

Glen Ellyn School District 41

Ignite passion. Inspire excellence. Imagine possibilities.



Abraham Lincoln Benjamin Franklin Churchill Forest Glen Hadley

Culture and Climate Data Report

Engaged and Satisfied Culture in District 41

Marci Conlin, Assistant Superintendent for
Human Resources

Erika Krehbiel, Chief Communications Officer

Who are we?

High performing elementary school district

Over 3,500 students

450 staff members

Four Elementary Schools

One Junior High School - Students feed into Glenbard West

Serve five communities (Glen Ellyn, Glendale Heights, Wheaton, Carol Stream, Lombard)



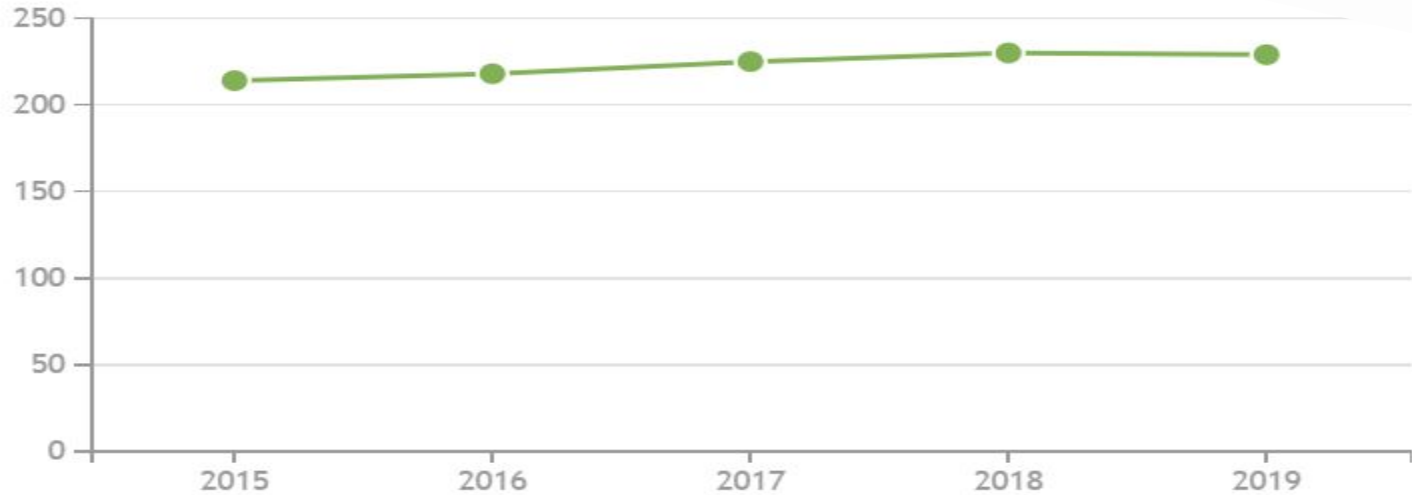
Staff Data



Staff Data



District Total Teachers FTE (2015-19)



