CONFIDENTIAL



October 2015

InsighteX Cultural Assessment

for D41: Central Service-Administration



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D41: Central Service-Administration Results (n=10)							
		Strongly	D:	37 . 7		Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A
10 1 ./ 1 ¹ *.	1.14	(1)	(2)	(3)	(4)	(3)	
Talent/Fit	4.46						
11. I am in a role that allows me to maximize my talents	4.60						
and strengths.	4.00	0.0%	0.0%	10.0%	20.0%	70.0%	0.0%
		n=0	n=0	n=1	n=2	n=7	n=0
1. In my role I have the opportunity to do things that I			•				
both do well and enjoy.	4.70						
		0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
		n=0	n=0	n=0	n=3	n=7	n=0
7. I have encouraged someone to apply at D41.	4 50						
	4.50	0.0%	0.0%	10.09/	20.09/	60.09/	0.09/
		0.0% n=0	n=0	10.0% n=1	30.0% n=3	60.0% n=6	0.0% n=0
39. My supervisor/administrator knows the talents to look		<u>n-0</u>	11-0	11-1	n=3	11-0	11-0
for in selecting new associates who will be successful.	4.50						
		0.0%	0.0%	0.0%	50.0%	50.0%	0.0%
		n=0	n=0	n=0	n=5	n=5	n=0
56. I feel D41 is a great fit for me.							
	4.50						
		0.0%	0.0%	10.0%	30.0%	60.0%	0.0%
70.0.1.1.1		n=0	n=0	n=1	n=3	n=6	n=0
72. Our school district selects highly talented individuals when hiring.	4.40						
when minig.	1.10	0.0%	0.0%	0.0%	60.0%	40.0%	0.0%
		n=0	n=0	n=0	n=6	n=4	n=0
63. D41 selects the right people for the right job.							
	4.00						
		0.0%	10.0%	0.0%	70.0%	20.0%	0.0%
		n=0	n=1	n=0	n=7	n=2	n=0
Support-Equip	4.33						
3. I am provided the core needs necessary for me to excel in	4.90						
my role.	4.30	0.00/	10.00/	0.00/	40.09/	50.00/	0.0%
		0.0% n=0	10.0% n=1	0.0% n=0	40.0% n=4	50.0% n=5	0.0% n=0
19. I am provided the materials, equipment, and		n=0	11-1	II =0	11-4	11-5	11-0
information necessary to effectively perform my job.	4.30						
		0.0%	10.0%	0.0%	40.0%	50.0%	0.0%
		n=0	n=1	n=0	n=4	n=5	n=0
34. My supervisor/administrator is actively responsive to my							
needs.	4.40	0.001	10.000	0.007	00.00/	<0.001	0.001
		0.0%	10.0%	0.0%	30.0%	60.0%	0.0%
20 I am provided the experimentarity to energy quality time		n=0	n=1	n=0	n=3	n=6	n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	4.30						
	1.00	0.0%	10.0%	0.0%	40.0%	50.0%	0.0%
		n=0	n=1	n=0	n=4	n=5	n=0
33. My supervisor/administrator is available for me when							
needs arise.	4.40						
		0.0%	0.0%	20.0%	20.0%	60.0%	0.0%
		n=0	n=0	n=2	n=2	n=6	n=0
23. I have a supportive coaching relationship with my	4 90						
supervisor/administrator.	4.30	0.00/	0.00/	20.00/	20.00/	50.00/	0.09/
		0.0% n=0	0.0% n=0	20.0% n=2	30.0% n=3	50.0%	0.0% n=0
		п=0	<u>n</u> =0	<u>11</u> –2	п-9	n=5	n-0





