

November Board Work Session Overview

Following your interest in conducting an employee opinion and climate survey, we informed you that we would be participating in the Best Companies Survey. The results are in, and while we did not make the Texas Monthly listing of the "50 best companies to work for in Texas," the data resulting from our participation in this survey will be very beneficial and I trust that you will be as pleased as I am.

The presentation of the data to the board of trustees, and senior leadership corps, is just the first step in our use of this important information. Richard Boyer, who is a principal in the firm of ModernThink, will be at the work session on Tuesday to begin to share those results with us. Early in 2008, we will also have access to additional benchmarking information from others who participated in the Texas survey. This is a further response to your call to increase our identification and use of appropriate benchmarks.

As a brief set-up for the survey data presentation on Tuesday, I am providing the following background information:

- *More than 3200 surveys were delivered electronically to the district and there was a response rate of approximately 39%. The surveys were distributed to all full-time employees.*
- *More than half the surveys returned came from professional support staff.*
- *The three largest ethnic categories of participation were Caucasian at 62%, African American 19% and Hispanic 11%.*
- *Most respondents were female, between the ages of 50 to 59 years, with more than 10 years of service to the DCCCD, and assigned in either Instruction/Teaching or Student Service Support.*
- *The results will be provided with three filters:*
 - *Perspectives - representative of individuals, workgroups, and across the organization. As we work to improve our commitment to providing a fair and equitable environment in a consistent manner throughout the District, this will be an important measure. Our survey results show that more than 6 out of 10 employees had a very positive perspective about their role within the District.*

- *Competencies – including categories of leadership, communication, respect and alignment. These are continuing themes at all levels within the District, and have certainly been part of my regular commentary in the Weekend Memo, and through other sharing opportunities throughout the last 16 months in the DCCCD.*
- *Relationships – as supervisors, colleagues, senior leadership and customers/clients. As a service organization, we must also continue our emphasis on service to each other, and this information begins to reflect the roles we play and the interactions that are important to our success.*

To reflect on the importance of this District-wide survey – the first in more than 10 years – I will be working closely with the presidents and other location CEOs to consider the data and share the initial results in a consistent manner across all DCCCD locations. They will be hearing about the details on Tuesday as well.

This is the communications plan that will be shared with the staff at a special meeting of the chancellor's staff on Wednesday, November 7.

<i>Wednesday, November 7</i>	<i>Chancellor's Staff meeting to discuss the information shared and next steps.</i>
<i>Thursday, November 8</i>	<i>Justin Lonon will provide the talking points to be shared by location leaders as a result of the November 7 discussions.</i>
<i>Friday, November 9</i>	<i>Initial district-wide communication about the ModernThink results will be shared via the Weekend Memo.</i>
<i>Tuesday, November 13</i>	<i>Location CEOs will follow-up the message of the Chancellor with talking points as identified on November 8. They will also provide regular updates at meetings of the Chancellor's Staff on continuing efforts in using the data.</i>

Based on my review of the results, I will be recommending that we participate in this activity for a second year, which will provide needed comparative data for our planning purposes.