District

214

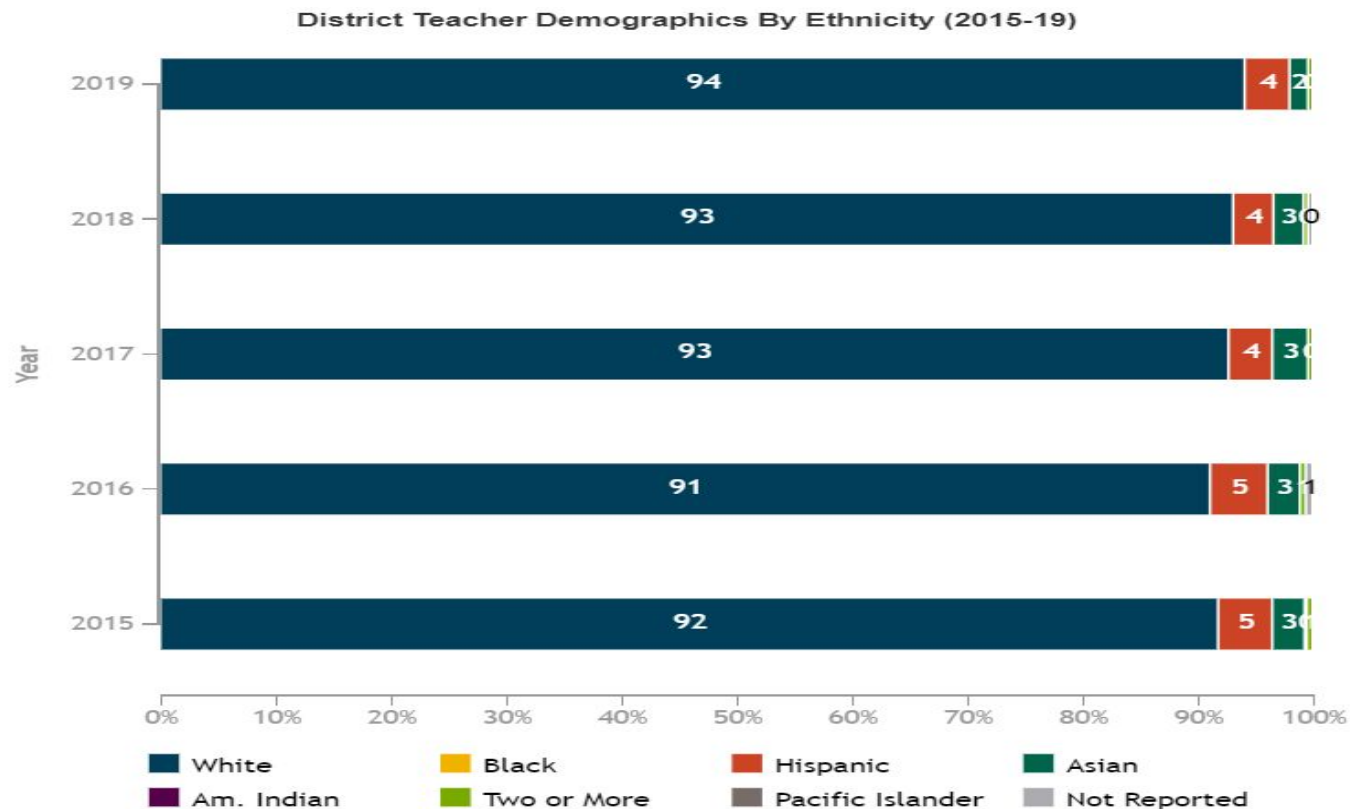
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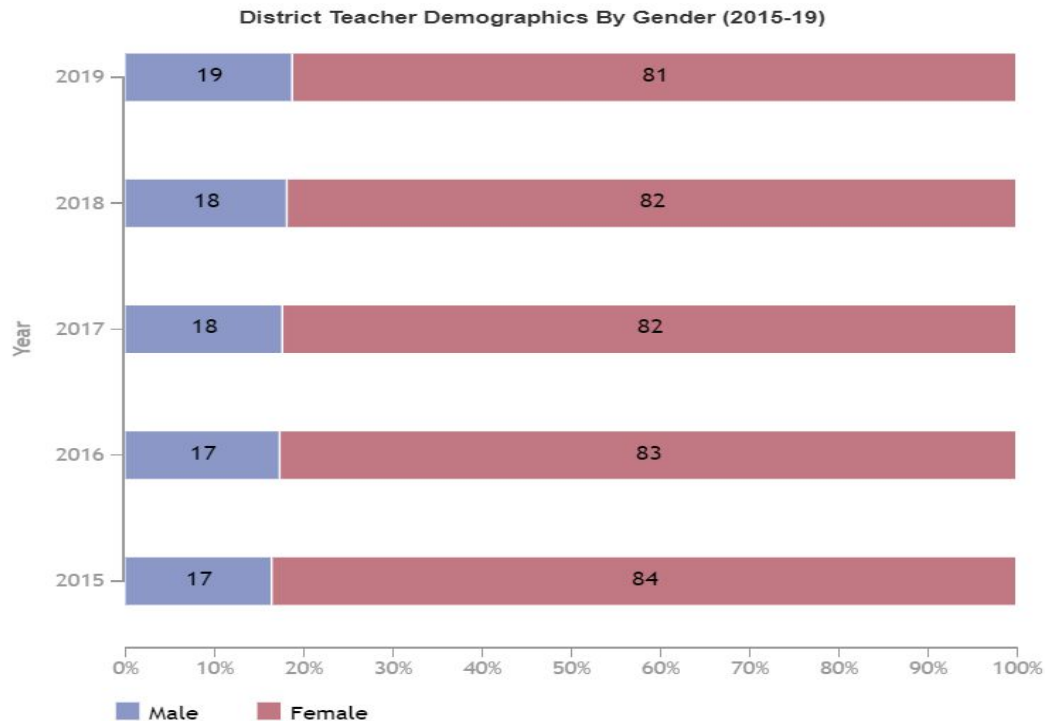
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Staff Data



