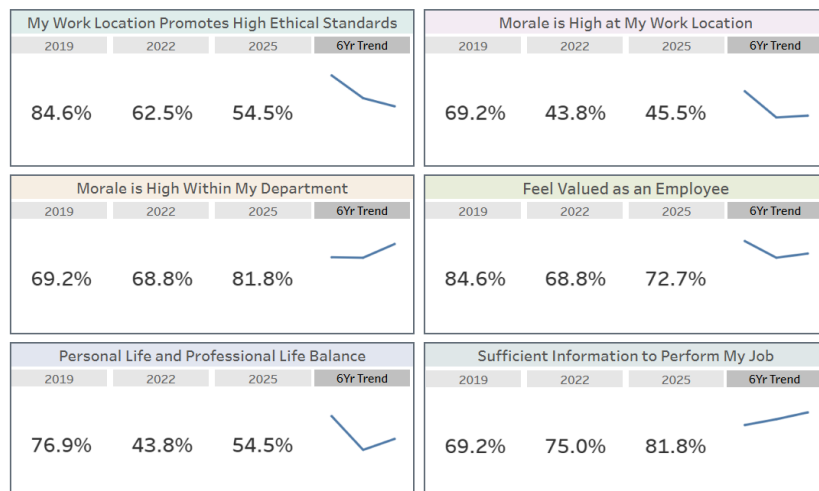
Faculty at Porterville College continue to report strong work-life balance and job clarity, suggesting operational stability at the local level. However, declining morale, feeling valued, and ethical climate perceptions indicate emerging engagement concerns. While conditions remain comparatively stable, reinforcing recognition, strengthening morale initiatives, and maintaining ethical leadership visibility may help prevent further erosion in faculty experience.

Employee Perspective: Management

Management at Porterville College report a mixed climate in 2025: strong departmental morale, feeling valued, and job clarity alongside continued declines in location-wide morale and ethical climate perceptions. The pattern suggests resilience at the department level, even as broader site-level sentiment remains more uneven.

Key Themes:

- Declining Ethical Climate at the Location Level
 - 54.5% agree their work location promotes high ethical standards.
 - This reflects a substantial decline from 2019 and 2022.



- Moderate but Softened Location-Wide Morale
 - 45.5% report morale is high at their work location.
 - While slightly improved from 2022, this remains well below 2019 levels.
- Strong Department-Level Morale
 - 81.8% report high morale within their department.
 - This is one of the strongest indicators in this section and reflects significant improvement.
- High Sense of Feeling Valued
 - 72.7% report feeling valued as an employee.
 - Although lower than 2019, this remains a clear strength.
- Partial Recovery in Work-Life Balance
 - 54.5% report positive balance between personal and professional life.
 - This represents improvement from 2022, though still below 2019.
- Strong and Improving Job Information Clarity
 - 81.8% report having sufficient information to perform their job.
 - This measure has steadily improved and is one of the strongest indicators overall.

Overall Signal:

Management at Porterville College report strong internal departmental cohesion, high levels of feeling valued, and clear job expectations. However, declining perceptions of ethical standards and uneven location-wide morale suggest broader institutional pressures. The divergence between strong department morale and weaker overall morale indicates that local leadership dynamics may be buffering broader organizational strain. Strengthening consistency in ethical visibility and site-wide morale initiatives may help close this gap.

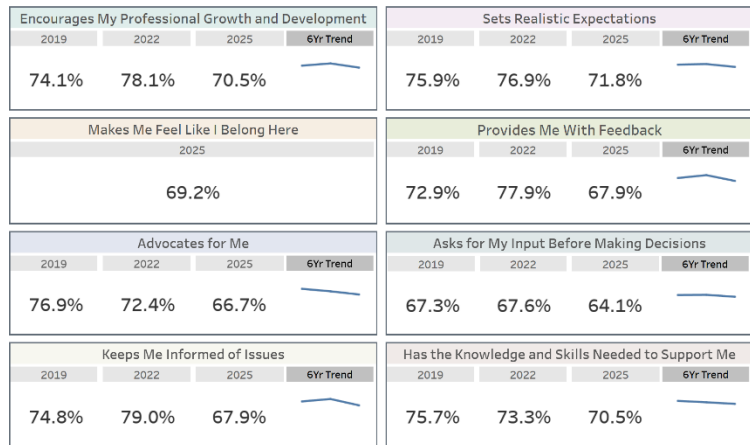
Supervisor Relations and Immediate Leadership

This subsection examines employee perceptions of immediate supervisors, including support for professional growth, communication, advocacy, feedback, inclusion, and leadership competence.

Porterville College

Porterville College reported consistently strong supervisor relations across most indicators in 2025.

- 70.5% agreed supervisors encourage professional growth.
- 71.8% agreed supervisors set realistic expectations.
- Feedback (67.9%) and advocacy (66.7%) were reported at higher levels than many other locations.
- 64.1% agreed supervisors ask for input before decisions.
- 67.9% agreed supervisors keep them informed.
- 69.2% reported feeling a sense of belonging.
- 70.5% agreed supervisors have the skills needed to support them.



Interpretive note:

Porterville College’s results indicate that strong supervisor relationships may be buffering broader organizational pressures, supporting engagement and stability at the local level.

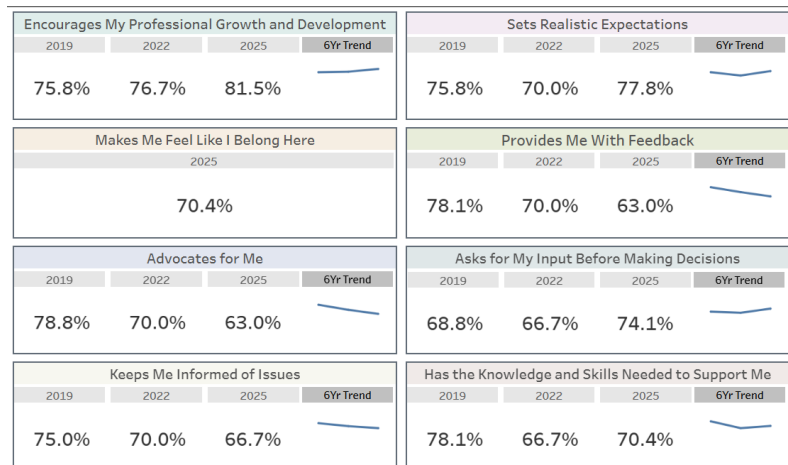
Employee Perspective: Porterville College: Supervisor Relations and Immediate Leadership

Employee Perspective: Classified Staff

Classified staff at Porterville College report generally strong and improving perceptions of immediate leadership in 2025. While some indicators have softened since 2019, several measures—particularly professional growth support and participatory decision-making—show positive momentum.

Key Themes:

- Strong and Improving Growth Support
 - 81.5% agree their supervisor encourages professional growth and development.
 - This reflects steady improvement since 2019.



