CONFIDENTIAL



October 2015

InsighteX Cultural Assessment

for D41: Churchill - Support Staff



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D41: Churchill - Support Staff Results (n=14)							
	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.00						
11. I am in a role that allows me to maximize my talents							
and strengths.	3.86						
		0.0%	14.3%	21.4%	28.6%	35.7%	0.0%
		n=0	n=2	n=3	n=4	n=5	n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.50						
both do wen and enjoy.	1.00	7.1%	0.0%	0.0%	21.4%	71.4%	0.0%
		n=1	n=0	n=0	n=3	n=10	n=0
7. I have encouraged someone to apply at D41.							
	3.86			a- (6)		10.00/	
		7.1%	7.1%	21.4%	21.4%	42.9%	0.0%
30 My approximation in the second second		n=1	n=1	n=3	n=3	n=6	n=0
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.07						
		0.0%	7.1%	14.3%	42.9%	35.7%	0.0%
		n=0	n=1	n=2	n=6	n=5	n=0
56. I feel D41 is a great fit for me.							
	4.29	7 10/	0.00/	7 10/	20 (0/	57.10/	0.00/
		7.1% n=1	0.0% n=0	7.1% n=1	28.6% n=4	57.1% n=8	0.0% n=0
72. Our school district selects highly talented individuals		11-1	11-0	11-1	11-4	11-0	11-0
when hiring.	3.79						
		7.1%	0.0%	21.4%	50.0%	21.4%	0.0%
		n=1	n=0	n=3	n=7	n=3	n=0
63. D41 selects the right people for the right job.	9.74						
	3.64	7.1%	7.1%	21.4%	42.9%	21.4%	0.0%
		n=1	n=1	21.4% n=3	42.9% n=6	21.470 n=3	0.0% n=0
Support-Equip	3.98						
3. I am provided the core needs necessary for me to excel in							
my role.	3.93						
		7.1%	0.0%	21.4%	35.7%	35.7%	0.0%
		n=1	n=0	n=3	n=5	n=5	n=0
19. I am provided the materials, equipment, and	4.14						
information necessary to effectively perform my job.	4.14	0.0%	0.0%	21.4%	42.9%	35.7%	0.0%
		n=0	n=0	n=3	n=6	n=5	n=0
34. My supervisor/administrator is actively responsive to my							
needs.	4.14						
		7.1%	7.1%	0.0%	35.7%	50.0%	0.0%
20 T 11 L 1 1 1 1		n=1	n=1	n=0	n=5	n=7	n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.71						
with my supervisor/auministrator.	J. (1	7.1%	7.1%	28.6%	21.4%	35.7%	0.0%
		n=1	n=1	n=4	n=3	n=5	n=0
33. My supervisor/administrator is available for me when							
33. My supervisor/administrator is available for me when needs arise.	3.86						
	3.86	7.1%	7.1%	21.4%	21.4%	42.9%	0.0%
needs arise.	3.86	7.1% n=1	7.1% n=1	21.4% n=3	21.4% n=3	42.9% n=6	0.0% n=0
needs arise. 23. I have a supportive coaching relationship with my							
 33. My supervisor/administrator is available for me when needs arise. 23. I have a supportive coaching relationship with my supervisor/administrator. 	3.86 4.07						