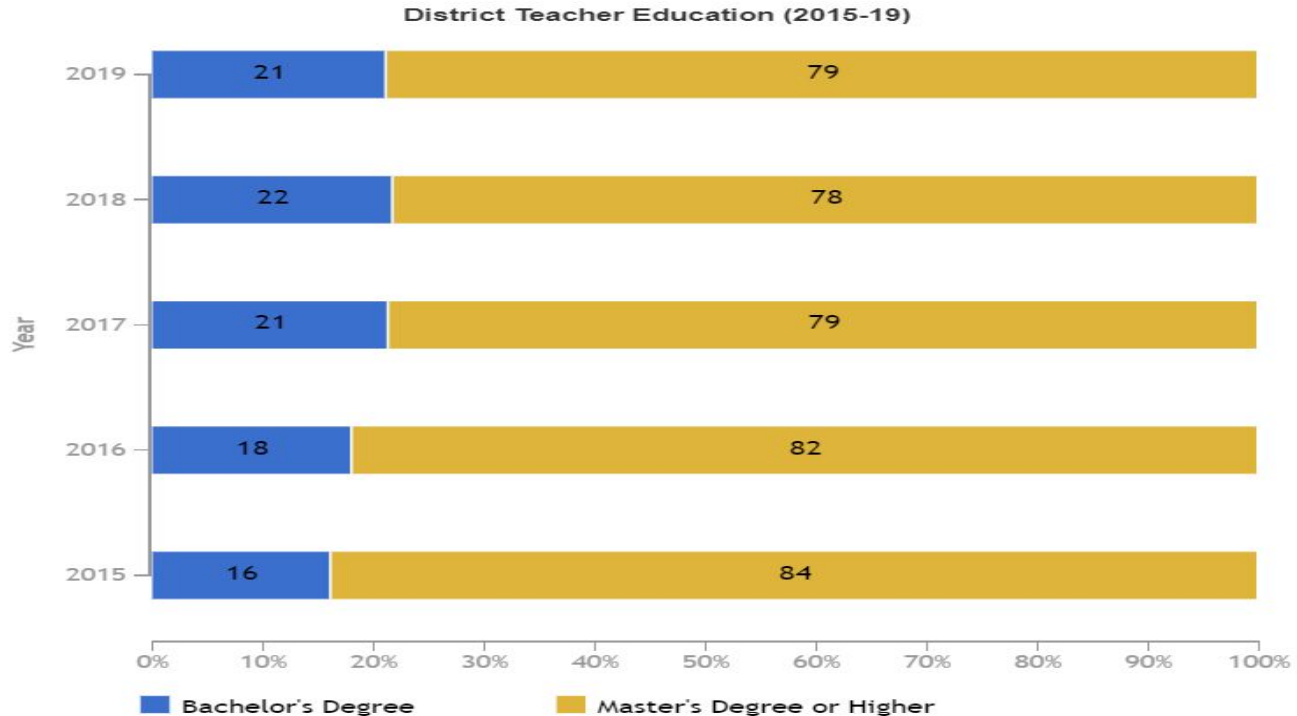
Staff Data



Staff Data

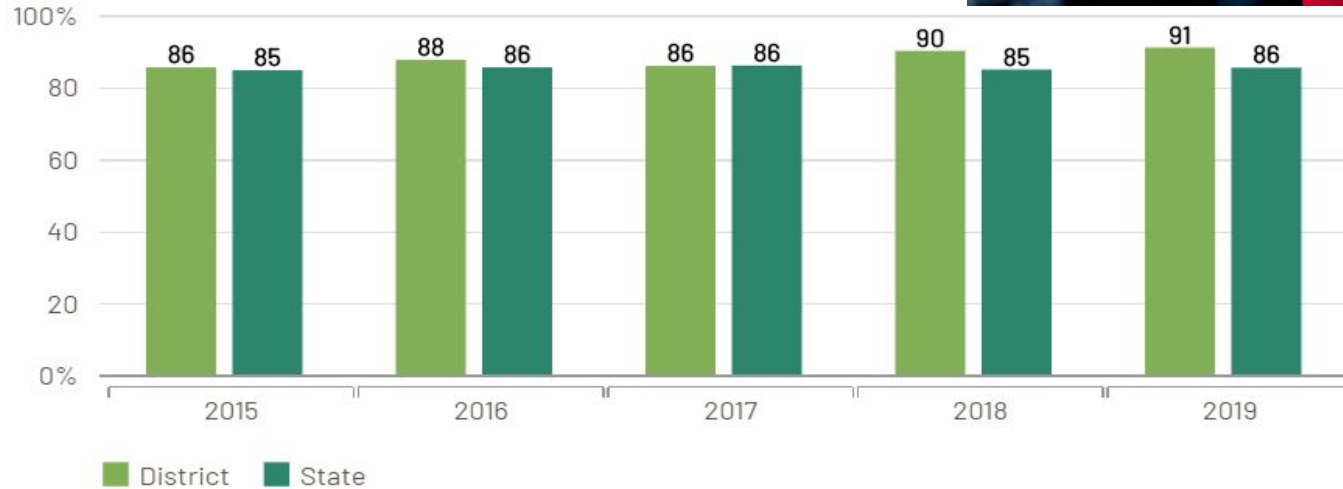
Teachers Education

Percentage of teachers holding a bachelor's