



ALAMO COLLEGES DISTRICT
Northeast Lakeview College



2024 Great Place to Work Survey Results: Our People, Our Passion

Office of Institutional Research, Planning, & Effectiveness



ALAMO
COLLEGES
DISTRICT



Malcolm Baldrige
National Quality Award
2018 Award Recipient



GPTW Key Focus Areas



Credibility

The Credibility dimension measures the extent to which employees see management as credible.



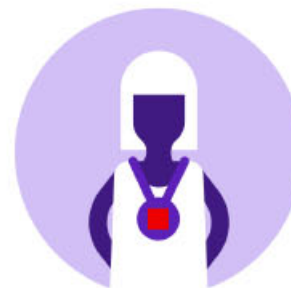
Respect

Respect dimension measures the extent to which employees feel respected by management.



Fairness

The Fairness dimension measures the extent to which employees feel that management's practices are fair.



Pride

The Pride dimension measures employees' sense of pride in their work by assessing the positive way they regard their jobs, team or work group, and the Alamo Colleges District.



Camaraderie

Camaraderie measures employees' sense of enjoyment in the workplace by assessing the level of intimacy they experience.

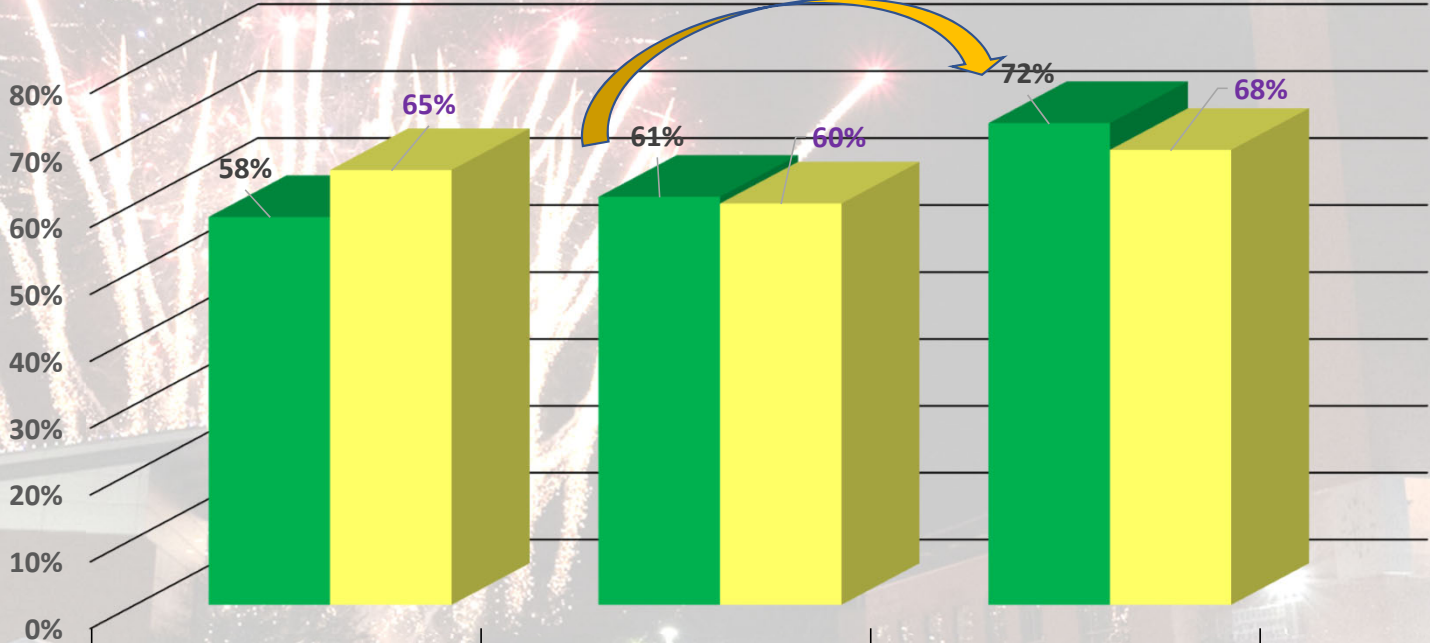
** 5 of 22 focus areas with 80 corresponding employee engagement which comprises the GPTW survey*