D41: Churchill - Support Staff Results (n=14)							
	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	3.94						
5. I have at least one close friend at work.							
	4.64		0.00/	0.00/	- 10/	07 0/	0.00/
		7.1% n=1	0.0% n=0	0.0% n=0	7.1% n=1	85.7% n=12	0.0% n=0
32. I have an open and trusting relationship with my		11-1	11-0	II=0	11-1	II-12	11-0
supervisor/administrator.	3.93						
		7.1%	14.3%	0.0%	35.7%	42.9%	0.0%
		n=1	n=2	n=0	n=5	n=6	n=0
25. My supervisor/administrator cares about me as a person.	4.36						
	4.30	7.1%	0.0%	7.1%	21.4%	64.3%	0.0%
		n=1	n=0	n=1	n=3	n=9	n=0
31. I am provided personal coaching from my							
supervisor/administrator.	3.43						
		14.3%	7.1%	28.6%	21.4%	28.6%	0.0%
1 Matan har and material tracking		n=2	n=1	n=4	n=3	n=4	n=0
51. My team has open and trusting relationships.	3.93						
	0070	14.3%	0.0%	0.0%	50.0%	35.7%	0.0%
		n=2	n=0	n=0	n=7	n=5	n=0
50. Based on relationships demonstrated on my team, I							
would recommend someone to join this team.	3.86						
		14.3%	0.0%	7.1%	42.9%	35.7%	0.0%
61. D41 has a genuine concern and interest about me as a		n=2	n =0	n=1	n=6	n=5	n =0
person.	3.57						
F •		7.1%	14.3%	28.6%	14.3%	35.7%	0.0%
		n=1	n=2	n=4	n=2	n=5	n=0
54. Quality relationships are valued across our school							
district.	4.00	= 10/	7 10/	14.99/	21 40/	50.00/	0.00/
		7.1% n=1	7.1% n=1	14.3% n=2	21.4% n=3	50.0% n=7	0.0% n=0
38. My supervisor/administrator demonstrates effort in		11-1	11-1	II-2	п-5	n- <i>i</i>	II-0
establishing and reinforcing a coaching relationship with	3.71						
		7.1%	7.1%	21.4%	35.7%	28.6%	0.0%
		n=1	n=1	n=3	n=5	n=4	n=0
Quality	4.19						
47. I am on a team that encourages each member to surpass							
47. I am on a team that encourages each member to surpass	4.19 4.00	7.1%	7.1%	0.0%	50.0%	35.7%	0.0%
47. I am on a team that encourages each member to surpass		7.1% n=1	7.1% n=1	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0
47. I am on a team that encourages each member to surpass expectations.		7.1% n=1	7.1% n=1	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0
47. I am on a team that encourages each member to surpass expectations.43. My associates demonstrate a commitment to quality			n=1			n=5	
47. I am on a team that encourages each member to surpass expectations.43. My associates demonstrate a commitment to quality	4.00	n=1 7.1%	n=1 0.0%	n=0	n=7 42.9%	n=5	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. 	4.00	n=1	n=1	n=0	n=7	n=5	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. 	4.00 4.29	n=1 7.1%	n=1 0.0%	n=0	n=7 42.9%	n=5	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.	4.00	n=1 7.1%	n=1 0.0%	n=0	n=7 42.9%	n=5	n=0





D41: Churchill - Support Staff Results (n=14)		Strongly Disagree	Disagree	Neutral	Agree	Strongly	
	Mean	(1)	(2)	(3)	(4)	Agree (5)	N/A
Communication	4.02						
36. I have the opportunity to communicate with my							
supervisor/administrator.	4.14	= 1.0/	0.00/	= 10/	12.00/	42.00/	0.00/
		7.1% n=1	0.0% n=0	7.1% n=1	42.9% n=6	42.9% n=6	0.0% n=0
24. My supervisor/administrator effectively communicates							
his/her expectations.	4.07						
		7.1%	0.0%	7.1%	50.0%	35.7%	0.0%
		n=1	n=0	n=1	n=7	n=5	n=0
26. My supervisor/administrator gives me constructive	4.00						
feedback about my work performance.	4.00	7.1%	0.0%	7.1%	57.1%	28.6%	0.0%
		n=1	n=0	n=1	n=8	n=4	n=0
27. My supervisor/administrator and I have effective two-							
way communication.	4.14						
		7.1%	0.0%	7.1%	42.9%	42.9%	0.0%
		n=1	n=0	n=1	n=6	n=6	n=0
55. I feel "in on things" that are happening at D41.	3.64						
	3.04	7.1%	7.1%	21.4%	42.9%	21.4%	0.0%
		n=1	n=1	n=3	n=6	n=3	n=0
44. Our team effectively communicates with each other.							
	4.14						
		7.1%	7.1%	0.0%	35.7%	50.0%	0.0%
		n=1	n=1	n=0	n=5	n=7	n=0
Recognition	4.00						
29. My supervisor/administrator recognizes me for a job well	4.14						
done.	4,14	0.0%	7.1%	14.3%	35.7%	42.9%	0.0%
		n=0	n=1	n=2	n=5	n=6	n=0
9. I have received meaningful recognition in the past 10		-			-	-	
days.	3.86						
		0.0%	28.6%	0.0%	28.6%	42.9%	0.0%
		n=0	n=4	n=0	n=4	n=6	n=0
66. Excellence is recognized in my school district.	2 70						
	3.79	7.1%	7.1%	14.3%	42.9%	28.6%	0.0%
		n=1	n=1	n=2	42.9% n=6	20.0% n=4	n=0
18. I have provided meaningful recognition to others in the					пv		пU
past 10 days.	4.21						
		0.0%	14.3%	0.0%	35.7%	50.0%	0.0%
		n=0	n=2	n=0	n=5	n=7	n=0
48. My team recognizes each other's efforts and impact.	4.00						
	4.00	7 10/	7 10/	0.00/	50.00/	25.70/	0.00/
		7.1% n=1	7.1% n=1	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0
		11-1	11-1	ш—0	n- <i>i</i>	п-э	п-0