degree, master's degree, or higher.



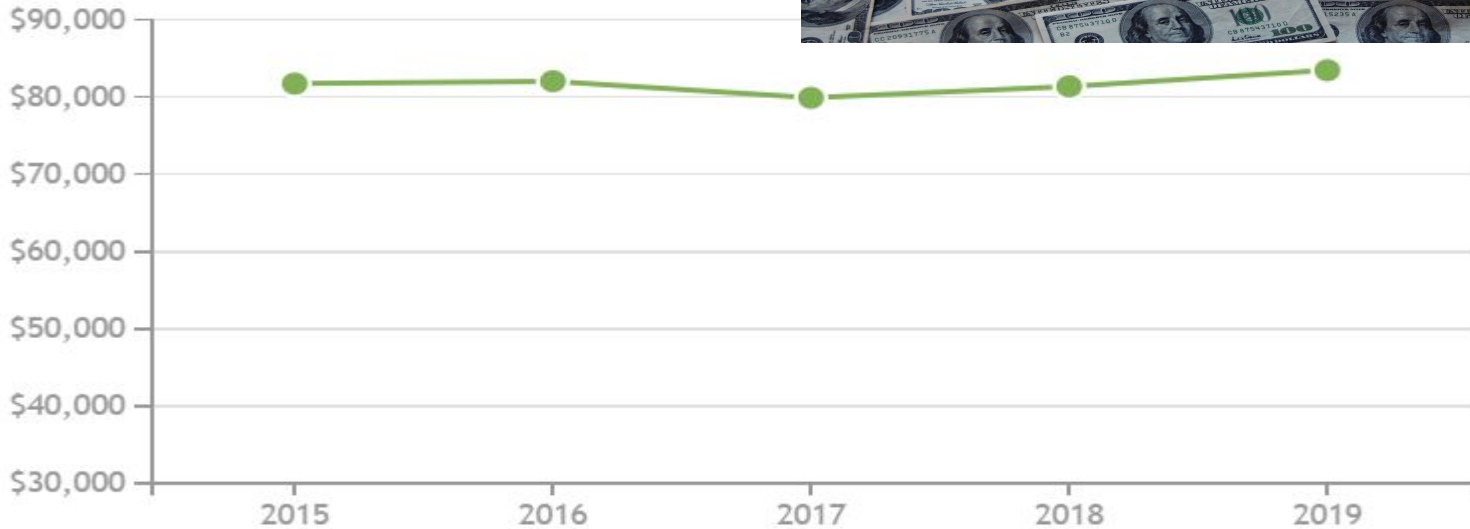
Staff Data

Teacher Retention



Staff Data

District Teacher Salary (2015-19)