NLC Longitudinal GPTW Scores

204% Increase in Survey Participation

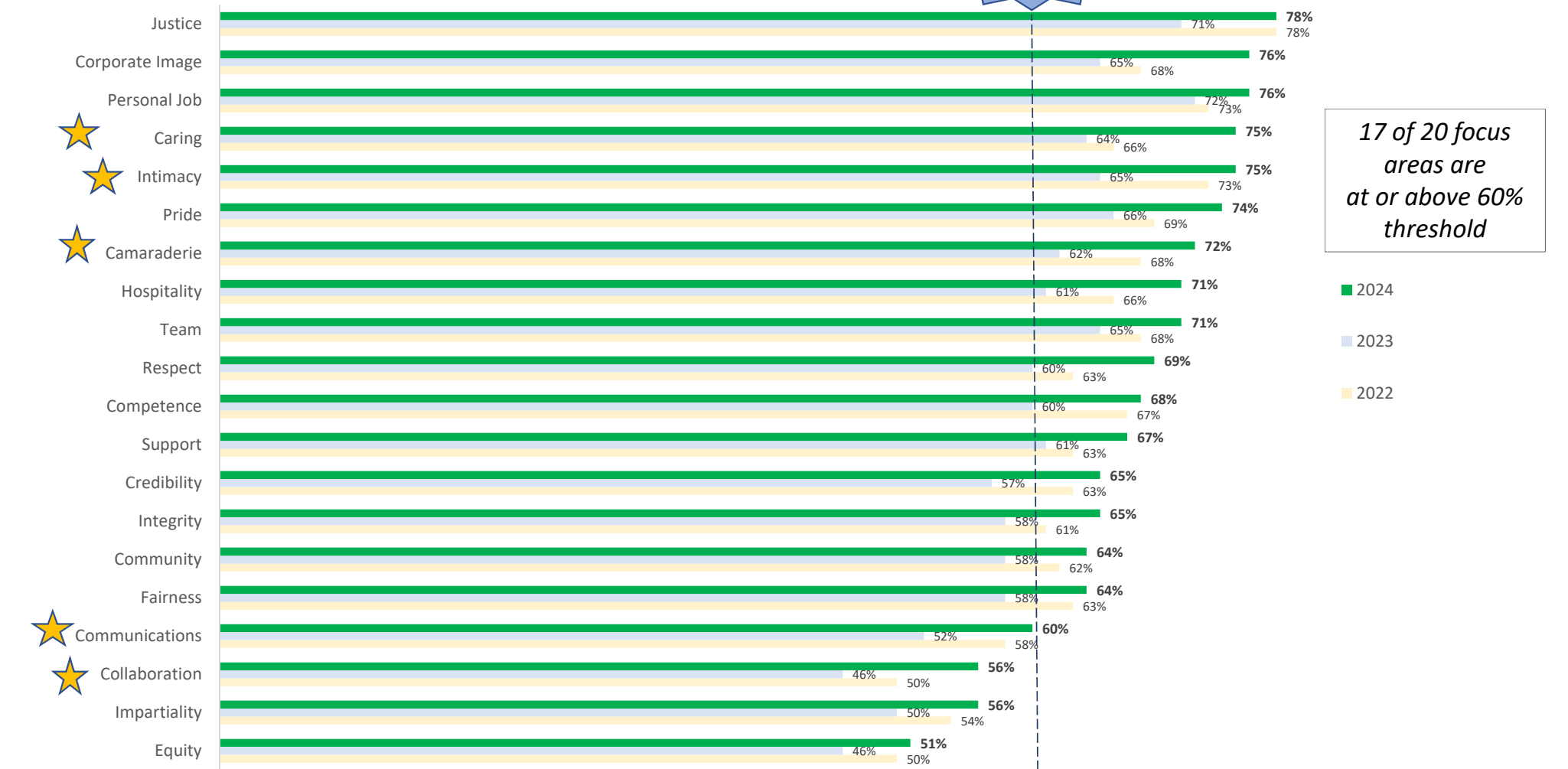
n values
 2022 - 63
 2023 - 88
2024 - 192

★ *"The Night Hawk Wave"*
 12 percentage point increase in 2024 GPTW scores from the previous year with corresponding gains in the average of all statements.