Kern Community College District
KCCD 2025 Triennial Climate Survey – Porterville College Report

- Clear Expectations
 - 77.8% agree their supervisor sets realistic expectations.
 - Expectations have rebounded from 2022 levels.
- Solid Sense of Belonging
 - 70.4% report their supervisor makes them feel like they belong.
 - Belonging remains a stable leadership strength.
- Moderate but Declining Feedback
 - 63.0% report receiving meaningful feedback.
 - While still above 60%, this measure has gradually declined since 2019.
- Softening Advocacy
 - 63.0% believe their supervisor advocates for them.
 - Advocacy has trended downward over time.
- Strong Participatory Engagement
 - 74.1% report their supervisor asks for input before making decisions.
 - This represents one of the stronger leadership indicators in 2025.
- Stable Communication
 - 66.7% report their supervisor keeps them informed of issues.
 - Communication remains consistent though slightly lower than earlier cycles.
- Solid Confidence in Supervisor Competence
 - 70.4% believe their supervisor has the knowledge and skills needed to support them.
 - This reflects improvement since 2022.

Overall Signal:

Classified staff at Porterville College report generally strong supervisory relationships characterized by growth support, participatory engagement, and clear expectations. Although feedback and advocacy have softened slightly over time, immediate leadership remains a local strength. Maintaining consistency in communication and reinforcing employee advocacy may help sustain positive supervisory perceptions moving forward.

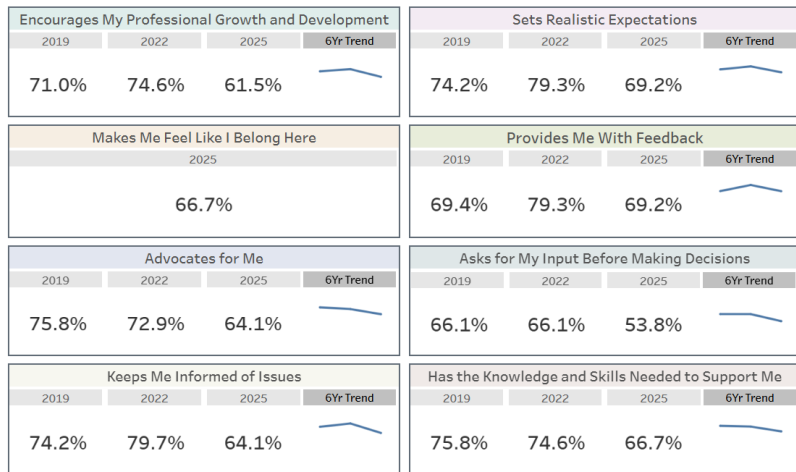
Employee Perspective: Faculty

Faculty at Porterville College report generally solid supervisory relationships in 2025, though most indicators show gradual softening from 2022 highs. While feedback and communication remain comparatively strong, advocacy, participatory engagement, and professional growth support have moderated over time.

Key Themes:

- Moderate Professional Growth Support
 - 61.5% agree their supervisor encourages professional growth and development.
 - This reflects decline from 2022 and is one of the lower-rated indicators in this section.
- Clear Expectations
 - 69.2% agree their supervisor sets realistic expectations.
 - Expectations remain stable and relatively strong.

- Strong Sense of Belonging
 - 66.7% report their supervisor makes them feel like they belong.
 - Belonging remains a steady leadership strength.



- Stable Feedback
 - 69.2% report receiving meaningful feedback.
 - Although slightly down from 2022, feedback remains solid.
- Declining Advocacy
 - 64.1% believe their supervisor advocates for them.
 - This reflects gradual softening since 2019.
- Reduced Participatory Decision-Making
 - 53.8% report their supervisor asks for input before making decisions.

Kern Community College District
KCCD 2025 Triennial Climate Survey – Porterville College Report

- This indicates moderate but declining engagement in shared decision-making.
- Softening Communication
 - 64.1% report their supervisor keeps them informed of issues.
 - Communication has trended downward from 2022 levels.
- Stable Supervisor Competence
 - 66.7% believe their supervisor has the knowledge and skills needed to support them.
 - While slightly declining, competence remains a strength.

Overall Signal:

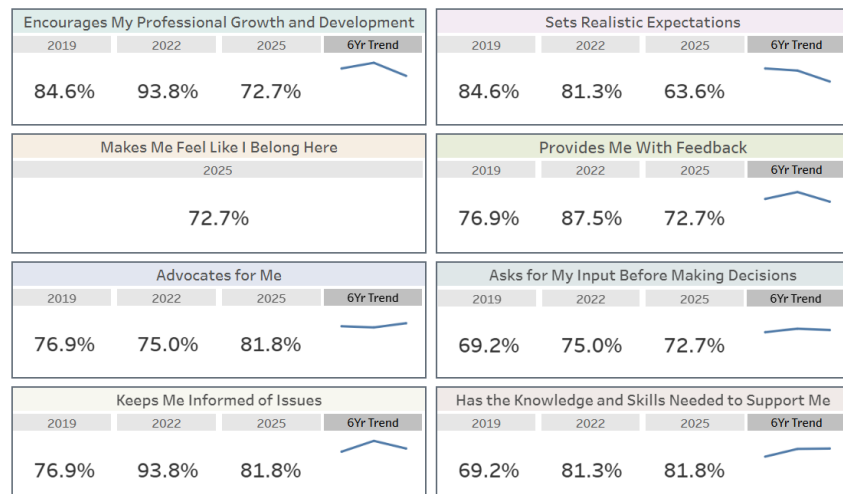
Faculty at Porterville College report generally stable supervisory relationships characterized by belonging, feedback, and expectation clarity. However, steady declines in advocacy, growth support, and participatory engagement suggest gradual erosion in relational strength. Reinforcing inclusive leadership practices and strengthening structured professional growth conversations may help maintain faculty confidence at the supervisory level.

Employee Perspective: Management

Management at Porterville College report generally strong and stable supervisory relationships in 2025. While several indicators have moderated from exceptionally high 2022 peaks, most measures remain above 70%, suggesting resilient and supportive immediate leadership dynamics.

Key Themes:

- Strong Professional Growth Support
 - 72.7% agree their supervisor encourages professional growth and development.
 - Although down from 2022, this remains a solid strength.
- Clear Expectations



Kern Community College District
KCCCD 2025 Triennial Climate Survey – Porterville College Report

- 63.6% agree their supervisor sets realistic expectations.
 - This reflects some softening but remains majority-positive.
- Strong Sense of Belonging
 - 72.7% report their supervisor makes them feel like they belong.
 - Belonging remains a stable leadership asset.
- Solid Feedback
 - 72.7% report receiving meaningful feedback.
 - While slightly below 2022 levels, feedback remains comparatively strong.
- High Advocacy
 - 81.8% believe their supervisor advocates for them.
 - Advocacy has strengthened since 2022 and is one of the highest-rated indicators.
- Strong Participatory Engagement
 - 72.7% report their supervisor asks for input before making decisions.
 - This reflects stable participatory leadership practices.
- Strong Communication
 - 81.8% report their supervisor keeps them informed of issues.
 - Communication remains a leadership strength.
- High Confidence in Supervisor Competence
 - 81.8% believe their supervisor has the knowledge and skills needed to support them.
 - Confidence in supervisory competence remains very strong.

