

Fall Opening and Flex Day Survey Results Fall 2025

**Professional Learning Committee
Oct. 23, 2025**

Opening / Flex Day Survey

- **Administered:** Sept. 30 – Oct. 8, 2025
- **Sent to:** All Foothill employees (1000+)
- **Responses:** 64
 - 42 full attendees
 - 16 partial attendees
 - 6 non-attendees

Survey Design

- Branching questions to identify who attended Opening and Flex Days
- Attendees and partial attendees: content and logistics of the days
- Non-attendees and partial attendees: barriers to attendance
- All survey respondents: demographic questions, questions about communication prior to the event, future PD topics to offer, and whether they had comments to share.

Survey results

Key Findings

Strengths

- President's welcome address and the keynote speaker
- Workshops
- Opportunity to build community
- Classified-focused activities on Flex Day

Challenges

- Timing of Opening and Flex Day is challenging
- 3 days of PD in a row is tiring
- How to include employees who cannot attend in person

Opening Day (Thurs.) Ratings

| Item (highest % agree to smallest % agree) | % “Strongly Agree” or “Agree” |
|---|-------------------------------|
| Learned useful information from the Thursday workshops | 93% |
| President’s welcome was informative | 92% |
| Thursday workshops were relevant to my needs | 91% |
| Increased sense of community after Thursday Opening Day | 89% |
| President’s welcome was motivating | 88% |
| Keynote address was informative | 88% |
| Keynote address was motivating | 88% |
| Good range of workshop topics on Thursday | 87% |
| Attending Thursday workshops was a good use of my time | 78% |

Note: N/A and blank responses were excluded from percent calculations.

Flex Day (Fri.) Division Meeting and SLO Session Ratings

| All Items: | % “Strongly Agree” or “Agree” |
|---|-------------------------------|
| SLO sessions were productive | 76% |
| SLO sessions were engaging | 68% |
| Enough time for Division meetings on Friday | 58% |

Note: N/A and blank responses were excluded from percent calculations.

Flex Day (Fri.) Classified Workshop and Session Ratings

| Item (highest % agree to smallest % agree) | % “Strongly Agree” or “Agree” |
|--|-------------------------------|
| Classified Town Hall was a good use of my time | 100% |
| Classified Town Hall provided a space to discuss issues and concerns | 100% |
| Increased sense of belonging from classified-focused activities | 100% |
| Good range of workshop topics on Friday | 87% |
| Friday workshops were relevant to my needs. | 87% |
| Learned useful information from Friday workshops | 86% |
| Classified community-building activity was a good use of my time | 85% |
| Attending Friday workshops was a good use of my time | 73% |

Note: N/A and blank responses were excluded from percent calculations.

Flex Day (Fri.) College-Wide Activities Ratings

| All Items: | % “Strongly Agree” or “Agree” |
|---|-------------------------------|
| ILO session was informative | 75% |
| ILO session was motivating | 70% |
| Attending Friday Flex Day was a good use of my time | 61% |
| Increased sense of community after Friday Flex Day | 76% |

Note: N/A and blank responses were excluded from percent calculations.

Most liked aspects of Opening and Flex Day

Open-ended responses

Keynote address

“I loved the keynote speaker!”

Division
meetings

“I always enjoy the division meeting and leave feeling that I have a good understanding of what is going on.”

Community &
connecting with
others

“I liked that it was a more relaxed pace with time to connect with colleagues.”

Least liked aspects of Opening and Flex Day

Open-ended responses

Timing interferes
with prep time for
classes

“I felt anxiety because my mind was on prepping for my classes and the start of the fall term.”

Tiring schedule

“SLO plus Division mtg = 5 hour mtg. That’s rough mentally.”

“3 days of programming is exhausting for me.”

Logistics and Communication

| Item (highest % agree to smallest % agree) | % “Strongly Agree” or “Agree” |
|--|-------------------------------|
| Check-in process was easy | 88% (Thurs.) 90% (Fri.) |
| Communication about Friday options was clear | 84% |
| Liked getting welcome videos electronically | 80% |
| Information about Opening and Flex Days was easy to understand | 77% |
| Agendas for Opening and Flex Days were easy to access | 75% |
| Received information about Opening and Flex Days early enough to prepare | 73% |

Note: N/A and blank responses were excluded from percent calculations.