	2022	2023	2024
Great Place to Work	58%	61%	72%
Average of All Statements	65%	60%	68%

GPTW 20 Focus Areas



17 of 20 focus areas are at or above 60% threshold

- 2024
- 2023
- 2022

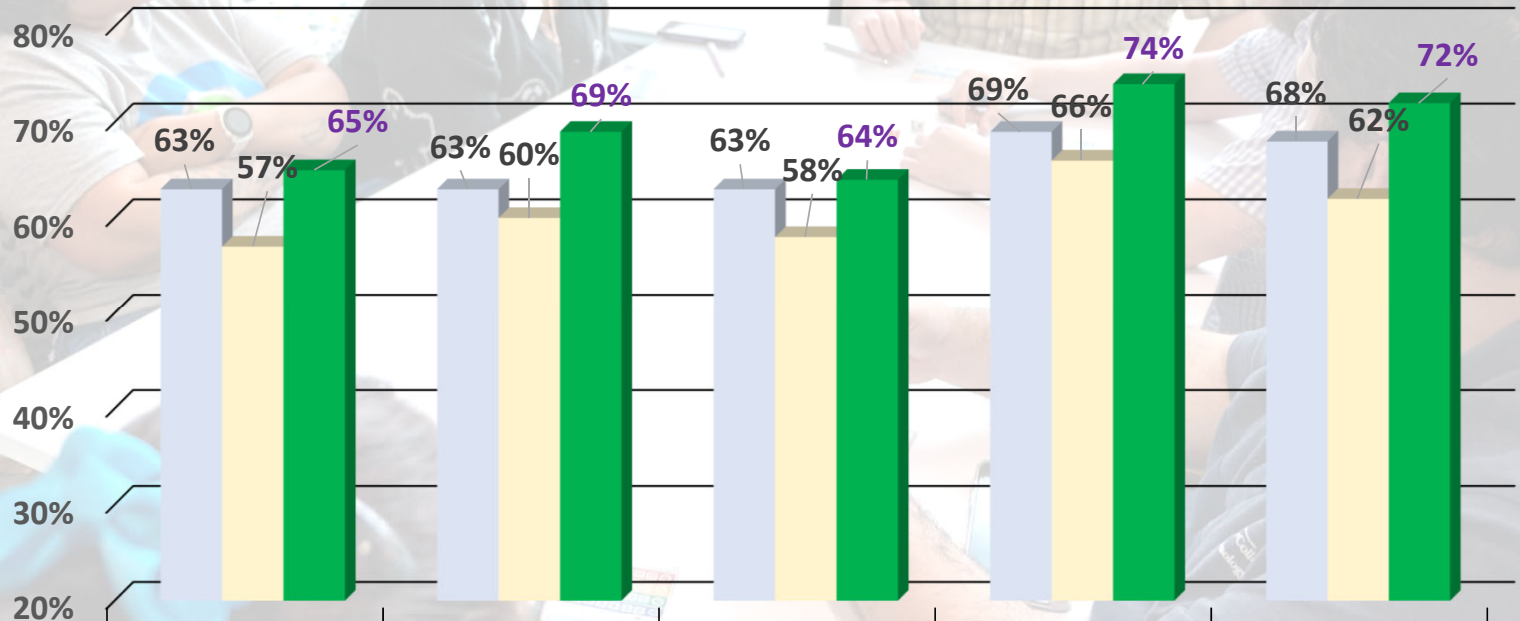
★ represent 10% increase or more from previous year 2023