Overall Signal:

Management at Porterville College report strong supervisory relationships characterized by advocacy, communication, and competence. While some measures have softened from 2022 highs, overall immediate leadership remains a clear strength at this location. Sustaining consistency in expectations and professional growth support may help maintain high managerial engagement and stability.

Work Location Relationships and Belonging

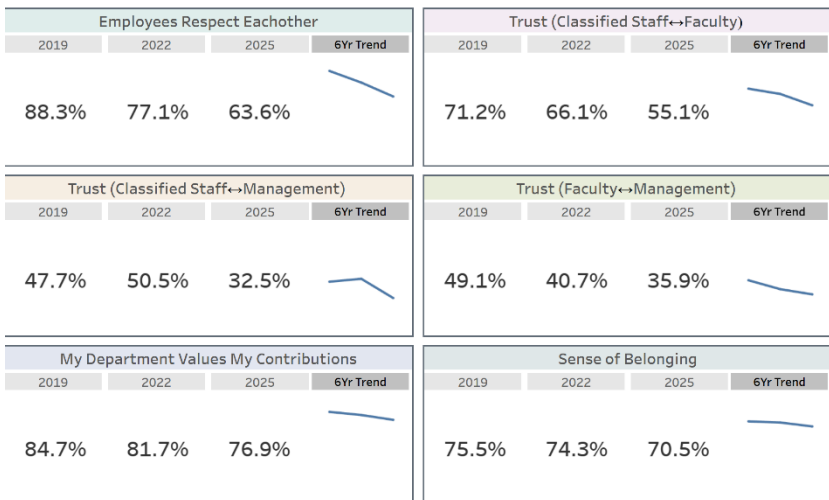
This subsection examines how employees experience interpersonal respect, trust across employee groups, departmental recognition, and sense of belonging at each work location

Porterville College

Porterville College continues to demonstrate relatively strong interpersonal relationships, despite declines in trust over time.

- Agreement that employees respect each other declined from 88.3% (2019) to 63.6% (2025).
- Trust measures showed mixed results:

- Classified–faculty trust remained comparatively strong at 55.1%, the highest among all locations.
- Classified–management trust declined to 32.5%.
- Faculty–management trust declined to 35.9%.



- A substantial majority of respondents agreed that their department values their contributions (76.9%).
- Sense of belonging remained high relative to other locations at 70.5%.

Interpretive note:

Porterville College’s results suggest that peer and departmental relationships remain a stabilizing force, even as trust in management relationships has declined. These conditions may support locally driven engagement strategies that reinforce belonging while addressing communication and leadership transparency.

Employee Perspective: Porterville College: Workplace Relationships, Trust, and Belonging

Employee Perspective: Classified Staff

Classified staff at Porterville College report substantial declines in mutual respect and cross-role trust in 2025. While departmental value and belonging remain moderately strong, trust indicators—particularly involving management—have weakened considerably since 2022. The overall pattern suggests strain in institutional relationships despite some stability within departments.

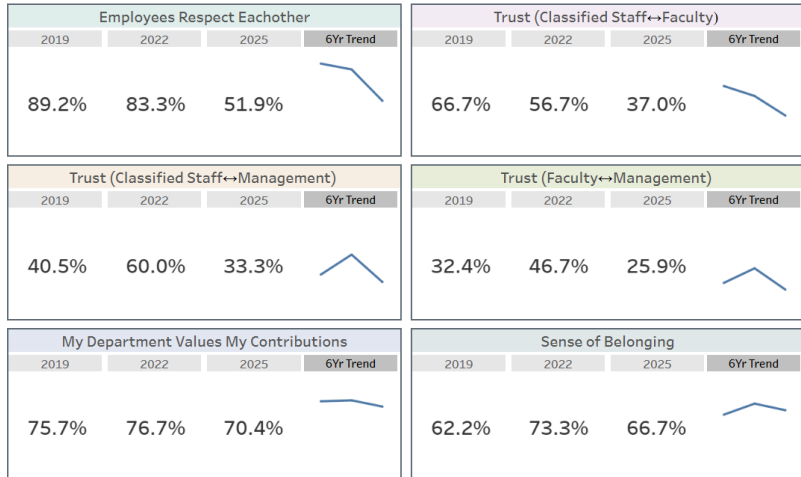
Key Themes:

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Sharp Decline in Perceived Respect
 - 51.9% agree that employees respect each other.
 - This reflects a significant drop from both 2019 and 2022 levels.

- Erosion of Cross-Role Trust

- Trust between classified staff and faculty stands at 37.0%, down notably from 2019.
- Trust between classified staff and management is 33.3%, reflecting sharp decline from 2022.



- Trust between faculty and management stands at 25.9%, indicating continued strain in vertical relationships.

- Moderate Departmental Value

- 70.4% agree their department values their contributions.
- While lower than prior years, this remains a relative strength compared to broader trust measures.

- Stable but Softened Sense of Belonging

- 66.7% report a sense of belonging.
- Belonging has moderated since 2022 but remains above 60%.

Overall Signal:

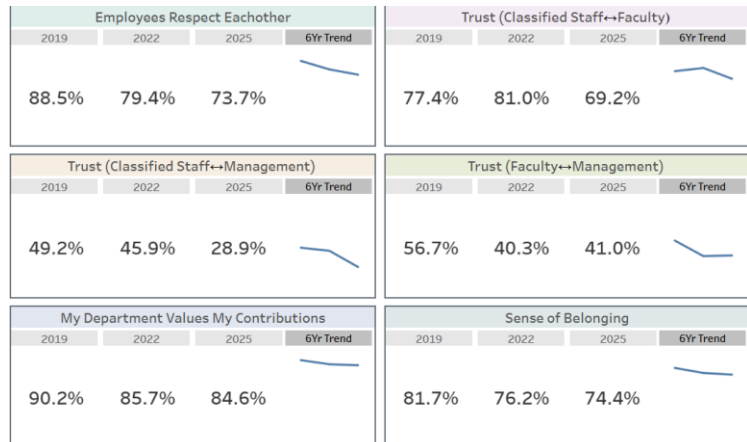
Classified staff at Porterville College report weakening cross-functional trust and reduced perceptions of mutual respect, even as departmental value and belonging remain moderately strong. The divergence between internal department cohesion and broader institutional trust suggests relational fragmentation at structural levels. Rebuilding cross-role collaboration, strengthening communication transparency, and reinforcing shared accountability may be critical to restoring confidence and cohesion.

Employee Perspective: Faculty

Faculty at Porterville College report generally strong peer relationships and departmental cohesion in 2025, alongside weakening trust with management. While mutual respect and belonging remain solid, vertical trust indicators have softened over time, suggesting strain in faculty–management relationships.

