Faculty/Staff/Administrator Accreditation Survey
Fall 2014

LAS POSITAS COLLEGE

Dear LPC Colleague,

Thank you for taking time to provide your perceptions of LPC as an educational institution and as a workplace. This is an important survey that we typically conduct every six years. We will use the results both for writing our Accreditation Self-Evaluation Report and for our ongoing self-evaluation as an institution.

Please be assured that your responses are completely confidential, will not be seen by your administrator, and will be combined with many others. Thank you for contributing to a meaningful self-inquiry process.

Sincerely,
Rajinder Samra, Director, Institutional Research & Planning
for the LPC Accreditation Standard Teams

TO RETURN:
Please return the completed survey by **Thursday, September 4,** via campus mail to the Institutional Research Office. Completed surveys can also be dropped off at the Information Desk in building 1600 (next to the cafeteria).

INSTRUCTIONS   Use blue or black pen or a pencil. Please check mark ✓ your answer.
If you have no experience in the area asked, mark 'Do not know.'

Staff Position:
○ Faculty: Full-time
○ Faculty: Part-time
○ Classified Professional: Full-time Regular
○ Classified Professional: Part-time Regular
○ Administrator

Service Area: (choose one)
○ Academic Services
○ Student Services/Counseling
○ Library & Learning Support Services
○ Other

Number of years employed at LPC:
○ Less than 1 year ○ 6-10 years
○ 1-2 years   ○ More than 10 years
○ 3-5 years

Gender
○ Female   ○ Male

STANDARD I: Institutional Mission and Effectiveness

A. Mission

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
The Mission Statement is central to institutional planning and decision-making..................	○	○	○	○	○	○
LPC programs and services are aligned with the Mission Statement.....................................	○	○	○	○	○	○
I have used LPC's vision/mission statement in some aspect of my work.............................	○	○	○	○	○	○
The Mission Statement is developed, approved, & communicated in an effective manner.	○	○	○	○	○	○
I see a clear link between planning in my area and the mission of the college....................	○	○	○	○	○	○

B. Institutional Effectiveness and Planning

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
LPC organizes key processes to support student learning (e.g., integrated planning, resource allocation, etc.)...	○	○	○	○	○	○
LPC uses ongoing and systematic evaluation and planning to refine its key processes......	○	○	○	○	○	○
LPC employees understand institutional goals and work collaboratively toward their achievement...	○	○	○	○	○	○
There are clear links between planning, resource allocation, and institutional evaluation.	○	○	○	○	○	○
LPC systematically dialogues, reviews and modifies, as appropriate, all parts of the planning cycle, including institutional and other research efforts...	○	○	○	○	○	○
The college (or segments of the college) engages in inclusive, informed, and intentional dialogue about the effectiveness of our processes and policies...	○	○	○	○	○	○
The planning process at LPC is effective at identifying college priorities.............................	○	○	○	○	○	○
I use Institutional Research data in the planning and evaluation of my courses/program/unit...	○	○	○	○	○	○
The college planning and allocation process considers the needs of my area.......................	○	○	○	○	○	○

STANDARD II: Learning Programs and Services

A. Instructional Programs

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
English basic skills courses adequately prepare students for college level work..................	○	○	○	○	○	○
Math basic skills courses adequately prepare students for college level work......................	○	○	○	○	○	○
Learning skills courses meet the needs of special student populations (e.g., learning disabled, physically disabled).........................	○	○	○	○	○	○
Technical-vocational courses meet the needs of students interested in occupational job training........................	○	○	○	○	○	○
The faculty has a major and effective role in design, implementation, and revision of the curriculum........................	○	○	○	○	○	○
LPC is adequately providing educational programs in response to community needs........	○	○	○	○	○	○
The current *instructional* program review process is an effective method for determining appropriate curriculum changes and improvements........................	○	○	○	○	○	○
Grading is consistent with student learning and is based upon generally accepted norms or equivalencies........................	○	○	○	○	○	○
Course credit is awarded based on achievement of stated learning objectives/outcomes...	○	○	○	○	○	○
Instructional programs are systematically assessed in order to:						
- assure currency........................	○	○	○	○	○	○
- improve teaching and learning strategies..........	○	○	○	○	○	○
- achieve stated student learning outcomes.........	○	○	○	○	○	○
There is a regular and effective dialogue about the learning needs of students and best pedagogical approaches to utilize at LPC........................	○	○	○	○	○	○
LPC organizes pre-requisites to support student learning........................	○	○	○	○	○	○
LPC instructors demonstrate a commitment to high standards of teaching........................	○	○	○	○	○	○
Overall, LPC provides a high quality learning experience for students................................	○	○	○	○	○	○

FOR FACULTY ONLY:

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
I use a variety of teaching methodologies as a response to the learning styles of students..	○	○	○	○	○	○
I use multiple methods of classroom assessment to measure student progress.....................	○	○	○	○	○	○
I provide students with multiple opportunities to practice communication skills (reading, writing, speaking) within the classroom or through assignments........................	○	○	○	○	○	○

B. Student Support Services

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
The current *student services* program review process is an effective method for determining appropriate improvements........................	○	○	○	○	○	○
The LPC catalog and addendums accurately reflect the courses which appear in the class schedule within a two-year cycle........................	○	○	○	○	○	○
The institution publishes its admission policies and follows practices that are consistent with those policies........................	○	○	○	○	○	○
The institution provides appropriate, comprehensive, and accessible services to its students regardless of services, location or delivery method........................	○	○	○	○	○	○
The institution maintains a campus climate which serves and supports its diverse student population........................	○	○	○	○	○	○
LPC promotes student understanding and appreciation of diversity..................................	○	○	○	○	○	○
Student support services make effective contributions to student learning and success......	○	○	○	○	○	○

B. Student Support Services (continued)

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
LPC organizes assessment procedures to support student learning..	O	O	O	O	O	O
LPC uses ongoing and systematic evaluation and planning to refine its assessment procedures..	O	O	O	O	O	O

C. Library and Learning Support Services

*** Please note that library questions refer to the permanent Library location (bldg. 2000)***

Library and other learning support services for students are sufficient to support:

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
- the institution's instructional programs.............	O	O	O	O	O	O
- intellectual, aesthetic, and cultural activities.....	O	O	O	O	O	O
Library databases and electronic collections are sufficient...............................	O	O	O	O	O	O
Library orientations adequately addresses the needs of students...............................	O	O	O	O	O	O
Facilities used for training/orientation in the Library are sufficient...............................	O	O	O	O	O	O
The amount of space in the library is adequate relative to the number of students enrolled.	O	O	O	O	O	O
Resources available in the library are adequate for students to complete course work........	O	O	O	O	O	O
Resources in the library are current with the needs of the courses they support.................	O	O	O	O	O	O
The hours of operation of the Library are adequate...................................	O	O	O	O	O	O
Support staff coverage in the Library is adequate at all hours of operation...........................	O	O	O	O	O	O
The Library support of Distance Education students is sufficient...............................	O	O	O	O	O	O
Faculty and classified staff are adequately involved in the selection of resource materials to support their program areas...................................	O	O	O	O	O	O
Faculty and classified staff are kept informed of new developments in learning technologies for possible future acquisition...................................	O	O	O	O	O	O
Library instruction and reference assistance meet student needs...............................	O	O	O	O	O	O

Student Learning Outcomes

Results of SLO assessment are used to improve:

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
learning at the course level.....................................	O	O	O	O	O	O
learning at the program/major level....................	O	O	O	O	O	O
student services...................................	O	O	O	O	O	O
Appropriate resources are in place to support assessment of SLO's.......................................	O	O	O	O	O	O
Administration is supportive of the assessment of SLO's...	O	O	O	O	O	O
There is wide-spread institutional dialogue about the results of SLO assessment...............	O	O	O	O	O	O

Program Review

For this section, please indicate which Program Review process you are evaluating.
Please CHOOSE ONLY ONE. Skip this section if you have no knowledge of either process.

OR   O Instructional Program Review Process
        O Student Services Program Review Process

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Programs dialogue about the results of Program Review as part of discussion of program effectiveness...	O	O	O	O	O	O
Results of Program Review are clearly and consistently linked to institutional planning processes and resources allocation process...................................	O	O	O	O	O	O
LPC evaluates how effective the Program Review process is in supporting and improving student learning and student achievement...................................	O	O	O	O	O	O

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STANDARD III: Resources

A. Human Resources

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Personnel are treated equitably..	O	O	O	O	O	O
Evaluations of my job performance:						
- are systematic and conducted at stated intervals............	O	O	O	O	O	O
- seek to assess job effectiveness...	O	O	O	O	O	O
- encourage improvement in performance........................	O	O	O	O	O	O
The college demonstrates its commitment to diversity through its hiring process, including job descriptions, diversity of applicant pool, and the selection of hiring committee members...	O	O	O	O	O	O
All personnel have adequate opportunities to participate in all aspects of the college hiring process...	O	O	O	O	O	O
Personnel are provided opportunities for staff development..................	O	O	O	O	O	O
Procedures to receive staff development funds are clearly stated and equitably applied....	O	O	O	O	O	O
Human resource planning is integrated with institutional planning....................	O	O	O	O	O	O
The size of the <u>classified staff</u> is adequate to meet the needs of the college...........................	O	O	O	O	O	O
The size of the <u>faculty</u> is adequate to meet the needs of the college...........................	O	O	O	O	O	O
The number of <u>administrators</u> is adequate to meet the needs of the college........................	O	O	O	O	O	O
LPC has a positive environment that is inclusive of all...............................	O	O	O	O	O	O
My work and/or teaching methods have become more effective in serving LPC students as a direct result of Staff Development activities provided by the college..............................	O	O	O	O	O	O
Hiring processes are fair to all applicants...	O	O	O	O	O	O
I feel respected and appreciated as an employee of Las Positas College...............................	O	O	O	O	O	O