D41: Central Service-Administration Results (n=10)							
	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	4.24						
5. I have at least one close friend at work.							
	4.50						
		0.0%	10.0%	0.0%	20.0%	70.0%	0.0%
32. I have an open and trusting relationship with my		n =0	n=1	n=0	n=2	n=7	n =0
supervisor/administrator.	4.40						
. F		0.0%	0.0%	10.0%	40.0%	50.0%	0.0%
		n=0	n=0	n=1	n=4	n=5	n=0
25. My supervisor/administrator cares about me as a person.							
	4.20	0.00/	0.00/	20.00/	10.00/	40.00/	0.00/
		0.0% n=0	0.0% n=0	20.0% n=2	40.0% n=4	40.0% n=4	0.0% n=0
31. I am provided personal coaching from my		11-0	II-0	11-2	11-4	11-4	II-0
supervisor/administrator.	3.70						
. F		0.0%	20.0%	20.0%	30.0%	30.0%	0.0%
		n=0	n=2	n=2	n=3	n=3	n=0
51. My team has open and trusting relationships.							
	4.60	0.00/	0.00/	0.00/	10.00/	(0.00)	0.00/
		0.0% n=0	0.0% n=0	0.0% n=0	40.0% n=4	60.0% n=6	0.0% n=0
50. Based on relationships demonstrated on my team, I		n-0	n-0	II=0	n-4	n=0	n=0
would recommend someone to join this team.	4.50						
		0.0%	0.0%	10.0%	30.0%	60.0%	0.0%
		n=0	n=0	n=1	n=3	n=6	n=0
51. D41 has a genuine concern and interest about me as a							
person.	3.80	0.00/	10.00/	00.00/	00.00/	20.00/	0.00/
		0.0%	10.0%	30.0%	30.0%	30.0%	0.0%
54. Quality relationships are valued across our school		n =0	n=1	n=3	n=3	n=3	n =0
listrict.	4.30						
instruct.		0.0%	0.0%	20.0%	30.0%	50.0%	0.0%
		n=0	n=0	n=2	n=3	n=5	n=0
38. My supervisor/administrator demonstrates effort in							
establishing and reinforcing a coaching relationship with	4.20						
		0.0%	10.0%	10.0%	30.0%	50.0%	0.0%
					$n \equiv 3$	n=5	n=0
o P.	1. (2)	n=0	n=1	n=1	n=3	n 0	
Quality	4.63	n=0	n=1	n=1	п-9	шü	
7. I am on a team that encourages each member to surpass		n=0	n=1	n=1	11-5	n o	
7. I am on a team that encourages each member to surpass	4.63 4.60		n=1				0.0%
7. I am on a team that encourages each member to surpass		n=0 0.0% n=0		n=1 0.0% n=0	40.0% n=4	60.0%	0.0% n=0
47. I am on a team that encourages each member to surpass expectations.		0.0%	0.0%	0.0%	40.0%		
47. I am on a team that encourages each member to surpass expectations.43. My associates demonstrate a commitment to quality		0.0%	0.0% n=0	0.0%	40.0% n=4	60.0% n=6	
47. I am on a team that encourages each member to surpass expectations.43. My associates demonstrate a commitment to quality	4.60	0.0% n=0 0.0%	0.0% n=0 0.0%	0.0% n=0 0.0%	40.0% n=4 30.0%	60.0% n=6 70.0%	n=0
 47. I am on a team that encourages each member to surpass expectations. 43. My associates demonstrate a commitment to quality work and excellence. 	4.60	0.0% n=0	0.0% n=0	0.0% n=0	40.0% n=4	60.0% n=6	n=0
 47. I am on a team that encourages each member to surpass expectations. 43. My associates demonstrate a commitment to quality work and excellence. 	4.60 4.70	0.0% n=0 0.0%	0.0% n=0 0.0%	0.0% n=0 0.0%	40.0% n=4 30.0%	60.0% n=6 70.0%	n=0
Quality 47. I am on a team that encourages each member to surpass expectations. 43. My associates demonstrate a commitment to quality work and excellence. 57. D41 is committed to quality work and excellence.	4.60	0.0% n=0 0.0%	0.0% n=0 0.0%	0.0% n=0 0.0%	40.0% n=4 30.0%	60.0% n=6 70.0%	n=0