Key Themes:

- Strong Peer Respect
 - 73.7% agree that employees respect each other.
 - Although declining from 2019, this remains relatively strong.



- Solid Peer Trust
 - Trust between classified staff and faculty stands at 69.2%.
 - While slightly down from 2022, cross-role peer trust remains healthy.
- Declining Trust with Management
 - Trust between classified staff and management is 28.9%, reflecting continued erosion.
 - Trust between faculty and management stands at 41.0%, relatively stable but below 2019 levels.
- Strong Departmental Value
 - 84.6% agree their department values their contributions.
 - This remains one of the strongest indicators in this section.
- Moderate but Softening Belonging
 - 74.4% report a sense of belonging.
 - While lower than 2019, belonging remains comparatively strong.

Overall Signal:

Faculty at Porterville College report strong internal departmental cohesion and peer relationships, with a solid sense of belonging. However, declining trust with management suggests vertical relationship strain. The divergence between strong departmental value and weaker management trust indicates a

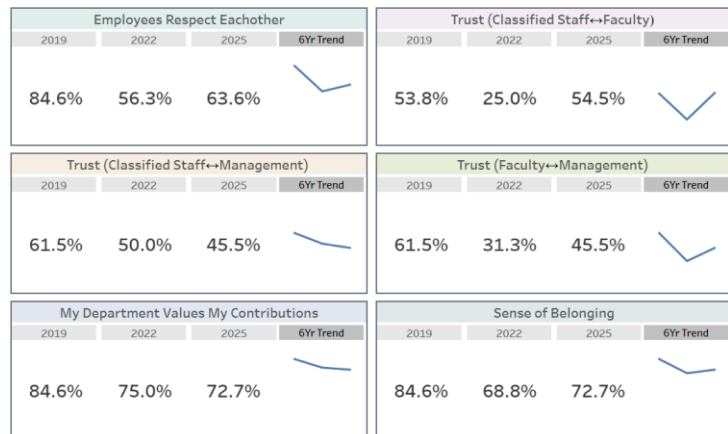
need to reinforce transparency, strengthen collaborative governance, and rebuild confidence in leadership alignment.

Employee Perspective: Management

Management at Porterville College report moderate relational strength in 2025, with partial recovery in cross-role trust compared to 2022, but continued softening from 2019 highs. While departmental value and belonging remain relatively strong, trust between employee groups and management remains uneven.

Key Themes:

- Moderate Peer Respect
 - 63.6% agree that employees respect each other.
 - This reflects improvement from 2022 but remains below 2019 levels.



- Rebound in Cross-Role Trust (Classified ↔ Faculty)
 - Trust between classified staff and faculty stands at 54.5%, recovering from 2022.
 - This suggests improving peer collaboration.
- Softening Trust with Management
 - Trust between classified staff and management is 45.5%, below 2019 levels.
 - Trust between faculty and management also stands at 45.5%, reflecting recovery from 2022 but still below earlier peaks.
- Strong Departmental Value
 - 72.7% agree their department values their contributions.
 - Although declining from 2019, this remains a relative strength.
- Moderate Sense of Belonging
 - 72.7% report a sense of belonging.
 - While below 2019 levels, belonging has stabilized since 2022.

Overall Signal:

Management at Porterville College report improving peer trust and relatively strong departmental cohesion, yet vertical trust with management remains moderated compared to earlier years. The rebound in cross-role trust suggests relational repair at the peer level, but sustained efforts in leadership transparency and collaborative governance may be necessary to fully restore institutional cohesion.

Decision-Making, Governance, and Communication

This subsection examines how employees at Porterville College perceive opportunities for participation, consultation, governance, and communication, as well as the effectiveness of decision-making processes. Results show variation across employee groups, highlighting areas where local governance practices and communication structures may be supporting or constraining employee engagement.

Porterville College

Porterville College reported moderate and comparatively stable results, with some declines but fewer extreme lows than other locations.

- Satisfaction with opportunities to participate in key decisions declined to 47.4%, though remaining higher than Bakersfield College and the District Office.
- Agreement that employees are sufficiently involved in decision-making increased to 46.2%.
- Feeling consulted and listened to declined slightly to 47.4%.
- Governance communication remained relatively strong:
 - 60.3% agreed that representatives keep them informed.
 - 56.4% agreed that representatives ask for their input.
- Perceptions that management considers concerns remained steady at 44.9%.
- Understanding of the decision-making process declined to 47.4%, and agreement that the process is effective declined to 39.7%.

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Information flow remained modest, with 34.6% upward and 29.5% downward.

I am Satisfied with Opportunities to Participate in Key Institutional Decisions				
2019	2022	2025	6Yr Trend	
52.7%	55.7%	47.4%		

Employees are Sufficiently Involved in Decision-Making				
2019	2022	2025	6Yr Trend	
40.5%	38.3%	46.2%		

I Feel Consulted and Listened to Regarding Decisions				
2019	2022	2025	6Yr Trend	
56.4%	55.6%	47.4%		

Representatives on Governance Committees Keep Me Informed				
2019	2022	2025	6Yr Trend	
66.4%	64.5%	60.3%		

Representatives on Governance Committees Ask for My Input				
2019	2022	2025	6Yr Trend	
59.5%	63.9%	56.4%		

Management/Administration Considers Faculty and Staff Concerns				
2019	2022	2025	6Yr Trend	
47.7%	45.8%	44.9%		

Relevant Information is Effectively Communicated				
2019	2022	2025	6Yr Trend	
59.5%	47.7%	48.7%		

I Understand the Decision Making Process at My Work Location				
2019	2022	2025	6Yr Trend	
62.7%	60.6%	47.4%		

The Decision Making Process is Effective				
2019	2022	2025	6Yr Trend	
53.2%	43.1%	39.7%		

Information Flows Well Upward				
2019	2022	2025	6Yr Trend	
42.3%	31.5%	34.6%		

Information Flows Well Downward				
2019	2022	2025	6Yr Trend	
38.2%	32.1%	29.5%		

Interpretive note:

Porterville College’s results suggest that participation structures and governance communication remain functional, though opportunities exist to strengthen clarity and confidence in decision-making effectiveness. These conditions may support incremental improvements aligned with employee engagement and leadership development initiatives.

Employee Perspective: Porterville College: Decision-Making, Governance, and Communication

Employee Perspective: Classified Staff

Classified staff at Porterville College report mixed perceptions of governance in 2025. While some indicators—such as employee involvement and communication effectiveness—show modest stabilization or improvement from 2022, overall satisfaction with participation and confidence in decision-making effectiveness remain low. The results suggest uneven engagement and limited confidence in institutional responsiveness.

Key Themes:

- Low Satisfaction with Participation
 - 29.6% are satisfied with opportunities to participate in key institutional decisions.
 - Satisfaction has declined slightly since 2022.

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Improved Perception of Involvement

- 37.0% believe employees are sufficiently involved in decision-making.
- This reflects recovery from 2022 levels and is one of the stronger indicators in this section.