D41: Churchill - Support Staff Results (n=14)	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
		(1)	(2)	(3)	(4)	(5)	
Performance Planning	4.03						
40. In the past three months, my supervisor/administrator							
has discussed my successes and progress with me.	3.43						
		7.1%	21.4%	14.3%	35.7%	21.4%	0.0%
		n=1	n=3	n=2	n=5	n=3	n=0
17. I have set the right goals for myself to excel in my	4.96						
role/position.	4.36	7.1%	0.0%	0.0%	35.7%	57.1%	0.0%
		n=1	0.0% n=0	0.0% n=0	55.7% n=5	57.1% n=8	0.0% n=0
49. Our team effectively sets goals to further enhance our		п-т	II-0	п-0	11-5	11-0	II-0
performance.	4.00						
F		7.1%	0.0%	21.4%	28.6%	42.9%	0.0%
		n=1	n=0	n=3	n=4	n=6	n=0
10. In my current role, I am encouraged to set							
motivational/stretch goals for myself.	4.29						
		0.0%	7.1%	7.1%	35.7%	50.0%	0.0%
		n=0	n=1	n=1	n=5	n=7	n=0
37. My supervisor/administrator motivates me to achieve	4.07						
my goals.	4.07	7.1%	0.0%	21.4%	21.4%	50.0%	0.0%
		n=1	n=0	n=3	n=3	n=7	n=0
Training & Development	3.91						
35. My supervisor/administrator supports my personal and							
professional development.	3.93						
		7.1%	7.1%	14.3%	28.6%	42.9%	0.0%
		n=1	n=1	n=2	n=4	n=6	n=0
6. I am provided opportunities to further my growth and							
development.	4.07	0.00/	= 10/	74.00/	12.00/	07 70/	0.00/
		0.0%	7.1%	14.3%	42.9%	35.7%	0.0%
15 Tennerse de Antine des estisses en ellementies en este		n=0	n=1	n=2	n=6	n=5	n=0
15. I am properly trained to achieve excellence in my work.	3.93						
	0.70	0.0%	7.1%	7.1%	71.4%	14.3%	0.0%
		n=0	n=1	n=1	n=10	n=2	n=0
67. D41 provides the "right" training for me to excel in my							-
role.	3.71						
		7.1%	0.0%	21.4%	57.1%	14.3%	0.0%
		n=1	n=0	n=3	n=8	n=2	n=0
30. My supervisor/administrator encourages opportunities	0.00						
for my growth and development.	3.93	0.00/	= 10/	01 407	40.00/	20 (4)	0.00/
		0.0%	7.1%	21.4%	42.9%	28.6%	0.0%
		n=0	n=1	n=3	n=6	n=4	n=0