D41: Central Service-Administration Results (n=10)	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	4.32						
36. I have the opportunity to communicate with my	4.60						
supervisor/administrator.	4.00	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%
		n=0	n=0	n=0	n=4	n=6	n=0
24. My supervisor/administrator effectively communicates							
his/her expectations.	4.30						
		0.0%	10.0%	0.0%	40.0%	50.0%	0.0%
		n=0	n=1	n=0	n=4	n=5	n=0
26. My supervisor/administrator gives me constructive	4 20						
feedback about my work performance.	4.30	0.0%	0.0%	0.0%	70.0%	30.0%	0.0%
		0.0% n=0	n=0	0.0% n=0	n=7	n=3	0.0% n=0
27. My supervisor/administrator and I have effective two-		нv	n o	1 0	п.	пo	по
way communication.	4.40						
,		0.0%	10.0%	0.0%	30.0%	60.0%	0.0%
		n=0	n=1	n=0	n=3	n=6	n=0
65. I feel "in on things" that are happening at D41.							
	4.10						
		0.0%	0.0%	30.0%	30.0%	40.0%	0.0%
		n=0	n=0	n=3	n=3	n=4	n=0
44. Our team effectively communicates with each other.	4.20						
	4.20	0.0%	10.0%	0.0%	50.0%	40.0%	0.0%
		n=0	n=1	n=0	n=5	n=4	n=0
Recognition	4.16						
29. My supervisor/administrator recognizes me for a job well							
done.	4.50						
		0.0%	0.0%	10.0%	30.0%	60.0%	0.0%
		n=0	n=0	n=1	n=3	n=6	n=0
9. I have received meaningful recognition in the past 10							
days.	3.60						
		0.0%	20.0%	30.0%	20.0%	30.0%	0.0%
		n=0	n=2	n=3	n=2	n=3	n=0
66. Excellence is recognized in my school district.	4.20						
	7.40	0.0%	10.0%	0.0%	50.0%	40.0%	0.0%
		n=0	n=1	n=0	n=5	n=4	n=0
18. I have provided meaningful recognition to others in the					-		
past 10 days.	4.20						
		0.0%	0.0%	20.0%	40.0%	40.0%	0.0%
		n=0	n=0	n=2	n=4	n=4	n=0
48. My team recognizes each other's efforts and impact.							
	4.30	0.001	10.000	0.007	10 001	-0.00/	0.007
		0.0%	10.0%	0.0%	40.0%	50.0%	0.0%
		n=0	n=1	n=0	n=4	n=5	n=0





D41: Central Service-Administration Results (n=10)	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	4.50						
40. In the past three months, my supervisor/administrator							
has discussed my successes and progress with me.	4.50						
		0.0%	10.0%	0.0%	20.0%	70.0%	0.0%
		n=0	n=1	n=0	n=2	n=7	n=0
17. I have set the right goals for myself to excel in my	4 50						
role/position.	4.70	0.00/	0.00/	0.00/	20.00/	70.00/	0.00/
		0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=3	70.0% n=7	0.0% n=0
49. Our team effectively sets goals to further enhance our		n-0	n-0	n-0	n-ə	n-1	n-0
performance.	4.40						
performance.	7.70	0.0%	0.0%	10.0%	40.0%	50.0%	0.0%
		n=0	n=0	n=1	n=4	n=5	n=0
10. In my current role, I am encouraged to set		•	•				
motivational/stretch goals for myself.	4.30						
		0.0%	0.0%	10.0%	50.0%	40.0%	0.0%
		n=0	n=0	n=1	n=5	n=4	n=0
37. My supervisor/administrator motivates me to achieve							
my goals.	4.60						
		0.0%	0.0%	0.0%	40.0%	60.0%	0.0%
		n=0	n=0	n=0	n=4	n=6	n=0
Training & Development	4.22						
35. My supervisor/administrator supports my personal and							
professional development.	4.50						
		0.0%	0.0%	10.0%	30.0%	60.0%	0.0%
		n=0	n=0	n=1	n=3	n=6	n=0
6. I am provided opportunities to further my growth and							
development.	4.20	0.00/	10.00/	70.00/	00.00/		0.00/
		0.0%	10.0%	10.0%	30.0%	50.0%	0.0%
177 1		n=0	n=1	n=1	n=3	n=5	n=0
15. I am properly trained to achieve excellence in my work.	4.40						
	4.40	0.0%	0.0%	0.0%	60.0%	40.0%	0.0%
		n=0	n=0	n=0	n=6	40.076 n=4	n=0
67. D41 provides the "right" training for me to excel in my		п-0	<u>11</u> –0	ш-0	11-0	<u>11=4</u>	п-0
role.	3.60						
1010.	0.00	0.0%	30.0%	0.0%	50.0%	20.0%	0.0%
		n=0	n=3	n=0	n=5	n=2	n=0
30. My supervisor/administrator encourages opportunities		•		•			
for my growth and development.	4.40						
2 G I		0.0%	0.0%	10.0%	40.0%	50.0%	0.0%
		n=0	n=0	n=1	n=4	n=5	n=0