I am Satisfied with Opportunities to Participate in Key Institutional Decisions			
2019	2022	2025	6Yr Trend
38.9%	40.0%	29.6%	
Employees are Sufficiently Involved in Decision-Making			
2019	2022	2025	6Yr Trend
35.1%	23.3%	37.0%	
I Feel Consulted and Listened to Regarding Decisions			
2019	2022	2025	6Yr Trend
55.6%	53.3%	29.6%	
Representatives on Governance Committees Keep Me Informed			
2019	2022	2025	6Yr Trend
44.4%	44.8%	44.4%	
Representatives on Governance Committees Ask for My Input			
2019	2022	2025	6Yr Trend
35.1%	46.7%	37.0%	
Management/Administration Considers Faculty and Staff Concerns			
2019	2022	2025	6Yr Trend
35.1%	50.0%	37.0%	
Relevant Information is Effectively Communicated			
2019	2022	2025	6Yr Trend
48.6%	33.3%	40.7%	
I Understand the Decision Making Process at My Work Location			
2019	2022	2025	6Yr Trend
64.9%	56.7%	37.0%	
The Decision Making Process is Effective			
2019	2022	2025	6Yr Trend
45.9%	43.3%	25.9%	
Information Flows Well Upward			
2019	2022	2025	6Yr Trend
43.2%	34.5%	29.6%	
Information Flows Well Downward			
2019	2022	2025	6Yr Trend
29.7%	20.0%	18.5%	

- Decline in Feeling Consulted

- 29.6% feel consulted and listened to regarding decisions.
- Consultation has dropped significantly since 2019.

- Stable Governance Communication

- 44.4% say governance representatives keep them informed.
- 37.0% report representatives ask for their input.
- These measures remain relatively consistent across cycles.

- Moderate Administrative Responsiveness

- 37.0% believe management/administration considers faculty and staff concerns.
- This represents partial recovery from 2022.

- Rebound in Communication Effectiveness

- 40.7% believe relevant information is effectively communicated.
- Communication perceptions improved from 2022 levels.

- Decline in Understanding and Effectiveness

- 37.0% report understanding the decision-making process.
- Only 25.9% believe the process is effective.
- Confidence in effectiveness remains low.

- Weak Information Flow

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- 29.6% report information flows well upward.
- 18.5% report information flows well downward.
- Downward communication remains particularly constrained.

Overall Signal:

Classified staff at Porterville College report uneven governance engagement—some recovery in involvement and communication visibility, but continued low satisfaction with participation and limited belief in decision-making effectiveness. Strengthening consultation mechanisms, improving downward communication, and visibly acting on staff input may help stabilize confidence in governance structures at this location.

Employee Perspective: Faculty

Faculty at Porterville College report relatively strong and stable perceptions of governance participation in 2025. While some indicators have softened slightly from earlier highs, overall confidence in involvement, consultation, and governance communication remains comparatively solid—especially when contrasted with other locations.

Key Themes:

- Strong Satisfaction with Participation
 - 61.5% are satisfied with opportunities to participate in key institutional decisions.
 - Satisfaction has remained stable since 2022.

I am Satisfied with Opportunities to Participate in Key Institutional Decisions				
2019	2022	2025	6Yr Trend	
55.7%	63.3%	61.5%		
Employees are Sufficiently Involved in Decision-Making				
2019	2022	2025	6Yr Trend	
42.6%	49.2%	51.3%		
I Feel Consulted and Listened to Regarding Decisions				
2019	2022	2025	6Yr Trend	
54.1%	62.9%	56.4%		
Representatives on Governance Committees Keep Me Informed				
2019	2022	2025	6Yr Trend	
82.0%	77.4%	71.8%		
Representatives on Governance Committees Ask for My Input				
2019	2022	2025	6Yr Trend	
75.4%	75.8%	71.8%		
Management/Administration Considers Faculty and Staff Concerns				
2019	2022	2025	6Yr Trend	
49.2%	40.3%	46.2%		
Relevant Information is Effectively Communicated				
2019	2022	2025	6Yr Trend	
60.7%	59.0%	51.3%		
I Understand the Decision Making Process at My Work Location				
2019	2022	2025	6Yr Trend	
57.4%	61.9%	51.3%		
The Decision Making Process is Effective				
2019	2022	2025	6Yr Trend	
55.7%	42.9%	46.2%		
Information Flows Well Upward				
2019	2022	2025	6Yr Trend	
42.6%	33.3%	38.5%		
Information Flows Well Downward				
2019	2022	2025	6Yr Trend	
43.3%	39.7%	35.9%		

- Improved Perception of Involvement
 - 51.3% believe employees are sufficiently involved in decision-making.
 - This reflects continued upward momentum.
- Moderate Consultation
 - 56.4% feel consulted and listened to regarding decisions.

Kern Community College District
KCCD 2025 Triennial Climate Survey – Porterville College Report

- While slightly lower than 2022, this remains a relative strength.
- Strong Governance Communication
 - 71.8% say governance representatives keep them informed.
 - 71.8% report representatives ask for their input.
 - Engagement through governance structures remains highly visible.
- Moderate Administrative Responsiveness
 - 46.2% believe management/administration considers faculty and staff concerns.
 - This has rebounded slightly from 2022.
- Solid Communication Effectiveness
 - 51.3% believe relevant information is effectively communicated.
 - Although trending downward from 2019, this remains moderate.
- Stable Understanding of Process
 - 51.3% report understanding the decision-making process.
 - Understanding remains relatively consistent across cycles.
- Moderate Perceived Effectiveness
 - 46.2% believe the decision-making process is effective.
 - While not high, this reflects stabilization since 2022.
- Moderate Information Flow
 - 38.5% report information flows well upward.
 - 35.9% report information flows well downward.
 - Bidirectional communication remains an area for growth.

Overall Signal:

Faculty at Porterville College report comparatively strong engagement in governance structures, with visible participation channels and moderate confidence in decision-making effectiveness. While communication flow and administrative responsiveness could improve, overall governance perceptions remain more stable and positive than at many other locations. Continued reinforcement of participatory practices and transparent follow-through may help sustain this stability.

Employee Perspective: Management

Management at Porterville College report moderate but declining confidence in governance participation in 2025. While several indicators rebounded from 2022, overall satisfaction with participation has fallen considerably since 2019. The results reflect uneven recovery—stronger perceptions of involvement and consultation alongside softer confidence in overall effectiveness.

Key Themes:

- Declining Satisfaction with Participation
 - 45.5% are satisfied with opportunities to participate in key institutional decisions.
 - This reflects a steady decline from 2019.