D41: Churchill - Support Staff Results (n=14)							
		Strongly				Strongly	
	Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A
		(1)	(2)	(3)	(4)	(5)	
Career Development	3.99						
70. I would like to work at D41 long term.							
-	4.21						
		7.1%	0.0%	7.1%	35.7%	50.0%	0.0%
		n=1	n=0	n=1	n=5	n=7	n=0
58. D41 provides the experience and development for me to							
further my career here.	4.07						
		7.1%	0.0%	28.6%	7.1%	57.1%	0.0%
		n=1	n=0	n=4	n=1	n=8	n=0
71. I am aware of the career opportunities that are available							
for me at D41.	3.64	- 10/		20 (0)	20 (0 (20 (0 (0.00/
		7.1%	7.1%	28.6%	28.6%	28.6%	0.0%
50 T L J		n=1	n=1	n=4	n=4	n=4	n=0
59. I value the career opportunities that I have at D41.	4.07						
	4.07	7.1%	7.1%	14.3%	14.3%	57.1%	0.0%
		n=1	n=1	n=2	n=2	n=8	0.0% n=0
60. I have the opportunity to express my career interests at		11-1	11-1	11-2	11-2	11-0	11=0
D41.	3.93						
D71.	0.70	7.1%	7.1%	28.6%	0.0%	57.1%	0.0%
		n=1	n=1	n=4	n=0	n=8	n=0
Engage-Inspire	4.36						
2. I am fully engaged in the work that I do.	100						
2. I am funy engaged in the work that I do.	4.64						
		7.1%	0.0%	0.0%	7.1%	85.7%	0.0%
		n=1	n=0	n=0	n=1	n=12	n=0
12. I am highly committed to and energized by my work.							
0 J 0 J J	4.29						
		7.1%	0.0%	7.1%	28.6%	57.1%	0.0%
		n=1	n=0	n=1	n=4	n=8	n=0
8. I am driven to contribute to the success of D41.							
	4.43						
		7.1%	0.0%	0.0%	28.6%	64.3%	0.0%
		n=1	n=0	n=0	n=4	n=9	n=0
53. I am committed to the success of my school district.							
	4.43						
		7.1%	0.0%	0.0%	28.6%	64.3%	0.0%
		n=1	n=0	n=0	n=4	n=9	n=0
62. I would recommend D41 to a friend as a great place to							
work.	4.00	= - ^ /	0.00/	01 404	20 (2)	10.00/	0.00/
		7.1%	0.0%	21.4%	28.6%	42.9%	0.0%
		n=1	n=0	n=3	n=4	n=6	n=0