D41: Central Service-Administration Results (n=10)		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A
Career Development	4.34						
70. I would like to work at D41 long term.							
	4.56	0.00/	0.00/	10.00/	20.04/	(0.00/	10.00/
		0.0% n=0	0.0% n=0	10.0% n=1	20.0% n=2	60.0% n=6	10.0% n=1
58. D41 provides the experience and development for me to		11-0	11-0	11-1	11-2	11-0	11-1
further my career here.	4.40						
5		0.0%	0.0%	10.0%	40.0%	50.0%	0.0%
		n=0	n=0	n=1	n=4	n=5	n=0
71. I am aware of the career opportunities that are available							
for me at D41.	4.00	0.00/	10.00/	20.00/	20.00/	10.00/	10.00/
		0.0% n=0	10.0% n=1	20.0% n=2	20.0% n=2	40.0% n=4	10.0% n=1
59. I value the career opportunities that I have at D41.		II-0	11-1	II=2	11-2	11-4	11-1
<i>y</i> . I value the career opportunities that I have at 1941.	4.30						
		0.0%	0.0%	20.0%	30.0%	50.0%	0.0%
		n=0	n=0	n=2	n=3	n=5	n=0
50. I have the opportunity to express my career interests at							
D41.	4.44						
		0.0%	0.0%	10.0%	30.0%	50.0%	10.0%
р. т.•	1.62	n=0	n=0	n=1	n=3	n=5	n=1
Engage-Inspire	4.62						
2. I am fully engaged in the work that I do.	4.70						
	1.10	0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
		n=0	n=0	n=0	n=3	n=7	n=0
12. I am highly committed to and energized by my work.				•	•		•
6, 6, 7, 7	4.50						
		0.0%	0.0%	10.0%	30.0%	60.0%	0.0%
		n=0	n=0	n=1	n=3	n=6	n=0
8. I am driven to contribute to the success of D41.	4.00						
	4.80	0.00/	0.00/	0.00/	20.00/	90.00/	0.00/
		0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=2	80.0% n=8	0.0% n=0
53. I am committed to the success of my school district.		п-0	n=0	<u>n-0</u>	n-2	11-0	<u>n-0</u>
so. I am committed to the success of my school district.	4.90						
		0.0%	0.0%	0.0%	10.0%	90.0%	0.0%
		n=0	n=0	n=0	n=1	n=9	n=0
62. I would recommend D41 to a friend as a great place to							
work.	4.20						
		0.0%	10.0%	0.0%	50.0%	40.0%	0.0%
		n=0	n=1	n=0	n=5	n=4	n=0