I am Satisfied with Opportunities to Participate in Key Institutional Decisions			
2019	2022	2025	6Yr Trend
76.9%	56.3%	45.5%	
Employees are Sufficiently Involved in Decision-Making			
2019	2022	2025	6Yr Trend
46.2%	25.0%	54.5%	
I Feel Consulted and Listened to Regarding Decisions			
2019	2022	2025	6Yr Trend
69.2%	31.3%	63.6%	
Representatives on Governance Committees Keep Me Informed			
2019	2022	2025	6Yr Trend
53.8%	50.0%	63.6%	
Representatives on Governance Committees Ask for My Input			
2019	2022	2025	6Yr Trend
53.8%	50.0%	54.5%	
Management/Administration Considers Faculty and Staff Concerns			
2019	2022	2025	6Yr Trend
76.9%	60.0%	63.6%	
Relevant Information is Effectively Communicated			
2019	2022	2025	6Yr Trend
84.6%	31.3%	63.6%	
I Understand the Decision Making Process at My Work Location			
2019	2022	2025	6Yr Trend
83.3%	62.5%	63.6%	
The Decision Making Process is Effective			
2019	2022	2025	6Yr Trend
61.5%	43.8%	54.5%	
Information Flows Well Upward			
2019	2022	2025	6Yr Trend
38.5%	18.8%	36.4%	
Information Flows Well Downward			
2019	2022	2025	6Yr Trend
38.5%	25.0%	36.4%	

- Rebound in Perceived Involvement
 - 54.5% believe employees are sufficiently involved in decision-making.
 - This marks a strong recovery from 2022 levels.
- Improved Consultation
 - 63.6% feel consulted and listened to regarding decisions.
 - Consultation has rebounded significantly since 2022.
- Strengthened Governance Communication
 - 63.6% say governance representatives keep them informed.
 - 54.5% report representatives ask for their input.
 - Governance visibility appears stronger than in 2022.
- Moderate Administrative Responsiveness
 - 63.6% believe management/administration considers faculty and staff concerns.
 - While below 2019, responsiveness remains comparatively strong.

- Improved Communication Effectiveness
 - 63.6% believe relevant information is effectively communicated.
 - This reflects meaningful improvement from 2022.
- Stable Understanding and Effectiveness
 - 63.6% report understanding the decision-making process.
 - 54.5% believe the process is effective.
 - These measures show recovery but remain below 2019 highs.
- Moderate Information Flow
 - 36.4% report information flows well upward.
 - 36.4% report information flows well downward.
 - Communication flow remains an area for improvement.

Overall Signal:

Management at Porterville College report partial recovery in governance engagement, consultation, and communication following 2022 declines. However, satisfaction with participation has not returned to 2019 levels, suggesting lingering uncertainty about institutional decision-making structures. Continued emphasis on transparent communication, structured involvement, and visible follow-through on input may help stabilize long-term confidence in governance processes.

Local Engagement and Outlook

This subsection examines employee engagement in institutional activities alongside outlook and intent to remain, providing insight into how employees at each work location are participating in their institutions and how they perceive their future within the district. Together, these measures offer important context for understanding local resilience, fatigue, and sustainability.

Porterville College

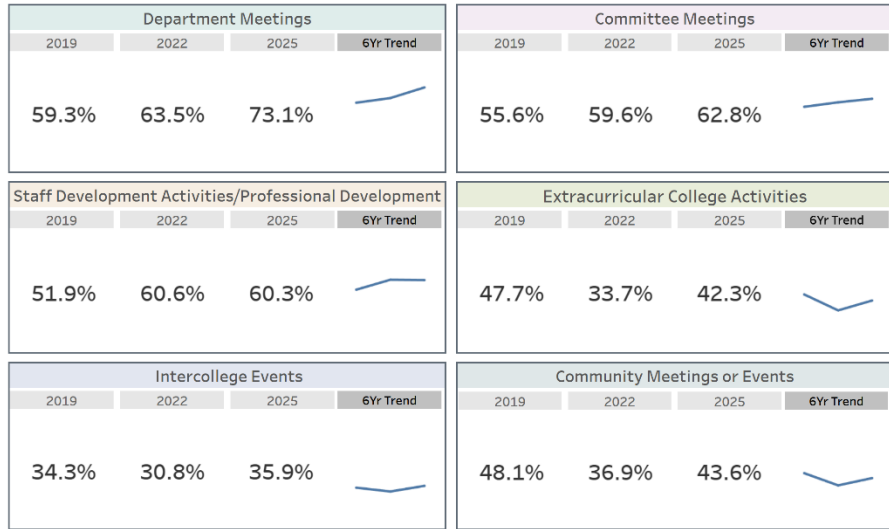
Porterville College reported consistently strong engagement and high retention intent, aligning with relatively stable findings across other climate domains.

Engagement

- Participation in department meetings increased to 73.1%, the highest among all locations.
- Participation in committee meetings increased to 62.8%.

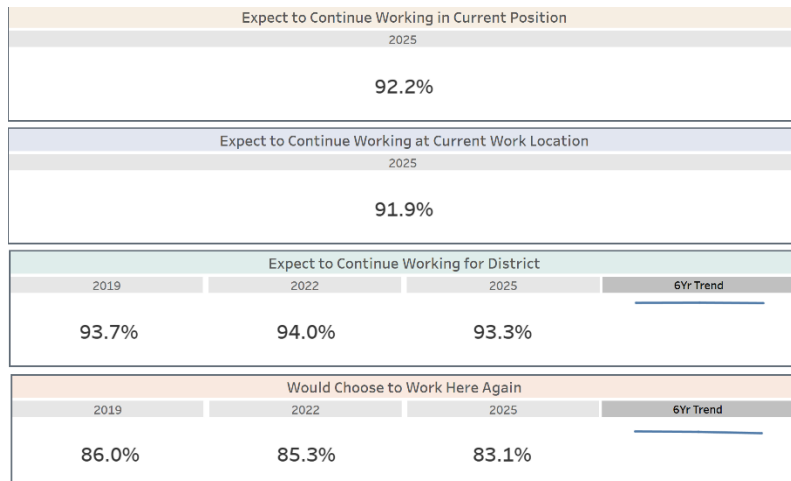
Kern Community College District
KCCD 2025 Triennial Climate Survey – Porterville College Report

- Engagement in staff development activities remained stable at 60.3%.
- Participation in extracurricular college activities rebounded to 42.3%.
- Participation in intercollege events increased to 35.9%.
- Participation in community meetings or events remained moderate at 43.6%.



Outlook & Reflection

- 92.2% expect to continue working in their current position.
- 94.8% expect to continue working at their current work location.
- 94.7% expect to continue working for the district.
- 82.9% would choose to work at KCCD again.



Interpretive note:

Porterville College’s results indicate a stable and engaged workforce, with strong participation in both core and discretionary activities. These conditions may be contributing to sustained morale and well-being at the local level.

Cross-Location Summary: Engagement and Outlook

Across locations, several patterns are evident:

- Intent to remain is consistently high at all locations, even where engagement in discretionary activities has declined.
- Participation in department-level activities remains strong, suggesting that local teams continue to serve as a primary anchor for engagement.
- Cross-college and extracurricular engagement is more variable and often lower, potentially reflecting workload pressures rather than disengagement.