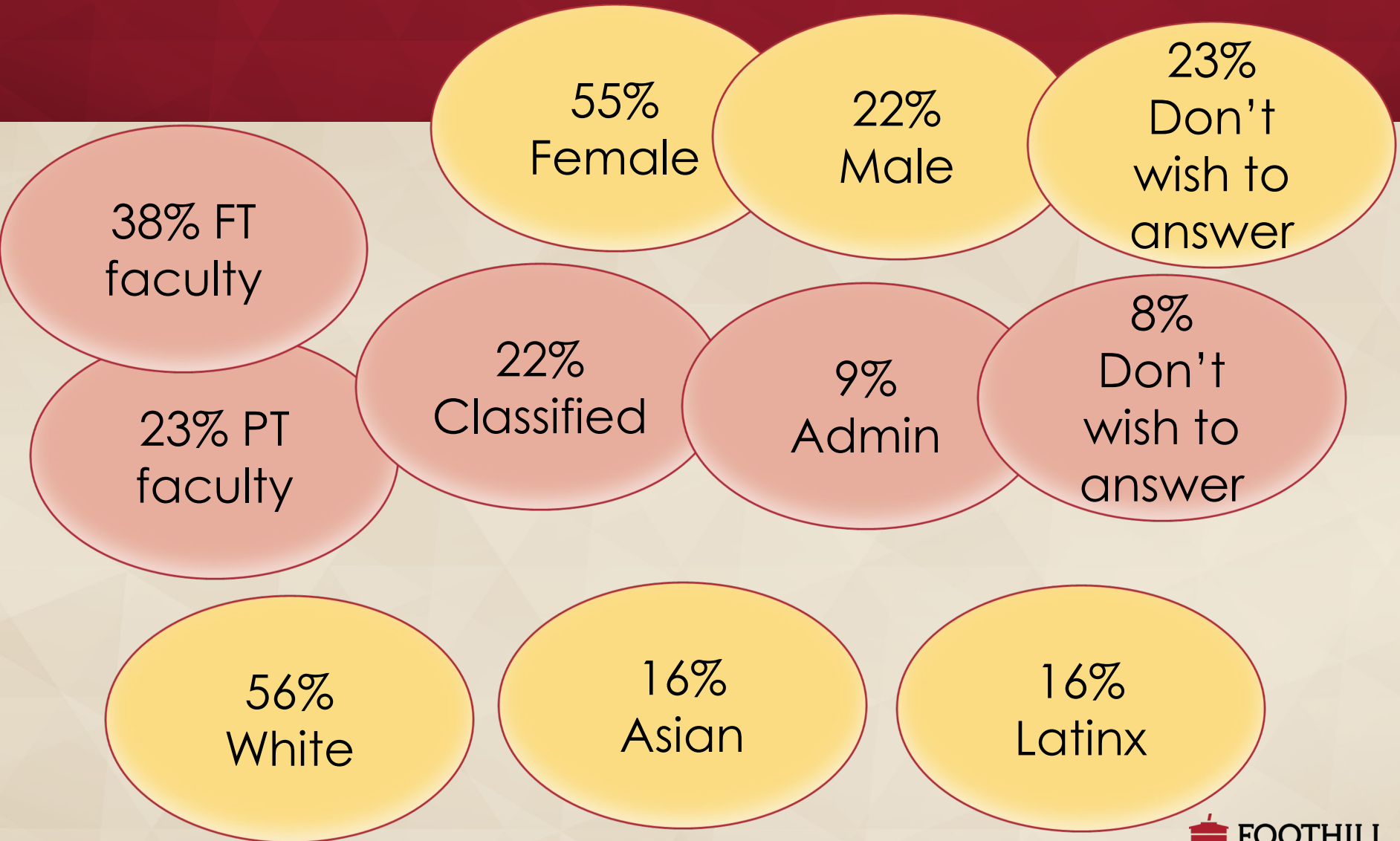
Barriers to attendance

Partial and non-attendees

| Position | Count of partial or non-attendees | Need remote option | Unable to leave work area | Schedule conflict | Not interested in content |
|------------|-----------------------------------|--------------------|---------------------------|-------------------|---------------------------|
| Admin | 2 | | | | 100% |
| FT Faculty | 3 | | | 67% | 33% |
| PT Faculty | 9 | 44% | 11% | 44% | 22% |
| Classified | 7 | | 43% | 43% | 43% |

Note: Respondents could choose more than one reason for non- or partial attendance, and may have had different reasons for different days. The same reason for both days was counted only once.

Demographics



Comments / suggestions

Open-ended responses

“As an adjunct who has other employment, I REALLY want to attend events. Ohlone College does a great opening week where 2 days are virtual and the rest are in-person. This allows for a majority of the adjunct teaching community to attend and be a part of the college rather than separated. Many of us work other jobs especially semester schools and cannot make it to campus. We feel very shunned and excluded.”

Comments / suggestions

Open-ended responses

“A ‘Welcome’/‘Welcome Back’ opportunity for Faculty/Staff/Admin/Students to co-mingle and actually build a sense of community. Having ‘Welcome’ Day being on the Tuesday disincentives faculty to attend.”

“I would like to offer a suggestion to follow the model that De Anza uses for their Friday (I think that's when they do it) where they make it an open house campus day for all faculty, staff, and students to come to campus for open activities and a chance to connect.”

Thoughts?

Challenges

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