D41: Central Service-Administration Results (n=10)							
		Strongly				Strongly	
	Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A
		(1)	(2)	(3)	(4)	(5)	
Satisfaction	4.18						
13. I am satisfied with my role/work.							
	4.20						
		0.0%	10.0%	0.0%	50.0%	40.0%	0.0%
AC I am and Callering a most of more terms		n=0	n=1	n=0	n=5	n=4	n=0
46. I am satisfied being a part of my team.	4.40						
	1.10	0.0%	0.0%	10.0%	40.0%	50.0%	0.0%
		n=0	n=0	n=1	n=4	n=5	n=0
73. Overall, I am very satisfied with D41 as a place to work.							
	4.30						
		0.0%	0.0%	10.0%	50.0%	40.0%	0.0%
		n=0	n=0	n=1	n=5	n=4	n=0
20. I look forward to coming to work every day.	a						
	3.80	0.00/	10.00/	10.00/	=0.00/	10.00/	0.00/
		0.0%	10.0%	10.0%	70.0%	10.0%	0.0%
	1.00	n=0	n=1	n=1	n=7	n=1	n=0
Mission Conscious	4.28						
41. My supervisor/administrator effectively communicates	4.40						
our school district's mission to me.	4.40	0.0%	0.0%	20.0%	20.0%	60.0%	0.0%
		n=0	n=0	n=2	n=2	n=6	n=0
74. D41 effectively aligns our day-to-day activities with the		n =0	H =0	11-2	11-2	<u>n</u> –0	n=0
school district's mission.							
	4.10						
		0.0%	10.0%	0.0%	60.0%	30.0%	0.0%
		n=0	n=1	n=0	n=6	n=3	n=0
22. I am aware and knowledgeable about our school							
district's mission.	4.70						
		0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
		n=0	n=0	n=0	n=3	n=7	n=0
68. Business decisions made are consistent with our mission	9.00						
and core values.	3.90	0.00/	0.00/	20.00/	50.00/	20.00/	0.00/
		0.0% n=0	0.0% n=0	30.0% n=3	50.0% n=5	20.0% n=2	0.0% n=0
Pride	4.65	нţ	нv	n o	по	11 2	пv
4. I feel great pride in the work I do.	4.00						
4. I leel great pride in the work I do.	4.70						
		0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
		n=0	n=0	n=0	n=3	n=7	n=0
14. I feel great pride in being a part of D41.							
	4.60						
		0.0%	0.0%	0.0%	40.0%	60.0%	0.0%
		n=0	n=0	n=0	n=4	n=6	n=0
45. I feel great pride in the team of which I am a part.	4 70						
	4.60	0.00/	0.00/	0.00/	40.00/	60.00/	0.00/
		0.0%	0.0%	0.0%	40.0%	60.0%	0.0%
64. I speak of D41 with pride.		n=0	n=0	n=0	n=4	n=6	n=0
JT. I Speak Of D'HI with place.	4.70						
		0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
		n=0	n=0	n=0	n=3	n=7	n=0
				-	-		-





	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.63						
52. My team strives to pursue excellence.							
	4.60						
		0.0%	0.0%	0.0%	40.0%	60.0%	0.0%
		n=0	n=0	n=0	n=4	n=6	n=0
21. I strive to find a better way every day.							
	4.40	0.00/	0.00/	0.00/	<0.0 0 /	40.00/	0.00/
		0.0%	0.0%	0.0%	60.0%	40.0%	0.0%
		n=0	n=0	n=0	n=6	n=4	n=0
5. I am part of a school district that continues to pursue	4.00						
excellence every day.	4.90	0.00/	0.00/	0.00/	10.00/	00.00/	0.00/
		0.0% n=0	0.0% n=0	0.0% n=0	10.0% n=1	90.0% n=9	0.0% n=0
т.,.	4 50	n=0	n=0	n=0	n-1	11-9	n=0
Innovation	4.73						
59. D41 encourages innovation.	1.00						
	4.80	0.00/	0.00/	0.00/	20.00/	00.00/	0.00/
		0.0%	0.0%	0.0%	20.0%	80.0%	0.0%
		n=0	n=0	n=0	n=2	n=8	n=0
16. I am continuously seeking ways to improve my overall	4.00						
productivity.	4.80	0.00/	0.00/	0.00/	20.00/	00.00/	0.00/
		0.0%	0.0%	0.0%	20.0%	80.0%	0.0%
10.0		n=0	n=0	n=0	n=2	n=8	n=0
42. Our team encourages innovation.	4.60						
	4.60	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%
		n=0	n=0	n=0	n=4	n=6	n=0





