

KCCD Climate Survey | Insights and Comparative Results

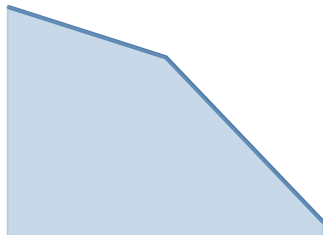
Districtwide

Employee perceptions of morale, trust and value

of Respondents
573

of Employees
Surveyed
1,984

Response Rate
28.9%



▲+8.2% since 2022

▼-5.6 pp since 2022

▼-8.2% since 2019

▼-1.2 pp since 2019

End of Survey Open Ended Question

■ Responded

■ Did Not Respond



Employee Morale

2019 2022 2025 6Yr Trend

47.9% 38.6% 33.5%



Feeling Valued

2019 2022 2025 6Yr Trend

61.9% 57.0% 49.7%



Trust (Colleges ↔ District Office)

2019 2022 2025 6Yr Trend

34.8% 37.7% 22.6%



Would Choose to Work Here Again

2019 2022 2025 6Yr Trend

86.0% 85.3% 83.1%



Employee morale, trust, and perceptions of feeling valued continue to decline districtwide. Since 2022, morale at the District Office has fallen 5.1 percentage points, and the share of employees who feel valued has dropped 7.3 points. Trust between the colleges and the district office remains low, with an additional 15.1 percentage point decline. Despite these decreases, a strong majority of employees—83.1%—say they would choose to work for Kern CCD again.

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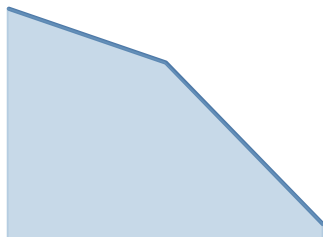
Bakersfield College

Employee perceptions of morale, trust and value

of Respondents
348

of Employees
Surveyed
1,217

Response Rate
28.6%



▲+5.3% since 2022

▼-5.7 pp since 2022

▼-11.7% since 2019

▼-1.3 pp since 2019


End of Survey Open Ended Question

■ Responded


■ Did Not Respond




Employee Morale

2019	2022	2025	6Yr Trend
49.7%	32.8%	29.2%	


Feeling Valued

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

Trust (Colleges↔District Office)

2019	2022	2025	6Yr Trend
35.4%	35.8%	20.4%	

Would Choose to Work Here Again

2019	2022	2025	6Yr Trend
87.0%	84.2%	82.6%	

Employee morale, trust, and perceptions of feeling valued continue to decline districtwide. Since 2022, morale at Bakersfield College has fallen 3.6 percentage points, and the share of employees who feel valued has dropped 6.5 points. Trust between the colleges and the district office declined 15.4 percentage points. A strong majority of Bakersfield College employees—82.6%—say they would choose to work for Kern CCD again.

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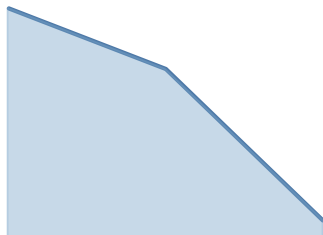
Cerro Coso Community College

Employee perceptions of morale, trust and value

of Respondents
83

of Employees
Surveyed
291

Response Rate
28.5%



▲+7.0% since 2022

▼-5.7 pp since 2022

▼-9.9% since 2019

▼-1.5 pp since 2019

End of Survey Open Ended Question

■ Responded

■ Did Not Respond



Employee Morale

2019

2022

2025

6Yr Trend

28.7% 41.2% 47.1%

Feeling Valued

2019

2022

2025

6Yr Trend

50.8% 59.8% 61.4%

Trust (Colleges↔District Office)

2019

2022

2025

6Yr Trend

23.1% 30.2% 24.3%

Would Choose to Work Here Again

2019

2022

2025

6Yr Trend

78.4% 84.5% 85.3%

Employee morale, trust, and perceptions of feeling valued continue to decline districtwide. Since 2022, morale at Cerro Coso Community College has increased 5.9 percentage points, and the share of employees who feel valued has increased 1.6 points. Trust between the colleges and the district office declined 5.9 percentage points. A strong majority of Cerro Coso Community College employees—85.3%—say they would choose to work for Kern CCD again.