B. Physical Resources

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Physical resource planning is integrated with institutional planning......................................	O	O	O	O	O	O
The institution provides safe and sufficient physical resources that support and assure the integrity and quality of its programs and services, regardless of location or means of delivery...	O	O	O	O	O	O
Conference rooms available on campus are sufficient for faculty, management, and classified staff needs................................	O	O	O	O	O	O
Storage space available on campus is adequate to meet faculty, management, and classified staff needs....................................	O	O	O	O	O	O
Office space provided for <u>part-time</u> faculty is sufficient...............................	O	O	O	O	O	O
Office space provided for <u>full-time</u> faculty is sufficient...............................	O	O	O	O	O	O
Requests for maintenance and/or repair of buildings and grounds are handled in a timely manner and with satisfactory results..............................	O	O	O	O	O	O
The quality of current custodial services on campus is satisfactory and consistent in providing a clean and pleasant environment................................	O	O	O	O	O	O
Classroom facilities are adequate for faculty to effectively carry out teaching responsibilities................................	O	O	O	O	O	O
Available equipment is appropriate and adequate for me to carry out required work responsibilities................................	O	O	O	O	O	O
The college provides and maintains efficient work and study environments (lighting, climate control, sound proofing, etc.)................................	O	O	O	O	O	O

B. Physical Resources (continued)

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Long-range capital plans support institutional improvement goals..	O	O	O	O	O	O
Long-range capital plans reflect projections of the total cost of ownership of new facilities and equipment..	O	O	O	O	O	O
The college adequately maintains the facilities that it currently has.....................................	O	O	O	O	O	O
I feel safe on campus during daylight hours...	O	O	O	O	O	O
I feel safe on campus during the evening or at night..	O	O	O	O	O	O

C. Technology Resources

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Technology resources are used to support student learning programs and services and to improve institutional effectiveness...............................	O	O	O	O	O	O
Technology planning is integrated with institutional planning..	O	O	O	O	O	O
Planning process includes regular and systematic updating of technology to meet infrastructure needs..................................	O	O	O	O	O	O
There is sufficient technology (e.g., computer hardware/software, network/wireless access) to effectively do my job.................................	O	O	O	O	O	O

D. Financial Resources

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Financial resources are sufficient to support student learning programs and services and to improve institutional effectiveness............................	O	O	O	O	O	O
Financial resources planning is integrated with institutional planning.................................	O	O	O	O	O	O
Institutional guidelines and processes for financial planning and budget development are <u>clearly defined</u>................................	O	O	O	O	O	O
Institutional guidelines and processes for financial planning and budget development are <u>followed</u>..	O	O	O	O	O	O
Financial planning supports institutional goals and is linked to other institutional planning efforts..	O	O	O	O	O	O

STANDARD IV: Leadership and Governance

A. Decision-Making Process

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Governance roles are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness...........................	O	O	O	O	O	O
Administration has a substantive and clearly defined role in institutional governance.......	O	O	O	O	O	O
Institutional support for faculty participation in governance is adequate............................	O	O	O	O	O	O
The faculty's role in institutional governance is effective...	O	O	O	O	O	O
The institution clearly states and publicizes the role of classified staff in institutional governance...	O	O	O	O	O	O
The role of staff in institutional governance is effective...	O	O	O	O	O	O
The institution clearly states and publicizes the role of students in institutional governance...	O	O	O	O	O	O
The Chancellor efficiently manages financial resources..	O	O	O	O	O	O
The Chancellor effectively implements the district-wide Budget Allocation Model...........	O	O	O	O	O	O

B. Board and Administrative Organization

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Organizational roles of the district and the college are clearly defined..................................	○	○	○	○	○	○
The district provides effective services that support the mission and functions of the college..	○	○	○	○	○	○
The district and the college utilize effective methods of communication and exchange information in a timely and efficient manner..	○	○	○	○	○	○

COMMENTS (optional)

This section is for you to write any comments you have regarding the strengths and challenges facing LPC.

1. What are Las Positas College's greatest strengths?

2. What could be done to improve Las Positas College?

3. Other comments that elaborate on or add to issues covered in the survey:

THANK YOU VERY MUCH FOR YOUR TIME!!

TO RETURN:
    Please return the completed survey by **Thursday, September 4,** via campus mail to Institutional Research Office.
    Completed surveys can also be dropped off at the Information Desk in building 1600 (next to the cafeteria).