Rank Ordered Questions According to Mean

<u>Mean</u>

Dimension/Mean

53.	I am committed to the success of my school district.	4.90	Engage-Inspire 4.62
55.	I am part of a school district that continues to pursue excellence every day.	4.90	Continuous Improvement 4.63
16.	I am continuously seeking ways to improve my overall productivity.	4.80	Innovation 4.73
8.	I am driven to contribute to the success of D41.	4.80	Engage-Inspire 4.62
69.	D41 encourages innovation.	4.80	Innovation 4.73
2.	I am fully engaged in the work that I do.	4.70	Engage-Inspire 4.62
22.	I am aware and knowledgeable about our school district's mission.	4.70	Mission Conscious 4.28
4.	I feel great pride in the work I do.	4.70	Pride 4.65
43.	My associates demonstrate a commitment to quality work and excellence.	4.70	Quality 4.63
17.	I have set the right goals for myself to excel in my role/position.	4.70	Performance Planning 4.50
64.	I speak of D41 with pride.	4.70	Pride 4.65
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.70	Talent/Fit 4.46
36.	I have the opportunity to communicate with my supervisor/administrator.	4.60	Communication 4.32
45.	I feel great pride in the team of which I am a part.	4.60	Pride 4.65





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
57.	D41 is committed to quality work and excellence.	4.60	Quality 4.63
14.	I feel great pride in being a part of D41.	4.60	Pride 4.65
37.	My supervisor/administrator motivates me to achieve my goals.	4.60	Performance Planning 4.50
52.	My team strives to pursue excellence.	4.60	Continuous Improvement 4.63
42.	Our team encourages innovation.	4.60	Innovation 4.73
51.	My team has open and trusting relationships.	4.60	Relationships 4.24
11.	I am in a role that allows me to maximize my talents and strengths.	4.60	Talent/Fit 4.46
47.	I am on a team that encourages each member to surpass expectations.	4.60	Quality 4.63
70.	I would like to work at D41 long term.	4.56	Career Development 4.34
35.	My supervisor/administrator supports my personal and professional development.	4.50	Training & Development 4.22
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.50	Talent/Fit 4.46
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.50	Performance Planning 4.50
12.	I am highly committed to and energized by my work.	4.50	Engage-Inspire 4.62
56.	I feel D41 is a great fit for me.	4.50	Talent/Fit 4.46
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.50	Relationships 4.24





211	Central Service-Administration Results (n=10) <u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	Dimension/Mean
5.	I have at least one close friend at work.	4.50	Relationships 4.24
29.	My supervisor/administrator recognizes me for a job well done.	4.50	Recognition 4.16
7.	I have encouraged someone to apply at D41.	4.50	Talent/Fit 4.46
60.	I have the opportunity to express my career interests at D41.	4.44	Career Development 4.34
27.	My supervisor/administrator and I have effective two-way communication.	4.40	Communication 4.32
33.	My supervisor/administrator is available for me when needs arise.	4.40	Support-Equip 4.33
21.	I strive to find a better way every day.	4.40	Continuous Improvement 4.63
46.	I am satisfied being a part of my team.	4.40	Satisfaction 4.18
32.	I have an open and trusting relationship with my supervisor/administrator.	4.40	Relationships 4.24
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.40	Training & Development 4.22
34.	My supervisor/administrator is actively responsive to my needs.	4.40	Support-Equip 4.33
72.	Our school district selects highly talented individuals when hiring.	4.40	Talent/Fit 4.46
15.	I am properly trained to achieve excellence in my work.	4.40	Training & Development 4.22
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.40	Mission Conscious 4.28
49.	Our team effectively sets goals to further enhance our performance.	4.40	Performance Planning 4.50



41 ALLO

	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
58.	D41 provides the experience and development for me to further my career here.	4.40	Career Development 4.34
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.30	Support-Equip 4.33
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.30	Support-Equip 4.33
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.30	Performance Planning 4.50
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.30	Communication 4.32
24.	My supervisor/administrator effectively communicates his/her expectations.	4.30	Communication 4.32
54.	Quality relationships are valued across our school district.	4.30	Relationships 4.24
73.	Overall, I am very satisfied with D41 as a place to work.	4.30	Satisfaction 4.18
3.	I am provided the core needs necessary for me to excel in my role.	4.30	Support-Equip 4.33
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	4.30	Support-Equip 4.33
59.	I value the career opportunities that I have at D41.	4.30	Career Development 4.34
48.	My team recognizes each other's efforts and impact.	4.30	Recognition 4.16
18.	I have provided meaningful recognition to others in the past 10 days.	4.20	Recognition 4.16
25.	My supervisor/administrator cares about me as a person.	4.20	Relationships 4.24
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.20	Relationships 4.24





