



Insight^eX Cultural Assessment

for Glen Ellyn D41:
Full District





October 2016
Glen Ellyn D41: Full District Results (N=257)

| | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|-------------------------------------------------------------------------------------------------------------------|--------------|---------------|-----------------------|---------------|---------------|----------------|--------------------|---------------|--------------|
| Talent/Fit | | | | | | | | | |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.18 | 4.05 | 1.9% n=5 | 4.3% n=11 | 12.5% n=32 | 36.6% n=94 | 44.7% n=115 | 0.0% n=0 | ↑ |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.50 | 4.41 | 0.4% n=1 | 3.1% n=8 | 3.5% n=9 | 32.3% n=83 | 60.7% n=156 | 0.0% n=0 | ↑ |
| 7. I have encouraged someone to apply at Glen Ellyn D41. | 3.82 | 3.66 | 5.1% n=13 | 11.7% n=30 | 12.1% n=31 | 26.5% n=68 | 34.6% n=89 | 10.1% n=26 | ↑ |
| 39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 4.02 | 3.94 | 2.3% n=6 | 3.9% n=10 | 18.3% n=47 | 34.2% n=88 | 35.4% n=91 | 5.8% n=15 | ↑ |
| 56. I feel Glen Ellyn D41 is a great fit for me. | 4.29 | 4.20 | 0.4% n=1 | 2.7% n=7 | 11.3% n=29 | 38.9% n=100 | 46.7% n=120 | 0.0% n=0 | ↑ |
| 72. Our school district selects highly talented individuals when hiring. | 4.15 | 4.12 | 0.8% n=2 | 1.6% n=4 | 15.2% n=39 | 46.3% n=119 | 35.4% n=91 | 0.8% n=2 | ↑ |
| 63. Glen Ellyn D41 selects the right people for the right job. | 3.83 | 3.80 | 1.6% n=4 | 5.8% n=15 | 23.0% n=59 | 44.0% n=113 | 23.0% n=59 | 2.7% n=7 | ↑ |
| Support-Equip | | | | | | | | | |
| 3. I am provided the core needs necessary for me to excel in my role. | 3.86 | 3.76 | 1.6% n=4 | 13.6% n=35 | 10.1% n=26 | 47.1% n=121 | 27.6% n=71 | 0.0% n=0 | ↑ |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.75 | 3.62 | 3.1% n=8 | 15.2% n=39 | 14.0% n=36 | 38.5% n=99 | 28.8% n=74 | 0.4% n=1 | ↑ |
| 34. My supervisor/administrator is actively responsive to my needs. | 4.11 | 3.89 | 3.1% n=8 | 6.2% n=16 | 11.3% n=29 | 34.6% n=89 | 43.6% n=112 | 1.2% n=3 | ↑ |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.75 | 3.47 | 5.1% n=13 | 11.3% n=29 | 15.6% n=40 | 37.4% n=96 | 29.2% n=75 | 1.6% n=4 | ↑ |
| 33. My supervisor/administrator is available for me when needs arise. | 4.21 | 4.04 | 2.3% n=6 | 3.9% n=10 | 10.1% n=26 | 36.6% n=94 | 45.5% n=117 | 1.6% n=4 | ↑ |
| 23. I have a supportive coaching relationship with my supervisor/administrator. | 4.15 | 3.89 | 3.1% n=8 | 5.1% n=13 | 10.1% n=26 | 36.6% n=94 | 44.4% n=114 | 0.8% n=2 | ↑ |