- Locations with stronger supervisor relations and local governance practices (notably Cerro Coso and Porterville College) also show higher engagement and optimism.

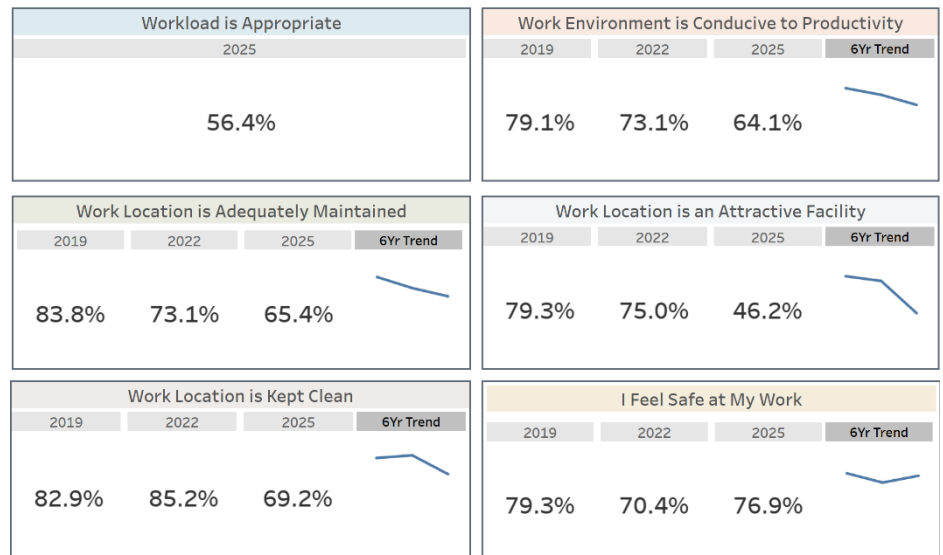
Workload, Productivity, Environment, and Safety

This subsection examines employee perceptions of workload appropriateness, productivity, facilities, cleanliness, and safety at each work location. Results illustrate how physical and operational conditions vary across employee groups and how these conditions may be interacting with morale, engagement, and capacity for change.

Porterville College

Porterville College reported relatively strong perceptions of the physical environment, alongside moderate concerns about workload.

- A majority of respondents agreed that their workload is appropriate (56.4%), the highest among all locations.
- Agreement that the work environment is conducive to productivity declined to 64.1%, though remaining comparatively strong.
- Facility-related measures showed notable declines since 2019:
 - Adequate maintenance declined to 65.4%.
 - Facility attractiveness declined sharply to 46.2%.
 - Cleanliness declined to 69.2%.
- Perceptions of safety remained strong at 76.9%, improving since 2022.



Interpretive note:

Porterville College’s results suggest that while workload balance and safety remain strengths, declining perceptions of facility attractiveness and cleanliness may influence overall employee experience. These findings directly inform Strategic Plan initiatives related to the Employee Physical Environment and highlight opportunities for targeted facilities improvements.

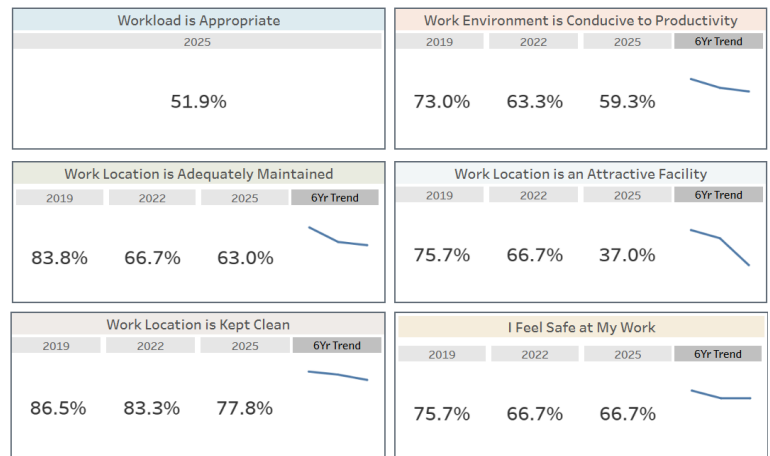
Employee Perspective: Porterville College: Workload, Productivity, Environment, and Safety

Employee Perspective: Classified Staff

Classified staff at Porterville College report moderate perceptions of workload balance and mixed views of the physical work environment in 2025. While workload appropriateness is slightly stronger here than at some other locations, several environmental indicators—particularly facility attractiveness—have declined over time.

Key Themes:

- Moderate Workload Appropriateness
 - 51.9% believe their workload is appropriate.
 - Just over half feel workload expectations are balanced.
- Declining Productivity Environment
 - 59.3% agree the work environment is conducive to productivity.
 - This reflects a downward trend since 2019.
- Softening Maintenance Perceptions
 - 63.0% say their work location is adequately maintained.
 - Maintenance ratings have declined from earlier highs.
- Sharp Drop in Facility Attractiveness
 - Only 37.0% view their work location as an attractive facility.
 - This is one of the lowest environmental ratings in this section.
- Strong but Declining Cleanliness
 - 77.8% report their work location is kept clean.
 - Cleanliness remains a strength but has trended downward.
- Moderate Sense of Safety
 - 66.7% report feeling safe at work.



- Safety has declined from 2019 and remains an area to monitor.

Overall Signal:

Classified staff at Porterville College report manageable workload balance but declining perceptions of physical workplace quality—particularly facility attractiveness and maintenance. Cleanliness remains strong, but downward trends across several indicators suggest emerging concerns about the physical environment. Targeted investment in facilities and visible improvements may help stabilize staff confidence and productivity.

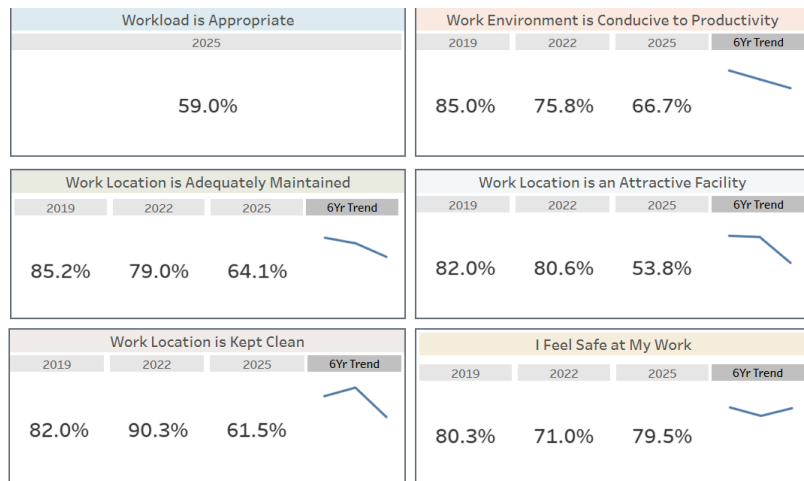
Employee Perspective: Faculty

Faculty at Porterville College report relatively balanced workload perceptions in 2025, but declining confidence in the physical work environment compared to earlier cycles. While safety remains strong, facility attractiveness, maintenance, and cleanliness have softened noticeably.

