

Compton College School Climate

February 2019

The School Climate Survey was implemented in spring 2018. It was sent to over 800 students (501 responded for a 63% response rate) and 441 employees (15% response rate from employees including faculty, staff, and administrators). The low response rate from employees makes it impossible to disaggregate findings by employee type (e.g., faculty, staff, administrator). In the table below, please find the high level survey findings, as well as corresponding recommendations from the Office of Institutional Research (IR) and current/planned actions by Compton College.

Students		
Finding	Recommendation	Current or planned actions
While many students view the College positively, authentic connection to the College is an on-going challenge. A large majority of student respondents believe Compton College has a welcoming environment (94%) and supports diversity (97%). However, only 2/3 (68%) said they feel like part of a community at Compton College and 75% do not participate in events often.	Invest in ways for students to authentically connect to the college	Compton College is currently developing programs that will increase student connection to the college, such as: First-Year Experience; College Promise cohorts; and, case-management support.
One out of five students say they are not able to reach their goals (21%).	Invest in connecting students to services	Compton College is developing Guided Pathways, which includes clear program maps for degrees and certificates as well as meta-majors for undecided students. The program maps will clearly outline the courses that students need to take to get a degree/certificate and when to take those courses. The meta-majors will help students explore areas of interest without accruing a lot of extra units or wasting time while completing a degree.
35% of students do not believe the campus is clean/well-maintained.	Invest in the physical space of the College – maintain grounds and fast-track new buildings	Compton College administrators believe the physical status of the campus has improved significantly since spring 2018 due to the diligent work by our Maintenance & Operations staff. The team will continue to focus on establishing regular maintenance schedules, as well as prioritizing new building development.

40% of students do not feel safe after dark and 36% do not know how to contact the police.	Consider a safety campaign with the Ribbon cutting of the new Safety building.	IR will send these findings to our new Chief of Police to integrate these findings into his planning for the coming year.
36% of respondents (129 students) said they would take classes that start at 7:30am	Consider early start schedule at 7:30am.	Dr. Stephanie Atkinson-Alston is considering when and how to implement an early start schedule.
55% of students said they would stay in residence halls.	Develop plans and secure funding to build residence halls.	Dr. Curry is participating in state and national conversations about how to best support students through food and housing insecurity. He will determine next steps in the residence hall development by fall 2019. Further, Compton College participated in the #realcollege survey administered by The Hope Center for College, Community, and Justice at Temple University. These findings should help us further inform decisions about how best to support our students and will be available in spring 2019.

Employees (Faculty/Staff/Administration)		
Finding	Recommendation	Current or planned actions
The low employee response rate indicates caution should be taken with interpreting and using results from this survey.	The negative tone of the employee responses and the low response rate suggests challenges with this survey administration. Instead of waiting for the four year cycle to administer this survey again, administer it in two years (spring 2020) to ensure improvement in response rate and beliefs on campus.	The Office of Institutional Research (IR) has scheduled implementation of the School Climate survey for spring 2020.
For those employees who did respond, the responses were much more negative than the student responses. For example, four out of five employees say that their needs are not met at Compton College (82%). Further, 68% of employees do not believe their input results in meaningful change.	Invest in authentic connection to the college for employees. Ensure committees are “closing the loop” for faculty/staff/administrator participants and the campus community at large. Communicate in several ways all of the efforts to plan for the future, address challenges, and value employees.	The spring 2019 Professional Development days are designed to support full employee engagement and to close the loop about decision-making with employees. The first day is focused on garnering feedback from all employees (staff, faculty, and administration) about how to implement Guided Pathways and Meta-Majors. Further, on day 2 we will welcome the Community College League of California (CCLC) to develop stronger participatory governance at Compton College. College leaders from staff, faculty, and administration are also working together to compose the Compton College Making Decisions guide that will outline decision-making processes, committee bodies, and roles/responsibilities of key stakeholder groups. This work is occurring in the representative Consultive Council.
84% do not believe the campus is clean/well-maintained	Invest in physical space – maintain grounds and fast-track new buildings	See notes above under the student response section.