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|------------------------------------------------------------------------------------------------------------------|--------------|---------------|-----------------------|---------------|---------------|----------------|--------------------|--------------|--------------|
| Relationships | | | | | | | | | |
| 5. I have at least one close friend at work. | 4.48 | 4.55 | | | | | | | ↓ |
| | | | 1.6% n=4 | 3.1% n=8 | 5.1% n=13 | 25.3% n=65 | 63.0% n=162 | 1.9% n=5 | |
| 32. I have an open and trusting relationship with my supervisor/administrator. | 4.06 | 3.83 | | | | | | | ↑ |
| | | | 3.1% n=8 | 5.4% n=14 | 15.6% n=40 | 33.5% n=86 | 41.2% n=106 | 1.2% n=3 | |
| 25. My supervisor/administrator cares about me as a person. | 4.21 | 3.97 | | | | | | | ↑ |
| | | | 2.7% n=7 | 4.3% n=11 | 12.1% n=31 | 31.1% n=80 | 49.4% n=127 | 0.4% n=1 | |
| 31. I am provided personal coaching from my supervisor/administrator. | 3.57 | 3.34 | | | | | | | ↑ |
| | | | 4.7% n=12 | 14.8% n=38 | 21.0% n=54 | 32.3% n=83 | 23.0% n=59 | 4.3% n=11 | |
| 51. My team has open and trusting relationships. | 4.38 | 4.15 | | | | | | | ↑ |
| | | | 0.4% n=1 | 2.7% n=7 | 9.3% n=24 | 32.3% n=83 | 53.3% n=137 | 1.9% n=5 | |
| 50. Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.36 | 4.22 | | | | | | | ↑ |
| | | | 1.2% n=3 | 3.5% n=9 | 9.7% n=25 | 27.2% n=70 | 55.6% n=143 | 2.7% n=7 | |
| 61. Glen Ellyn D41 has a genuine concern and interest about me as a person. | 3.58 | 3.59 | | | | | | | ↓ |
| | | | 5.4% n=14 | 13.6% n=35 | 21.0% n=54 | 36.6% n=94 | 23.0% n=59 | 0.4% n=1 | |
| 54. Quality relationships are valued across our school district. | 3.91 | 3.89 | | | | | | | ↑ |
| | | | 0.8% n=2 | 10.5% n=27 | 16.0% n=41 | 42.0% n=108 | 30.4% n=78 | 0.4% n=1 | |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with | 3.83 | 3.59 | | | | | | | ↑ |
| | | | 3.5% n=9 | 8.9% n=23 | 18.7% n=48 | 34.2% n=88 | 31.1% n=80 | 3.5% n=9 | |
| Quality | | | | | | | | | |
| 47. I am on a team that encourages each member to surpass expectations. | 4.31 | 4.15 | | | | | | | ↑ |
| | | | 0.4% n=1 | 5.8% n=15 | 5.1% n=13 | 37.7% n=97 | 48.6% n=125 | 2.3% n=6 | |
| 43. My associates demonstrate a commitment to quality work and excellence. | 4.59 | 4.48 | | | | | | | ↑ |
| | | | 0.0% n=0 | 1.6% n=4 | 1.9% n=5 | 32.3% n=83 | 63.0% n=162 | 1.2% n=3 | |
| 57. Glen Ellyn D41 is committed to quality work and excellence. | 4.31 | 4.26 | | | | | | | ↑ |
| | | | 0.8% n=2 | 3.5% n=9 | 7.4% n=19 | 40.5% n=104 | 47.9% n=123 | 0.0% n=0 | |

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|-------------------------------------------------------------------------------------------|--------------|---------------|-----------------------|---------------|---------------|----------------|--------------------|-------------|--------------|
| Communication | | | | | | | | | |
| 36. I have the opportunity to communicate with my supervisor/administrator. | 4.31 | 3.89 | 1.9% n=5 | 2.7% n=7 | 5.8% n=15 | 40.9% n=105 | 48.2% n=124 | 0.4% n=1 | ↑ |
| 24. My supervisor/administrator effectively communicates his/her expectations. | 4.07 | 3.82 | 2.3% n=6 | 6.2% n=16 | 13.2% n=34 | 37.7% n=97 | 40.1% n=103 | 0.4% n=1 | ↑ |
| 26. My supervisor/administrator gives me constructive feedback about my work performance. | 4.04 | 3.83 | 2.3% n=6 | 5.1% n=13 | 14.8% n=38 | 41.2% n=106 | 35.4% n=91 | 1.2% n=3 | ↑ |
| 27. My supervisor/administrator and I have effective two-way communication. | 4.15 | 3.92 | 3.1% n=8 | 5.8% n=15 | 8.9% n=23 | 37.0% n=95 | 44.7% n=115 | 0.4% n=1 | ↑ |
| 65. I feel "in on things" that are happening at Glen Ellyn D41. | 3.52 | 3.54 | 8.2% n=21 | 12.5% n=32 | 23.0% n=59 | 32.3% n=83 | 24.1% n=62 | 0.0% n=0 | ↓ |
| 44. Our team effectively communicates with each other. | 4.35 | 4.28 | 0.8% n=2 | 3.9% n=10 | 7.4% n=19 | 33.9% n=87 | 52.1% n=134 | 1.9% n=5 | ↑ |
| Recognition | | | | | | | | | |
| 29. My supervisor/administrator recognizes me for a job well done. | 3.91 | 3.70 | 5.4% n=14 | 8.6% n=22 | 12.8% n=33 | 35.8% n=92 | 37.0% n=95 | 0.4% n=1 | ↑ |
| 9. I have received meaningful recognition in the past 10 days. | 3.44 | 3.22 | 8.2% n=21 | 20.6% n=53 | 15.6% n=40 | 28.4% n=73 | 26.1% n=67 | 1.2% n=3 | ↑ |
| 66. Excellence is recognized in my school district. | 3.95 | 3.95 | 1.2% n=3 | 5.4% n=14 | 21.0% n=54 | 42.0% n=108 | 30.4% n=78 | 0.0% n=0 | = |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.33 | 4.21 | 0.8% n=2 | 3.1% n=8 | 5.1% n=13 | 43.2% n=111 | 45.5% n=117 | 2.3% n=6 | ↑ |
| 48. My team recognizes each other's efforts and impact. | 4.38 | 4.25 | 1.2% n=3 | 3.1% n=8 | 6.2% n=16 | 33.9% n=87 | 53.3% n=137 | 2.3% n=6 | ↑ |