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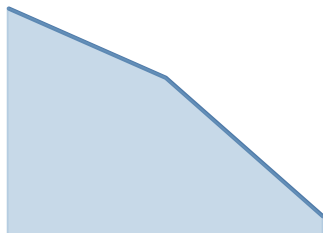
Porterville College

Employee perceptions of morale, trust and value

of Respondents
89

of Employees
Surveyed
313

Response Rate
28.4%



▲+10.2% since 2022

▼-5.7 pp since 2022

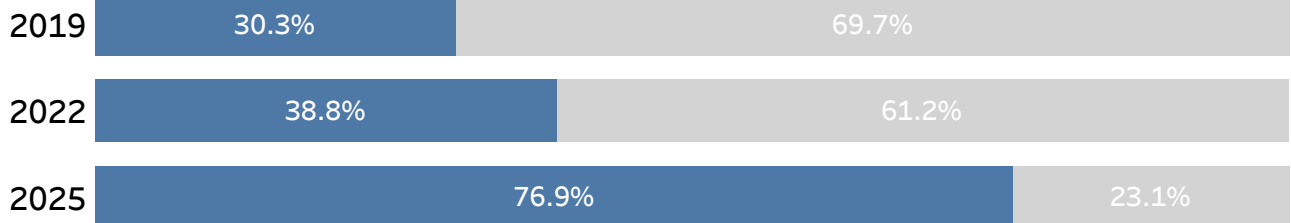
▼-7.1% since 2019

▼-1.5 pp since 2019

End of Survey Open Ended Question

■ Responded

■ Did Not Respond



Employee Morale

2019 2022 2025 6Yr Trend

61.3% 47.2% 37.2%

Feeling Valued

2019 2022 2025 6Yr Trend

71.2% 68.5% 53.8%

Trust (Colleges ↔ District Office)

2019 2022 2025 6Yr Trend

40.5% 42.6% 24.4%

Would Choose to Work Here Again

2019 2022 2025 6Yr Trend

90.5% 88.3% 82.9%

Employee morale, trust, and perceptions of feeling valued continue to decline districtwide. Since 2022, morale at Porterville College has fallen 10 percentage points, and the share of employees who feel valued has dropped 14.7 points. Trust between the colleges and the district office declined 18.2 percentage points. A strong majority of Porterville College employees—82.9%—say they would choose to work for Kern CCD again.

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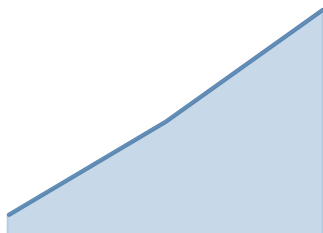
District Office

Employee perceptions of morale, trust and value

of Respondents
47

of Employees
Surveyed
163

Response Rate
28.8%



▲+34.7% since 2022

▼-5.0 pp since 2022

▲+33.6% since 2019

▼-0.7 pp since 2019

End of Survey Open Ended Question

■ Responded

■ Did Not Respond



Employee Morale

2019	2022	2025	6Yr Trend
41.8%	67.3%	34.0%	▲

Feeling Valued

2019	2022	2025	6Yr Trend
63.6%	77.1%	59.6%	▲

Trust (Colleges ↔ District Office)

2019	2022	2025	6Yr Trend
43.6%	64.0%	31.9%	▲

Would Choose to Work Here Again

2019	2022	2025	6Yr Trend
82.4%	91.3%	83.0%	▲

Employee morale, trust, and perceptions of feeling valued continue to decline districtwide. Since 2022, morale at the District Office has fallen 33.3 percentage points, and the share of employees who feel valued has dropped 17.5 points. Trust between the colleges and the district office declined 32.1 percentage points. A strong majority of District Office employees—83%—say they would choose to work for Kern CCD again.