D41: Churchill - Support Staff Results (n=14)							
		Strongly	D.	AT . 7		Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A
	4.07	(1)	(=)	(0)	(1)	(0)	
Satisfaction	4.21						
13. I am satisfied with my role/work.	4.29						
		0.0%	0.0%	21.4%	28.6%	50.0%	0.0%
		n=0	n=0	n=3	n=4	n=7	n=0
46. I am satisfied being a part of my team.							
	4.21	= 10/	0.00/	= 10/	05 50/	50.00/	0.00/
		7.1% n=1	0.0% n=0	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
73. Overall, I am very satisfied with D41 as a place to work.		11-1	n =0	<u>n-1</u>	11-5	<u>n</u> -1	H =0
······································	4.07						
		7.1%	0.0%	14.3%	35.7%	42.9%	0.0%
		n=1	n=0	n=2	n=5	n=6	n=0
20. I look forward to coming to work every day.	4 90						
	4.29	7.1%	0.0%	0.0%	42.9%	50.0%	0.0%
		n=1	0.0% n=0	n=0	42.9% n=6	n=7	0.0% n=0
Mission Conscious	3.85		•				
41. My supervisor/administrator effectively communicates	0.00						
our school district's mission to me.	3.86						
		7.1%	7.1%	14.3%	35.7%	35.7%	0.0%
		n=1	n=1	n=2	n=5	n=5	n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.							
	3.86						
		7.1%	0.0%	21.4%	42.9%	28.6%	0.0%
22. I am aware and knowledgeable about our school		n=1	n =0	n=3	n=6	n=4	n =0
district's mission.	4.21						
		7.1%	0.0%	7.1%	35.7%	50.0%	0.0%
		n=1	n=0	n=1	n=5	n=7	n=0
68. Business decisions made are consistent with our mission							
and core values.	3.46	= 10/	14.99/	01 40/	20 (0/	21 40/	7 10/
		7.1% n=1	14.3% n=2	21.4% n=3	28.6% n=4	21.4% n=3	7.1% n=1
Pride	4.32	11-1	11-2	n-5	11-4	11-5	n-1
4. I feel great pride in the work I do.	1102						
i i looi grout pride in the worn i doi	4.57						
		- 10/	0.00/	0.0%	14.3%	78.6%	0.0%
		7.1%	0.0%	0.070			
		7.1% n=1	0.0% n=0	n=0	n=2	n=11	n=0
14. I feel great pride in being a part of D41.					n=2	n=11	n=0
14. I feel great pride in being a part of D41.	4.21	n=1	n=0	n=0			
14. I feel great pride in being a part of D41.	4.21	n=1 7.1%	n=0	n=0	35.7%	50.0%	0.0%
	4.21	n=1	n=0	n=0			
	4.21	n=1 7.1% n=1	n=0 0.0% n=0	n=0 7.1% n=1	35.7% n=5	50.0% n=7	0.0%
		n=1 7.1% n=1 7.1%	n=0 0.0% n=0 0.0%	n=0 7.1% n=1 7.1%	35.7% n=5 35.7%	50.0% n=7 50.0%	0.0% n=0 0.0%
45. I feel great pride in the team of which I am a part.		n=1 7.1% n=1	n=0 0.0% n=0	n=0 7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.21	n=1 7.1% n=1 7.1%	n=0 0.0% n=0 0.0%	n=0 7.1% n=1 7.1%	35.7% n=5 35.7%	50.0% n=7 50.0%	0.0% n=0 0.0%
 14. I feel great pride in being a part of D41. 45. I feel great pride in the team of which I am a part. 64. I speak of D41 with pride. 		n=1 7.1% n=1 7.1%	n=0 0.0% n=0 0.0%	n=0 7.1% n=1 7.1%	35.7% n=5 35.7%	50.0% n=7 50.0%	0.0% n=0 0.0%





October 2015

D41: Churchill - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.26						
52. My team strives to pursue excellence.							
	4.29						
		7.1%	0.0%	0.0%	42.9%	50.0%	0.0%
		n=1	n=0	n=0	n=6	n=7	n=0
21. I strive to find a better way every day.	4.20						
	4.29	- 10/	0.00/	0.00/	12.00/		0.00/
		7.1%	0.0%	0.0%	42.9%	50.0%	0.0%
		n=1	n=0	n=0	n=6	n=7	n=0
55. I am part of a school district that continues to pursue	4.91						
excellence every day.	4.21	= 10/	0.00/	0.00/		12.00/	0.00/
		7.1% n=1	0.0% n=0	0.0% n=0	50.0% n=7	42.9%	0.0% n=0
T .4		n=1	n=0	<u>n=0</u>	n-i	n=6	n=0
Innovation	4.12						
69. D41 encourages innovation.							
	4.00						
		7.1%	0.0%	21.4%	28.6%	42.9%	0.0%
		n=1	n=0	n=3	n=4	n=6	n=0
16. I am continuously seeking ways to improve my overall							
productivity.	4.43						
		7.1%	0.0%	0.0%	28.6%	64.3%	0.0%
		n=1	n=0	n=0	n=4	n=9	n=0
42. Our team encourages innovation.	0.00						
	3.93	7 10/	0.00/	01 40/	25 70/	25 50/	0.00/
		7.1%	0.0%	21.4%	35.7%	35.7%	0.0%
		n=1	n=0	n=3	n=5	n=5	n=0





Dimension/Mean

<u>Mean</u>

Rank Ordered Questions According to Mean

2.	I am fully engaged in the work that I do.	4.64	Engage-Inspire 4.36
5.	I have at least one close friend at work.	4.64	Relationships 3.94
4.	I feel great pride in the work I do.	4.57	Pride 4.32
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.50	Talent/Fit 4.00
16.	I am continuously seeking ways to improve my overall productivity.	4.43	Innovation 4.12
53.	I am committed to the success of my school district.	4.43	Engage-Inspire 4.36
8.	I am driven to contribute to the success of D41.	4.43	Engage-Inspire 4.36
17.	I have set the right goals for myself to excel in my role/position.	4.36	Performance Planning 4.03
25.	My supervisor/administrator cares about me as a person.	4.36	Relationships 3.94
43.	My associates demonstrate a commitment to quality work and excellence.	4.29	Quality 4.19
21.	I strive to find a better way every day.	4.29	Continuous Improvement 4.26
52.	My team strives to pursue excellence.	4.29	Continuous Improvement 4.26
12.	I am highly committed to and energized by my work.	4.29	Engage-Inspire 4.36
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.29	Performance Planning 4.03