GPTW Key Focus Areas

Origin of the Nighthawk Wave

Management sets the tone

Increase employee engagement



	Credibility	Respect	Fairness	Pride	Camaraderie
2022 GPTW Scores	63%	63%	63%	69%	68%
2023 GPTW Scores	57%	60%	58%	66%	62%
2024 GPTW Scores	65%	69%	64%	74%	72%

Observations

- Increased performance trend for 2024
- Average increase registered by 8 percentage points from the previous year 2022
- Average increases driven by statements 1, 2, 4, 5 & 10.
- Increases for selected statements approximated an average of 12 percentage points.
- Percentage increases noted for statements 1, 2, 4 & 5 provides credence to improvement strategies enlisted for low employee engagement.

GPTW Top Statements	2022	2023	2024
1. Taking everything into account, I would say this is a great place to work.	58%	61%	72%
2. I want to work here for a long time.	65%	56%	73%
3. My work has special meaning: this is not "just a job"	73%	73%	74%
4. I can be myself around here.	73%	56%	71%
5. People are treated fairly regardless of age	87%	70%	80%
6. When I look at what we have accomplished feel a sense of pride.	84%	76%	81%
7. People are treated fairly regardless of race, gender, or sexual orientation	82%	79%	83%
8. I feel good about the ways we contribute to the community	82%	78%	85%
9. Our facilities contribute to a good working environment	84%	77%	83%
10. This is a physically safe place to work	82%	84%	94%

GPTW Opportunities for Enhancement (Pride, Teamwork , Caring, & Community)*	2022	2023	2024
1. Management involves people in decisions that affect their jobs or work environment	46%	41%	57%
2. Management does a good job of assigning and coordinating people	60%	54%	59%
3. Management shows appreciation for good work and extra effort	63%	54%	68%
4. Management trust people to do a good job without watching over their shoulders	66%	56%	65%
5. Management is approachable, easy to talk with	60%	51%	59%
6. Management shows a sincere interest in me as a person, not just an employee	57%	49%	65%
7. This is a psychologically emotionally healthy place to work	68%	43%	59%
8. Management keeps me informed about important issues and changes	61%	53%	51%
9. Management genuinely seeks and responds to suggestions and ideas	55%	51%	51%
10. Management recognizes honest mistakes as a part of doing business	61%	55%	49%

*Enablers for Enhancements

- Rational for decision –making
- Transparent communication
- Reciprocal feedback
- Active listening
- Team building
- Leadership engagement

Observations

- 7/10 low engagement statements for 2024 demonstrated appreciable increases from the previous year
- Statements 1, 3, 6 & 7 revealed 10 or more percentage points increases from previous year
- Continued disaggregation analysis for institutional performance

Together we are cultivating a workplace culture that prioritizes engagement, well-being, and continuous improvement, ultimately leading to a more enriching and fulfilling workplace experience.



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Appendix



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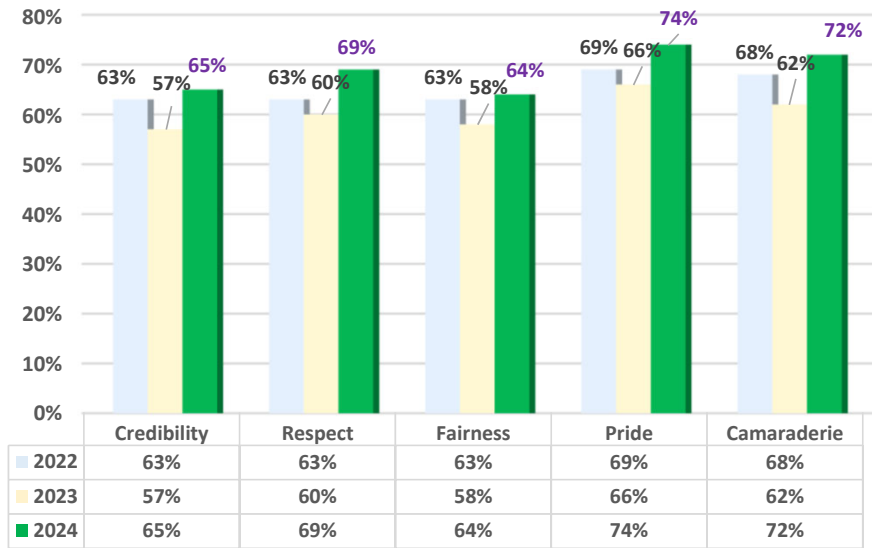


