

KCCD Climate Survey | Insights and Comparative Results

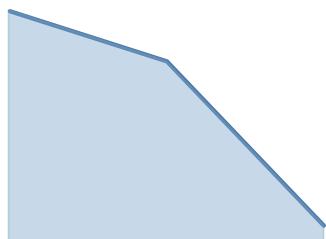
Districtwide

Employee perceptions of morale, trust and value

of Respondents
573

of Employees
Surveyed
1,984

Response Rate
28.9%



▲+8.2% since 2022

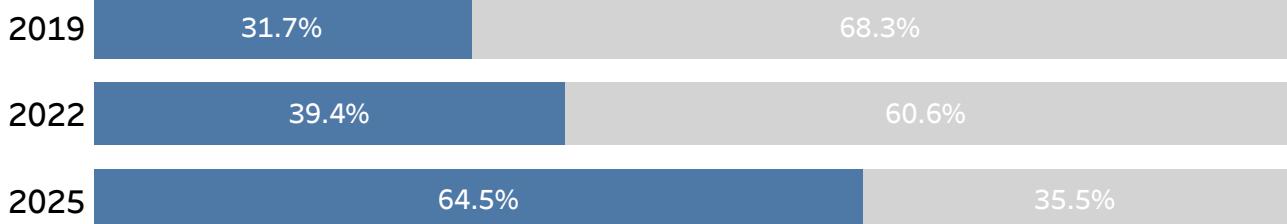
▼-5.6 pp since 2022

▼-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.

KCCD Climate Survey | Insights and Comparative Results

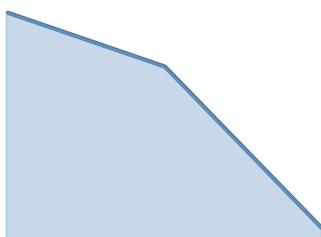
Bakersfield College

Employee perceptions of morale, trust and value

of Respondents
348

of Employees Surveyed
1,217

Response Rate
28.6%

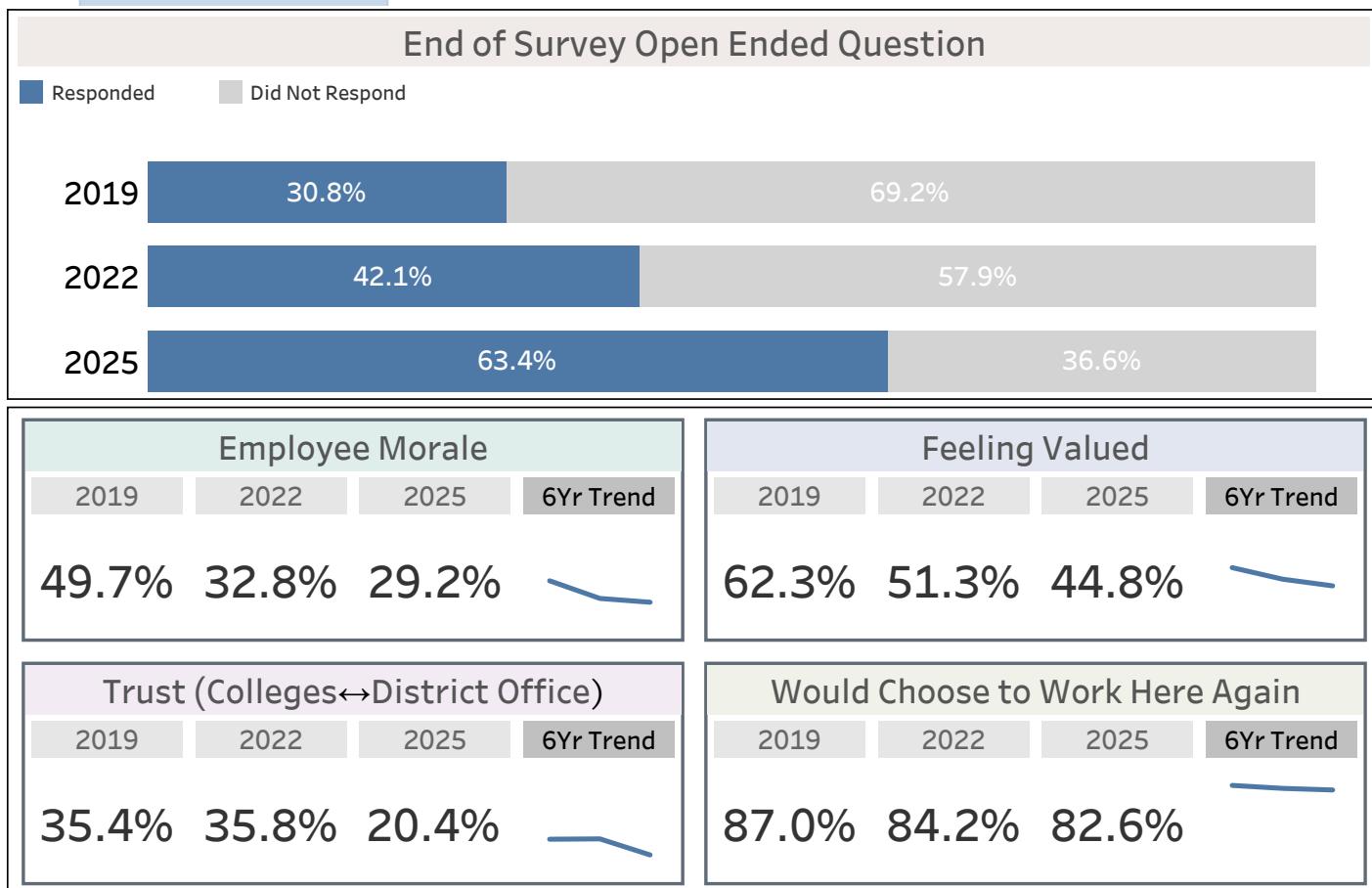


▲+5.3% since 2022

▼-5.7 pp since 2022

▼-11.7% since 2019

▼-1.3 pp since 2019



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.

KCCD Climate Survey | Insights and Comparative Results

Cerro Coso Community College

Employee perceptions of morale, trust and value

of Respondents

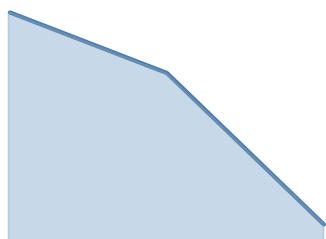
83

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

2019

43.4%

56.6%

2022

41.1%

58.9%

2025

57.1%

42.9%

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.

KCCD Climate Survey | Insights and Comparative Results

Porterville College

Employee perceptions of morale, trust and value

of Respondents

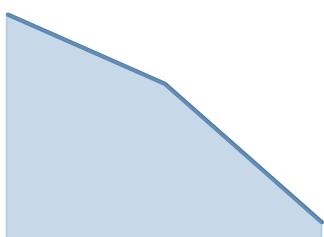
89

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

2019 30.3%

69.7%

2022 38.8%

61.2%

2025 76.9%

23.1%

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.

KCCD Climate Survey | Insights and Comparative Results

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

2019

24.6%

75.4%

2022

18.5%

81.5%

2025

64.0%

36.0%

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.