D41:	Churchill - Support Staff Results (n=14)		
	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
57.	D41 is committed to quality work and excellence.	4.29	Quality 4.19
56.	I feel D41 is a great fit for me.	4.29	Talent/Fit 4.00
64.	I speak of D41 with pride.	4.29	Pride 4.32
13.	I am satisfied with my role/work.	4.29	Satisfaction 4.21
20.	I look forward to coming to work every day.	4.29	Satisfaction 4.21
46.	I am satisfied being a part of my team.	4.21	Satisfaction 4.21
45.	I feel great pride in the team of which I am a part.	4.21	Pride 4.32
70.	I would like to work at D41 long term.	4.21	Career Development 3.99
55.	I am part of a school district that continues to pursue excellence every day.	4.21	Continuous Improvement 4.26
22.	I am aware and knowledgeable about our school district's mission.	4.21	Mission Conscious 3.85
14.	I feel great pride in being a part of D41.	4.21	Pride 4.32
18.	I have provided meaningful recognition to others in the past 10 days.	4.21	Recognition 4.00
44.	Our team effectively communicates with each other.	4.14	Communication 4.02
27.	My supervisor/administrator and I have effective two-way communication.	4.14	Communication 4.02
36.	I have the opportunity to communicate with my supervisor/administrator.	4.14	Communication 4.02





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
34.	My supervisor/administrator is actively responsive to my needs.	4.14	Support-Equip 3.98
29.	My supervisor/administrator recognizes me for a job well done.	4.14	Recognition 4.00
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.14	Support-Equip 3.98
59.	I value the career opportunities that I have at D41.	4.07	Career Development 3.99
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.07	Support-Equip 3.98
6.	I am provided opportunities to further my growth and development.	4.07	Training & Development 3.91
73.	Overall, I am very satisfied with D41 as a place to work.	4.07	Satisfaction 4.21
58.	D41 provides the experience and development for me to further my career here.	4.07	Career Development 3.99
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.07	Talent/Fit 4.00
24.	My supervisor/administrator effectively communicates his/her expectations.	4.07	Communication 4.02
37.	My supervisor/administrator motivates me to achieve my goals.	4.07	Performance Planning 4.03
48.	My team recognizes each other's efforts and impact.	4.00	Recognition 4.00
69.	D41 encourages innovation.	4.00	Innovation 4.12
47.	I am on a team that encourages each member to surpass expectations.	4.00	Quality 4.19
49.	Our team effectively sets goals to further enhance our performance.	4.00	Performance Planning 4.03





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
54.	Quality relationships are valued across our school district.	4.00	Relationships 3.94
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.00	Communication 4.02
62.	I would recommend D41 to a friend as a great place to work.	4.00	Engage-Inspire 4.36
42.	Our team encourages innovation.	3.93	Innovation 4.12
51.	My team has open and trusting relationships.	3.93	Relationships 3.94
32.	I have an open and trusting relationship with my supervisor/administrator.	3.93	Relationships 3.94
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.93	Training & Development 3.91
35.	My supervisor/administrator supports my personal and professional development.	3.93	Training & Development 3.91
15.	I am properly trained to achieve excellence in my work.	3.93	Training & Development 3.91
60.	I have the opportunity to express my career interests at D41.	3.93	Career Development 3.99
3.	I am provided the core needs necessary for me to excel in my role.	3.93	Support-Equip 3.98
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	3.86	Relationships 3.94
11.	I am in a role that allows me to maximize my talents and strengths.	3.86	Talent/Fit 4.00
33.	My supervisor/administrator is available for me when needs arise.	3.86	Support-Equip 3.98
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.86	Mission Conscious 3.85