<i>D</i> 11,	Central Service-Administration Results (n=10) <u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	Dimension/Mean		
44.	Our team effectively communicates with each other.	4.20	Communication 4.32		
6.	I am provided opportunities to further my growth and development.	4.20	Training & Development 4.22		
66.	Excellence is recognized in my school district.	4.20	Recognition 4.16		
13.	I am satisfied with my role/work.	4.20	Satisfaction 4.18		
62.	I would recommend D41 to a friend as a great place to work.	4.20	Engage-Inspire 4.62		
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	4.10	Mission Conscious 4.28		
65.	I feel "in on things" that are happening at D41.	4.10	Communication 4.32		
63.	D41 selects the right people for the right job.	4.00	Talent/Fit 4.46		
71.	I am aware of the career opportunities that are available for me at D41.	4.00	Career Development 4.34		
68.	Business decisions made are consistent with our mission and core values.	3.90	Mission Conscious 4.28		
61.	D41 has a genuine concern and interest about me as a person.	3.80	Relationships 4.24		
20.	I look forward to coming to work every day.	3.80	Satisfaction 4.18		
31.	I am provided personal coaching from my supervisor/administrator.	3.70	Relationships 4.24		
67.	D41 provides the "right" training for me to excel in my role.	3.60	Training & Development 4.22		
9.	I have received meaningful recognition in the past 10 days.	3.60	Recognition 4.16		





Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
3. I am committed to the success of my school district.	Engage-Inspire							
	0.0. 1	4.90	0.0%	0.0%	0.0%	10.0%	90.0%	0.0%
			n=0	n=0	n=0	n=1	n=9	n=0
55. I am part of a school district that continues to pursue excellence every day.	Continuous Improvement	4.00						
very day.	improvement	4.90	0.0%	0.0%	0.0%	10.0%	90.0%	0.0%
			n=0	n=0	n=0	n=1	n=9	n=0
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.80						
		1.00	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%
D. Landel and the trade of the D41			n=0	n=0	n=0	n=2	n=8	n=0
3. I am driven to contribute to the success of D41.	Engage-Inspire	4.80						
		4.00	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%
			n=0	n=0	n=0	n=2	n=8	n=0
69. D41 encourages innovation.	Innovation	4.80						
		100	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%
			n=0	n=0	n=0	n=2	n=8	n=0
2. I am fully engaged in the work that I do.							<u> </u>	
	Engage-Inspire	4.70		0.00/	0.00/			
			0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=3	70.0% n=7	0.0% n=0
22. I am aware and knowledgeable about our school district's	Mission Conscious							
mission.	Sussion Conscious	4.70	0.00/	0.00/	0.00/	30.04/	70.00/	0.00/
			0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=3	70.0% n=7	0.0% n=0
4. I feel great pride in the work I do.	Pride							
		4.70	0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
			n=0	n=0	n=0	n=3	n=7	n=0
43. My associates demonstrate a commitment to quality work and	Quality							
excellence.		4.70	0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
			n=0	n=0	n=0	n=3	n=7	n=0
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4 70						
		4.70	0.0%	0.0%	0.0%	30.0%	70.0%	0.0%
			n=0	n=0	n=0	n=3	n=7	n=0
53. I am committed to the success of	my school district.							
55. I am part of a school district that continues to pursue exe	- cellence every day							
16. I am continuously seeking ways to improve my ov	erall productivity.							
8. I am driven to contribute to	the success of D41.							
69. D41 enco	ourages innovation.							
2. I am fully engaged in t	- the work that I do							
	-							
22. I am aware and knowledgeable about our schoo	l district's mission.							
4. I feel great prid	le in the work I do.							
43. My associates demonstrate a commitment to quality w	ork and excellence.							
	-							
17. I have set the right goals for myself to excel in	n my role/position.							
		0 1.5	0 2.00	2.50	3.00	3.50 4.	00 4.50	5.00