Key Themes:

- **Moderate-to-Strong Workload Balance**

- 59.0% believe their workload is appropriate.
- This is stronger than many other groups at this location.



- **Decline in Productivity Environment**
 - 66.7% agree the work environment is conducive to productivity.
 - Although still majority-positive, this reflects a downward trend since 2019.
- **Softening Maintenance Perceptions**
 - 64.1% say their work location is adequately maintained.
 - This represents a significant decline from earlier years.
- **Sharp Drop in Facility Attractiveness**
 - Only 53.8% view their work location as an attractive facility.
 - This is a substantial decline from 2019 and 2022 levels.

Kern Community College District
 KCCD 2025 Triennial Climate Survey – Porterville College Report

- Declining Cleanliness Ratings
 - 61.5% report their work location is kept clean.
 - Cleanliness has dropped markedly from 2022.
- Strong Sense of Safety
 - 79.5% report feeling safe at work.
 - Safety remains a consistent strength.

Overall Signal:

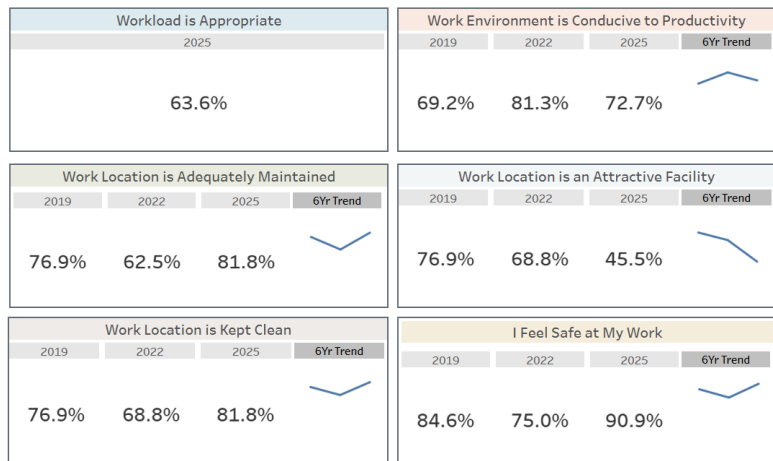
Faculty at Porterville College report manageable workload levels and strong safety perceptions, but declining confidence in the quality and upkeep of the physical environment. The steep drop in facility attractiveness and cleanliness suggests visible environmental conditions may be affecting overall workplace experience. Strategic attention to facilities and maintenance may help reinforce productivity and morale moving forward.

Employee Perspective: Management

Management at Porterville College report relatively strong perceptions of workload balance and improving maintenance and safety conditions in 2025. However, perceptions of facility attractiveness show a marked decline, suggesting uneven progress across environmental indicators.

Key Themes:

- Strong Workload Balance
 - 63.6% believe their workload is appropriate.
 - This is one of the stronger workload ratings among management groups.
- Stable Productivity Environment
 - 72.7% agree the work environment is conducive to productivity.
 - While slightly lower than 2022, this remains solidly positive.
- Improving Maintenance
 - 81.8% say their work location is adequately maintained.



- Maintenance perceptions have rebounded strongly since 2022.
- Sharp Decline in Facility Attractiveness
 - Only 45.5% view their work location as an attractive facility.
 - This represents a significant drop from prior cycles.
- Strong Cleanliness
 - 81.8% report their work location is kept clean.
 - Cleanliness has improved since 2022.
- Very Strong Safety Perceptions
 - 90.9% report feeling safe at work.
 - Safety is one of the strongest indicators in this section.

Overall Signal:

Management at Porterville College report healthy workload balance and strong safety and maintenance conditions. However, the substantial decline in perceived facility attractiveness stands out and may influence broader morale or external perceptions of the campus environment. Sustaining maintenance and cleanliness improvements while addressing aesthetic and facility upgrades may help reinforce a consistently positive workplace experience.

Location-Level Open-Ended Highlights

This subsection summarizes key themes and sentiment patterns from open-ended survey responses at each work location. These comments provide qualitative context for the quantitative findings presented throughout this report and help illuminate how local leadership, communication, workload, and culture are experienced in practice.

Individual responses could address multiple topics, and results are presented to highlight patterns rather than isolated statements.

Porterville College

Porterville College’s open-ended responses reflected a more balanced mix of sentiment, with both positive and critical themes present.

Dominant themes included:

- Engagement and appreciation, particularly related to departmental relationships and local leadership.
- Improved communication and feeling heard, more frequently noted than at other locations.

- Concerns about accountability, follow-through, and equity, though expressed with less intensity than at Bakersfield College.
- Desire for continued improvement, rather than expressions of disengagement or frustration.

Porterville College — Illustrative Employee Comments

“I appreciate the efforts to be more visible and communicative. It feels like leadership is trying to listen.”

“Not everything has changed, but I do feel more included than before.”

“There’s still room for improvement, especially around follow-through, but overall I feel supported where I work.”

Interpretive note:

Porterville College comments suggest a workforce that is generally engaged and constructive, with employees offering feedback aimed at strengthening existing practices rather than signaling breakdowns in trust.

Conclusion: Porterville College

The 2025 Climate Survey results portray Porterville College as a campus with strong internal engagement, resilient supervisory relationships, and sustained employee commitment.

Participation in departmental and governance activities remains high relative to other locations, and intent to remain at the college and district is exceptionally strong. Supervisory relationships across employee groups are generally positive, with employees reporting support for professional growth, clear expectations, and a strong sense of belonging. Departmental cohesion appears to serve as a consistent stabilizing force.

However, the survey also highlights important areas for continued attention:

- Declining trust in district-level governance and cross-college relationships
- Reduced confidence in decision-making effectiveness
- Softening perceptions of ethical standards at both district and location levels
- Declining perceptions of facility attractiveness and certain environmental conditions

The divergence between strong departmental relationships and weaker cross-role or district-level trust suggests that local culture remains healthy, even as broader system alignment presents challenges.

Classified staff responses in particular indicate heightened sensitivity to communication clarity, follow-through, and transparency.

Kern Community College District
KCCCD 2025 Triennial Climate Survey – Porterville College Report

Encouragingly, Porterville College’s engagement levels, supervisory stability, and constructive tone in open-ended responses suggest a workforce invested in improvement rather than disengaged from the institution. Employees appear willing to contribute to solutions and strengthen existing practices.

Moving forward, continued emphasis on:

- Transparent and visible decision-making processes
- Strengthening cross-role trust
- Reinforcing ethical leadership visibility
- Addressing facility and environmental concerns

may help sustain morale and deepen institutional alignment.

Porterville College’s strong internal engagement provides a meaningful foundation for the next phase of improvement and strategic development.