41 AL

	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
7.	I have encouraged someone to apply at D41.	3.86	Talent/Fit 4.00
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.86	Mission Conscious 3.85
9.	I have received meaningful recognition in the past 10 days.	3.86	Recognition 4.00
72.	Our school district selects highly talented individuals when hiring.	3.79	Talent/Fit 4.00
66.	Excellence is recognized in my school district.	3.79	Recognition 4.00
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.71	Relationships 3.94
67.	D41 provides the "right" training for me to excel in my role.	3.71	Training & Development 3.91
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.71	Support-Equip 3.98
71.	I am aware of the career opportunities that are available for me at D41.	3.64	Career Development 3.99
63.	D41 selects the right people for the right job.	3.64	Talent/Fit 4.00
65.	I feel "in on things" that are happening at D41.	3.64	Communication 4.02
61.	D41 has a genuine concern and interest about me as a person.	3.57	Relationships 3.94
68.	Business decisions made are consistent with our mission and core values.	3.46	Mission Conscious 3.85
31.	I am provided personal coaching from my supervisor/administrator.	3.43	Relationships 3.94
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.43	Performance Planning 4.03







Top 10 Rank Ordered By Mean	Transion	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
. I am fully engaged in the work that I do.	Engage-Inspire	4.64	7.1%	0.0%	0.0%	7.1%	85.7%	0.0%
			n=1	n=0	n=0	n=1	n=12	n=0
. I have at least one close friend at work.	Relationships	4.64	7.1%	0.0%	0.0%	7.1%	85.7%	0.0%
			n=1	n=0	n=0	n=1	n=12	n=0
. I feel great pride in the work I do.	Pride	4.57	7.1%	0.0%	0.0%	14.3%	78.6%	0.0%
			n=1	n=0	n=0	n=2	n=11	n=0
I. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.50						
			7.1%	0.0%	0.0%	21.4%	71.4%	0.0%
6. I am continuously seeking ways to improve my overall productivity.	Innovation	4.43	n=1	n=0	n=0	n=3	n=10	n=0
			7.1%	0.0%	0.0%	28.6%	64.3%	0.0%
			n=1	n=0	n=0	n=4	n=9	n=0
3. I am committed to the success of my school district.				$\overline{}$			$\overline{}$	
	Engage-Inspire	4.43						
			7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
3. I am driven to contribute to the success of D41.	Engage-Inspire	4.43	<u>II-1</u>	п-о	п-о	11-4	11-9	<u>n–0</u>
			7.1%	0.0%	0.0%	28.6%	64.3%	0.0%
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.36	n=1	n=0	n=0	n=4	n=9	n=0
			7.1%	0.0%	0.0%	35.7%	57.1%	0.0%
25. My supervisor/administrator cares about me as a person.	1		n=1	n=0	n=0	n=5	n=8	n=0
	Relationships	4.36	7.1%	0.0%	7.1%	21.4%	64.3%	0.0%
			n=1	n=0	n=1	n=3	n=9	n=0
3. My associates demonstrate a commitment to quality work and xcellence.	Quality	4.29	= 10/	0.00/	0.00/	12.00/	50.00/	0.00/
			7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0
2. I am fully engaged in	the work that I do.							
-								
5. I have at least one	close friend at work.	-						
4. I feel great pri	de in the work I do.							
1. In my role I have the opportunity to do things that I bot	h do well and enjoy.							
16. I am continuously seeking ways to improve my overall productivity.								
53. I am committed to the success o	f my school district.							
8. I am driven to contribute to the success of D41.								
17. I have set the right goals for myself to excel	in my role/position.							
25. My supervisor/administrator cares al	- bout me as a person.							
- 43. My associates demonstrate a commitment to quality work and excellence.								
	_	1				1		