District	81.7k	82.1k	79.9k	81.4k	83.5k
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Professional Learning Communities (PLC)

Teachers have 45 minutes of PLC time every day to *work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve.*



Climate and Culture Data



District InsightEx Survey Results

CULTURE



Humanex Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3



Top Five Dimensions

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.44
Quality	4.40
Engage-Inspire	4.40
Pride	4.33
Innovation	4.32

Staff Wellness

District 41 has met the Wellness Participation Target set by our insurance cooperative the last five years. We received money from our insurance cooperative to give back to staff wellness. Some of our wellness initiatives have been:

- Wellness Wednesdays
- Walking Challenges
- 21 Day Gratitude Challenge
- I ❤️ D41 Twitter Challenge
- Wellness Activities like Yoga and Zumba
- Raffles for Wellness Participation



Yearly Staff Themes



Start with Hello



Overall Satisfaction Data



Staff School Perceptions Data 2018

Overall Satisfaction

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	2014	2016	2018	Difference
District 41 does a good job meeting the needs of English Language Learners.	3.50	3.85	4.02	0.17
Overall, I am satisfied with District 41 academics.	3.94	3.99	4.14	0.15
District 41 provides adequate space for students.	2.88	3.23	3.37	0.14
Overall, I am satisfied with District 41 facilities.	3.29	3.65	3.76	0.11
District 41 does a good job meeting the needs of Special Education students.	3.31	3.37	3.47	0.10
District 41 does a good job meeting the needs of all students.	3.50	3.79	3.84	0.05
District 41 does a good job preparing children for the future.	4.01	4.15	4.19	0.04
Overall, I am satisfied with District 41.	3.97	4.00	3.98	-0.02
District 41 uses its money and resources well.	3.40	3.60	3.41	-0.19

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

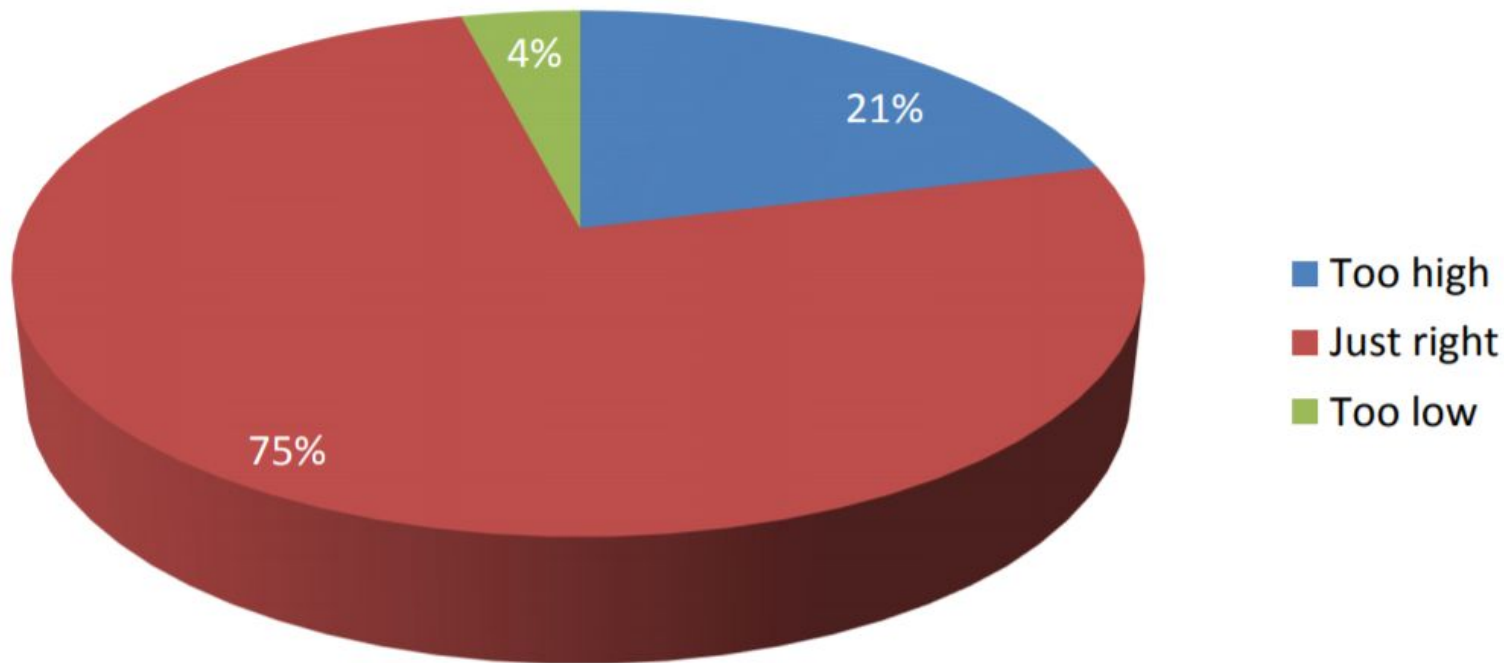
Item	2014	2016	2018	Difference
Parents feel welcome in our school.	4.43	4.39	4.49	0.10
My job is personally satisfying.	4.26	4.32	4.31	-0.01
I understand how my work directly contributes to the overall success of our District.	4.42	4.42	4.34	-0.08
I would recommend our District to others seeking employment.	3.89	3.87	3.68	-0.19
I am proud of our District.	4.11	4.09	3.86	-0.23
I have confidence in the leadership of our District.	3.85	3.69	3.45	-0.24
I have confidence in the leadership of our school.	4.03	4.00	3.69	-0.31