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|------------------------------------------------------------------------------------------------------------|--------------|---------------|-----------------------|---------------|---------------|----------------|--------------------|--------------|--------------|
| Performance Planning | | | | | | | | | |
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.67 | 3.39 | 6.2% n=16 | 14.0% n=36 | 14.8% n=38 | 30.7% n=79 | 30.0% n=77 | 4.3% n=11 | ↑ |
| 17. I have set the right goals for myself to excel in my role/position. | 4.45 | 4.39 | 0.0% n=0 | 0.8% n=2 | 8.2% n=21 | 36.2% n=93 | 54.9% n=141 | 0.0% n=0 | ↑ |
| 49. Our team effectively sets goals to further enhance our performance. | 4.22 | 4.13 | 0.4% n=1 | 4.7% n=12 | 9.7% n=25 | 40.5% n=104 | 42.0% n=108 | 2.7% n=7 | ↑ |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.14 | 4.11 | 1.6% n=4 | 3.9% n=10 | 14.0% n=36 | 39.7% n=102 | 40.9% n=105 | 0.0% n=0 | ↑ |
| 37. My supervisor/administrator motivates me to achieve my goals. | 4.00 | 3.82 | 3.1% n=8 | 6.6% n=17 | 15.2% n=39 | 37.0% n=95 | 37.4% n=96 | 0.8% n=2 | ↑ |
| Training & Development | | | | | | | | | |
| 35. My supervisor/administrator supports my personal and professional development. | 4.17 | 4.01 | 1.9% n=5 | 5.1% n=13 | 11.7% n=30 | 36.2% n=93 | 44.4% n=114 | 0.8% n=2 | ↑ |
| 6. I am provided opportunities to further my growth and development. | 4.07 | 4.09 | 2.7% n=7 | 6.2% n=16 | 10.5% n=27 | 41.6% n=107 | 38.1% n=98 | 0.8% n=2 | ↓ |
| 15. I am properly trained to achieve excellence in my work. | 4.02 | 4.05 | 3.1% n=8 | 8.6% n=22 | 9.7% n=25 | 40.9% n=105 | 37.7% n=97 | 0.0% n=0 | ↓ |
| 67. Glen Ellyn D41 provides the "right" training for me to excel in my role. | 3.55 | 3.60 | 4.7% n=12 | 13.6% n=35 | 23.3% n=60 | 38.1% n=98 | 19.5% n=50 | 0.8% n=2 | ↓ |
| 30. My supervisor/administrator encourages opportunities for my growth and development. | 4.03 | 3.93 | 3.5% n=9 | 5.4% n=14 | 12.8% n=33 | 40.1% n=103 | 37.4% n=96 | 0.8% n=2 | ↑ |