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Achieving the Dream
LEADER COLLEGE
OF DISTINCTION

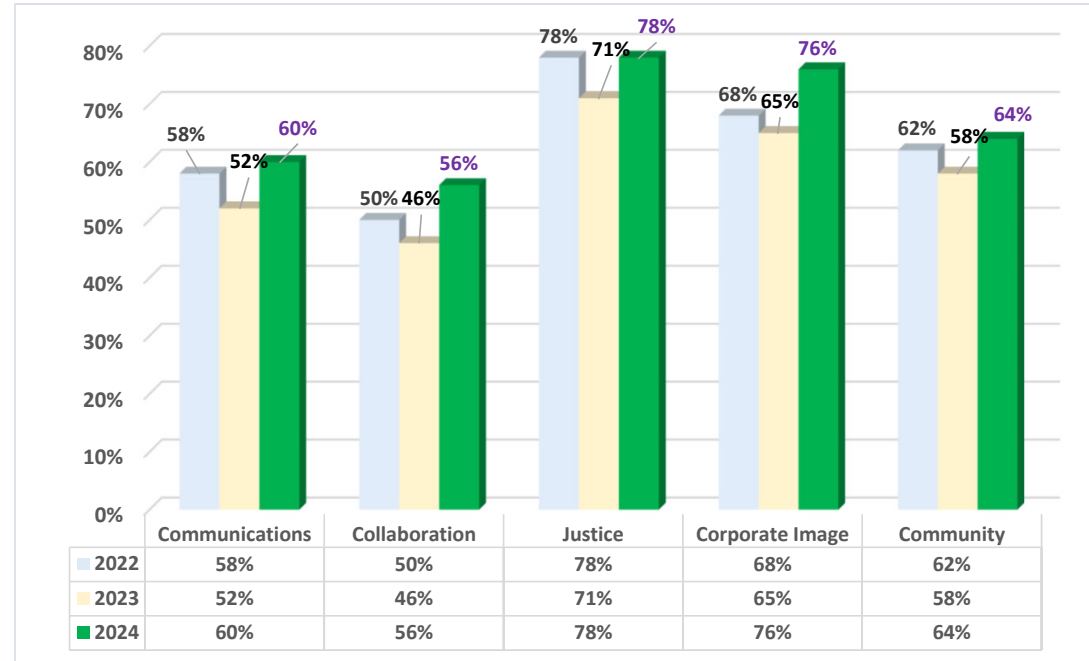
GPTW Focus Areas “The Nighthawk Wave”

Focus Areas 1 thru 5



Avg. 8.2 percentage point increase for 2024 as compared to previous year '23.