Please rate your overall perception of the District in the following areas:

Excellent (4), Good (3), Fair (2), Poor (1)

Item	2014	2016	2018	Difference
Principal	3.13	3.16	3.32	0.16
Support Staff	3.41	3.48	3.56	0.08
Teachers	3.55	3.64	3.67	0.03
District Administration	2.96	2.94	2.92	-0.02
Board of Education	2.76	2.10	1.61	-0.49

Academic expectations in our school are:



Overall Satisfaction

Excellent (4), Good (3), Fair (2), Poor (1)

Item	% Excellent/ Good	Average (n)	2016	Difference
District Administration	84%	3.11 (786)	2.89	0.22
Principals	93%	3.49 (855)	3.30	0.19
Support Staff (Secretaries/Food Service/Aides/Custodians)	96%	3.50 (832)	3.46	0.04
Teachers	96%	3.53 (862)	3.51	0.02
Board of Education	60%	2.58 (789)	2.74	-0.16

Parent
School
Perceptions
Data
2018

Overall Satisfaction

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

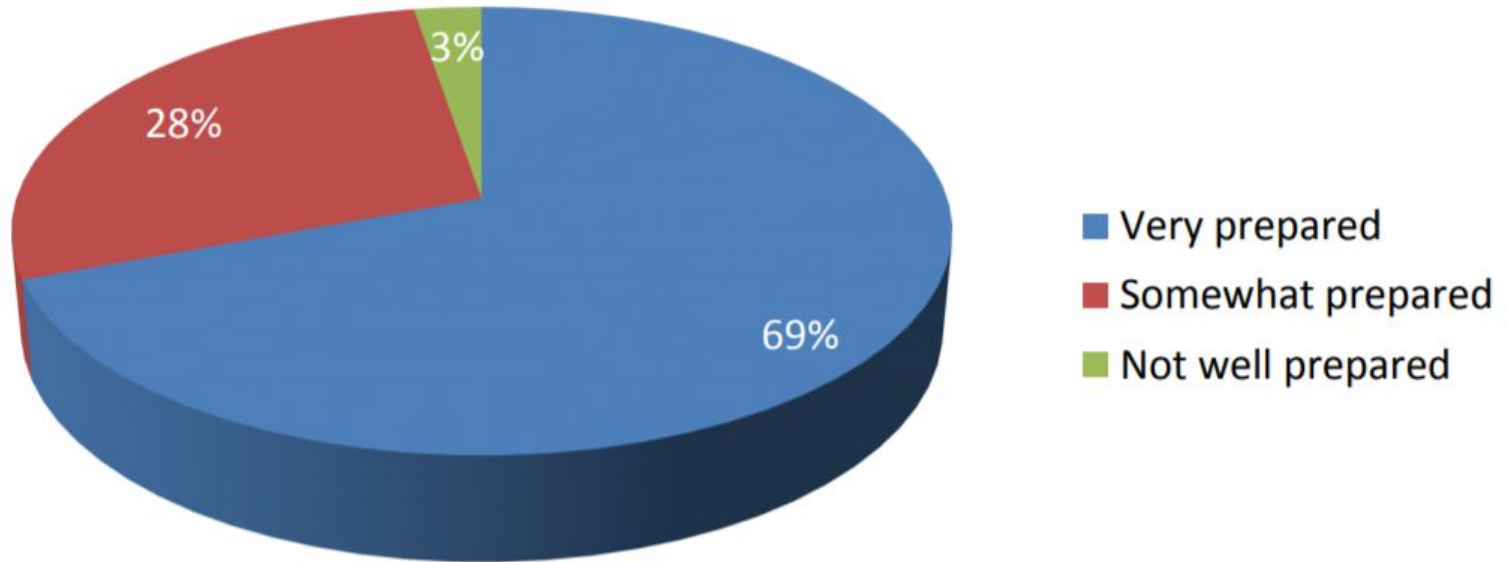
Item	% Strongly agree/ Agree	Average (n)	2016	Difference
District 41 uses its money and resources well.	83%	3.86 (744)	3.61	0.25
Overall, I am satisfied with District 41 academics.	92%	4.17 (845)	3.95	0.22
District 41 does a good job meeting the needs of Special Education students.	84%	3.91 (442)	3.72	0.19
District 41 does a good job meeting the needs of all students.	89%	3.99 (754)	3.82	0.17
District 41 does a good job preparing children for the future.	94%	4.14 (828)	3.97	0.17
Overall, I am satisfied with District 41.	94%	4.17 (839)	4.01	0.16
Overall, I am satisfied with District 41 facilities.	87%	3.99 (849)	3.86	0.13
District 41 provides adequate space for students.	75%	3.64 (826)	3.55	0.09

How satisfied are you with the job District 41 is doing:

Great (4), Good (3), Fair (2), Poor (1)