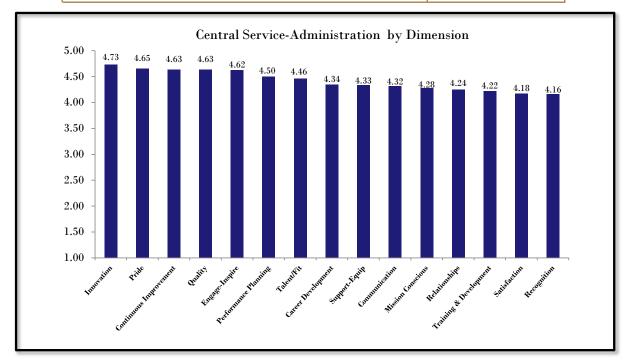


Bottom 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
I have received meaningful recognition in the past 10 days.	Recognition	3.60						
		0.00	0.0% n=0	20.0% n=2	30.0% n=3	20.0% n=2	30.0% n=3	0.0% n=0
7. D41 provides the "right" training for me to excel in my role.	Training & Development		n v	11 2	пö		10	n o
		3.60	0.0%	30.0%	0.0%	50.0%	20.0%	0.0%
1. I am provided personal coaching from my	1		n=0	n=3	n=0	n=5	n=2	n=0
upervisor/administrator.	Relationships	3.70						
			0.0% n=0	20.0% n=2	20.0% n=2	30.0% n=3	30.0% n=3	0.0% n=0
0. I look forward to coming to work every day.	Satisfaction							
		3.80	0.0%	10.0%	10.0%	70.0%	10.0%	0.0%
1 D41 has a graning and interact short are a surrow	1		n=0	n=1	n=1	n=7	n=1	n=0
1. D41 has a genuine concern and interest about me as a person.	Relationships	3.80						
			0.0%	10.0%	30.0%	30.0%	30.0%	0.0%
			n=0	n=1	n=3	n=3	n=3	n=0
8. Business decisions made are consistent with our mission and ore values.	Mission Conscious							
ore values.		3.90	0.0%	0.0%	30.0%	50.0%	20.0%	0.0%
	1		n=0	n=0	n=3	n=5	n=2	n=0
1. I am aware of the career opportunities that are available for me t D41.	Career Development	4.00						
			0.0%	10.0%	20.0%	20.0%	40.0%	10.0%
3. D41 selects the right people for the right job.			n=0	n=1	n=2	n=2	n=4	n=1
0 1 1 0 3	Talent/Fit	4.00						
			0.0% n=0	10.0% n=1	0.0% n=0	70.0% n=7	20.0% n=2	0.0% n=0
5. I feel "in on things" that are happening at D41.	Communication							
		4.10	0.0%	0.0%	30.0%	30.0%	40.0%	0.0%
	1		n=0	n=0	n=3	n=3	n=4	n=0
4. D41 effectively aligns our day-to-day activities with the school istrict's mission.	Mission Conscious	4.10						
	L		0.0%	10.0%	0.0%	60.0%	30.0%	0.0%
			n=0	n=1	n=0	n=6	n=3	n=0
9. I have received meaningful recognition in the	oast 10 days.							
67. D41 provides the "right" training for me to exc	-							
07. D41 provides the right training for me to exe	ei in my role.							
31. I am provided personal coaching from my supervisor/a	dministrator.							
20. I look forward to coming to wor	k every day.							
61. D41 has a genuine concern and interest about m	e as a person.							
68. Business decisions made are consistent with our mission an	d core values.							
	-							
71. I am aware of the career opportunities that are available fo	-							
63. D41 selects the right people for	the right job.							
65. I feel "in on things" that are happe	ening at D41.							
	rict's mission							
74. D41 effectively aligns our day-to-day activities with the school dist	fict 3 mission.							

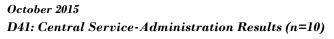




Rank Ordered Dimensions by Mean	Dimension Mean
Innovation	4.73
Pride	4.65
Continuous Improvement	4.63
Quality	4.63
Engage-Inspire	4.62
Performance Planning	4.50
Talent/Fit	4.46
Career Development	4.34
Support-Equip	4.33
Communication	4.32
Mission Conscious	4.28
Relationships	4.24
Training & Development	4.22
Satisfaction	4.18
Recognition	4.16









HUMANeX Ventures Cultural Assessment Index[™] Satisfaction / Engagement 3x3