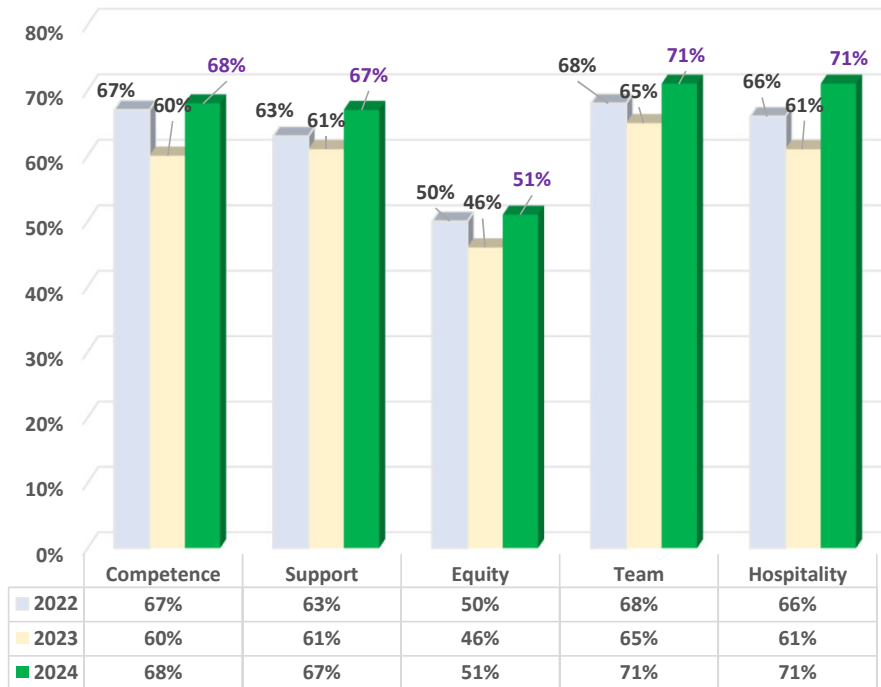
Focus Areas 6 thru 10



Avg. 8.4 percentage point increase for 2024 as compared to previous year '23

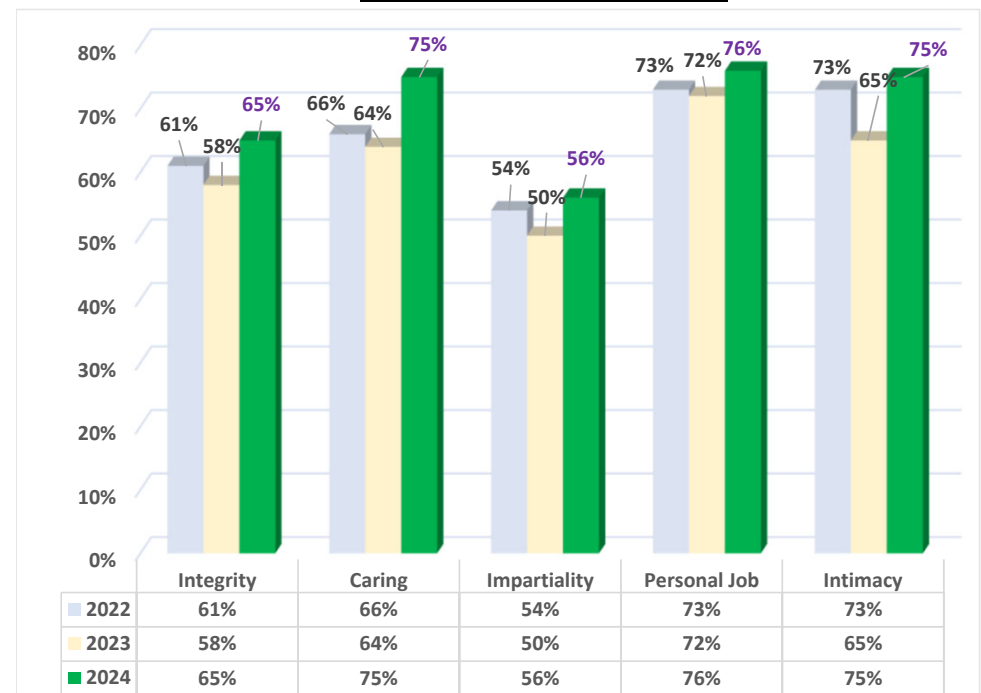
GPTW Focus Areas “The Nighthawk Wave”

Focus Areas 11 thru 15



Avg. 7.0 percentage point increase for 2024 as compared to previous year '23.

Focus Areas 16 thru 20



Avg. 7.6 percentage point increase for 2024 as compared to previous year '23.

To Be Continued



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