Item	% Great/Good	Average
Communicating with the public	88%	3.26
Maintaining an informative website	85%	3.18
Involving community members in decision making	70%	2.86

How well do you feel your child(ren) are prepared for their next grade level?



Communications and Outreach

- District Digest enews (1x week)
- Social Media (2000+ parents/community members)
- 41 Focus Staff Newsletter
- Connect 41 print newsletter to the community
- Board of Education Meeting Summary enews to community/staff after each Board meetings (with links to video)
- Superintendent community engagement opportunities (attends community events through Rotary and Chamber)
- Student Handbook for families (1x year)
- Parent Camp event for parents and staff (1x year) - 5th year
- Community Listening Sessions (topic based as needed) - Strategic Planning this year
- New District 41 App
- Representation and leadership involvement in community organizations
- Community partnerships (YMCA, Park District, Chamber, etc.)
- Continuous Improvement Team
- Building Leadership Teams
- Finance Advisory Committee
- Principals at PTA Meetings/Events
- PEP and District 41 Kids Foundation

Community Partners through Problem-Based Learning (2020)

Glen Ellyn Public Library

Joe Baron of Gray Matters Games

Career Vision of Glen Ellyn

Glenbard West Guidance Office

Glenbard West Forensics Team

Wonders Multi-Sensory Room at SEASPAR

Klein Creek Farm (DuPage County Forest Preserve)

Community Relations Department at College of DuPage

Village of Glen Ellyn Manager Mark Franz

Forest Preserve District of DuPage



Destination District

Neighborhood Schools

Dual Language Program

FLES Program

Problem-Based Learning

Home Investment



Thank You