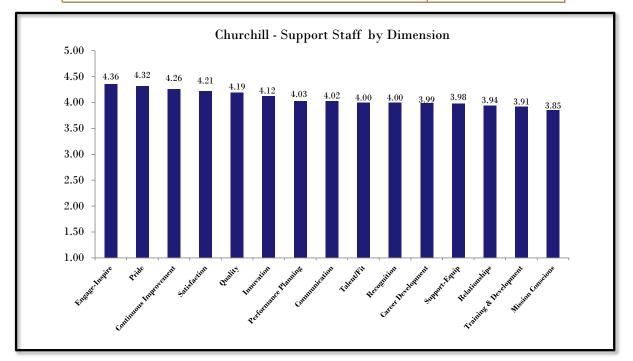


Bottom 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
In the past three months, my supervisor/administrator has	Performance Planning	0.40						
cussed my successes and progress with me.		3.43	7.1%	21.4%	14.3%	35.7%	21.4%	0.0%
	1		n=1	n=3	n=2	n=5	n=3	n=0
I am provided personal coaching from my pervisor/administrator.	Relationships	3.43						
			14.3%	7.1%	28.6%	21.4%	28.6%	0.0%
Business decisions made are consistent with our mission and			n=2	n=1	n=4	n=3	n=4	n=0
re values.	Mission Conscious	3.46						
			7.1% n=1	14.3% n=2	21.4% n=3	28.6% n=4	21.4% n=3	7.1% n=1
D41 has a genuine concern and interest about me as a person.	DL: 1			11 2	пö		по	
	Relationships	3.57	7 10/	14.20/	20 (1)	14.90/	25 50/	0.00
			7.1% n=1	14.3% n=2	28.6% n=4	14.3% n=2	35.7% n=5	0.0% n=0
I feel "in on things" that are happening at D41.	Communication							
		3.64	7.1%	7.1%	21.4%	42.9%	21.4%	0.0%
			n=1	n=1	n=3	n=6	n=3	n=0
D41 selects the right people for the right job.								
Dir selecte the light people for the light Jobs	Talent/Fit	3.64						
			7.1%	7.1%	21.4%	42.9%	21.4%	0.0%
I am aware of the career opportunities that are available for me			n=1	n=1	n=3	n=6	n=3	n=0
D41.	Career Development	3.64						
			7.1% n=1	7.1% n=1	28.6% n=4	28.6% n=4	28.6% n=4	0.0% n=0
I am provided the opportunity to spend quality time with my	Support-Equip							
pervisor/administrator.	anthere adout	3.71	7.1%	7.1%	28.6%	21.4%	35.7%	0.0%
			n=1	n=1	n=4	n=3	n=5	n=0
D41 provides the "right" training for me to excel in my role.	Training & Development	9.71						
		3.71	7.1%	0.0%	21.4%	57.1%	14.3%	0.0%
M · / 1 · · · . 1 · · · . 00 · · · . 11· 1·		-	n=1	n=0	n=3	n=8	n=2	n=0
My supervisor/administrator demonstrates effort in establishing d reinforcing a coaching relationship with me.	Relationships	3.71						
	L		7.1%	7.1%	21.4%	35.7%	28.6%	0.0%
			n=1	n=1	n=3	n=5	n=4	n=0
40. In the past three months, my supervisor/administrator has	discussed my							
successes and progress with me.	-							
31. I am provided personal coaching from my supervisor/ac	dministrator.							
68. Business decisions made are consistent with our mission and	l core values.							
61. D41 has a genuine concern and interest about m	e as a person.							
·	-							
65. I feel "in on things" that are happe	ning at D41.							
63. D41 selects the right people for	the right job.							
71. I am aware of the career opportunities that are available fo	or me at D41.							
28. I am provided the opportunity to spend quality t supervisor/administrator.	time with my							
67. D41 provides the "right" training for me to exc	el in my role.							
8. My supervisor/administrator demonstrates effort in establishing and coaching relationship with me.	reinforcing a							





Rank Ordered Dimensions by Mean	Dimension Mean
Engage-Inspire	4.36
Pride	4.32
Continuous Improvement	4.26
Satisfaction	4.21
Quality	4.19
Innovation	4.12
Performance Planning	4.03
Communication	4.02
Talent/Fit	4.00
Recognition	4.00
Career Development	3.99
Support-Equip	3.98
Relationships	3.94
Training & Development	3.91
Mission Conscious	3.85







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