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|----------------------------------------------------------------------------------------------|--------------|---------------|-----------------------|--------------|---------------|----------------|--------------------|-------------|--------------|
| Career Development | 4.04 | 4.01 | | | | | | | |
| 70. I would like to work at Glen Ellyn D41 long term. | 4.26 | 4.26 | 1.6% n=4 | 1.6% n=4 | 16.3% n=42 | 30.0% n=77 | 49.8% n=128 | 0.8% n=2 | = |
| 58. Glen Ellyn D41 provides the experience and development for me to further my career here. | 3.88 | 3.95 | 2.7% n=7 | 8.6% n=22 | 18.3% n=47 | 37.4% n=96 | 31.9% n=82 | 1.2% n=3 | ↓ |
| 71. I am aware of the career opportunities that are available for me at Glen Ellyn D41. | 4.01 | 3.91 | 2.3% n=6 | 4.3% n=11 | 15.2% n=39 | 43.2% n=111 | 31.9% n=82 | 3.1% n=8 | ↑ |
| 59. I value the career opportunities that I have at Glen Ellyn D41. | 4.16 | 4.09 | 2.3% n=6 | 2.3% n=6 | 15.2% n=39 | 35.4% n=91 | 42.8% n=110 | 1.9% n=5 | ↑ |
| 60. I have the opportunity to express my career interests at Glen Ellyn D41. | 3.86 | 3.86 | 2.7% n=7 | 7.8% n=20 | 17.9% n=46 | 40.5% n=104 | 28.0% n=72 | 3.1% n=8 | = |
| Engage-Inspire | 4.42 | 4.36 | | | | | | | |
| 2. I am fully engaged in the work that I do. | 4.71 | 4.65 | 0.4% n=1 | 0.4% n=1 | 1.2% n=3 | 23.7% n=61 | 73.9% n=190 | 0.4% n=1 | ↑ |
| 12. I am highly committed to and energized by my work. | 4.48 | 4.35 | 0.8% n=2 | 2.3% n=6 | 5.8% n=15 | 30.0% n=77 | 60.3% n=155 | 0.8% n=2 | ↑ |
| 8. I am driven to contribute to the success of Glen Ellyn D41. | 4.50 | 4.43 | 0.8% n=2 | 1.2% n=3 | 5.4% n=14 | 31.1% n=80 | 59.5% n=153 | 1.9% n=5 | ↑ |
| 53. I am committed to the success of my school district. | 4.60 | 4.57 | 0.0% n=0 | 0.4% n=1 | 2.7% n=7 | 33.9% n=87 | 63.0% n=162 | 0.0% n=0 | ↑ |
| 62. I would recommend Glen Ellyn D41 to a friend as a great place to work. | 3.82 | 3.79 | 6.2% n=16 | 6.2% n=16 | 17.9% n=46 | 38.1% n=98 | 31.1% n=80 | 0.4% n=1 | ↑ |

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|-----------------------------------------------------------------------------------------------------|--------------|---------------|-----------------------|---------------|---------------|----------------|--------------------|--------------|--------------|
| Satisfaction | | | | | | | | | |
| 13. I am satisfied with my role/work. | 4.17 | 4.06 | 1.6% n=4 | 6.6% n=17 | 8.6% n=22 | 39.7% n=102 | 43.6% n=112 | 0.0% n=0 | ↑ |
| 46. I am satisfied being a part of my team. | 4.46 | 4.33 | 0.8% n=2 | 3.1% n=8 | 5.1% n=13 | 30.4% n=78 | 58.4% n=150 | 2.3% n=6 | ↑ |
| 73. Overall, I am very satisfied with Glen Ellyn D41 as a place to work. | 4.12 | 4.06 | 1.2% n=3 | 5.8% n=15 | 11.3% n=29 | 43.2% n=111 | 38.1% n=98 | 0.4% n=1 | ↑ |
| 20. I look forward to coming to work every day. | 4.09 | 3.91 | 1.2% n=3 | 6.2% n=16 | 12.8% n=33 | 41.2% n=106 | 38.1% n=98 | 0.4% n=1 | ↑ |
| Mission Conscious | | | | | | | | | |
| 41. My supervisor/administrator effectively communicates our school district's mission to me. | 3.95 | 3.71 | 3.5% n=9 | 5.4% n=14 | 15.6% n=40 | 40.9% n=105 | 32.3% n=83 | 2.3% n=6 | ↑ |
| 74. Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission. | 3.98 | 3.90 | 1.2% n=3 | 5.4% n=14 | 14.4% n=37 | 49.4% n=127 | 27.2% n=70 | 2.3% n=6 | ↑ |
| 22. I am aware and knowledgeable about our school district's mission. | 4.38 | 4.32 | 0.4% n=1 | 1.9% n=5 | 4.3% n=11 | 45.5% n=117 | 47.5% n=122 | 0.4% n=1 | ↑ |
| 68. Business decisions made are consistent with our mission and core values. | 3.41 | 3.45 | 5.4% n=14 | 15.2% n=39 | 25.7% n=66 | 31.1% n=80 | 16.7% n=43 | 5.8% n=15 | ↓ |
| Pride | | | | | | | | | |
| 4. I feel great pride in the work I do. | 4.60 | 4.57 | 0.8% n=2 | 1.6% n=4 | 2.7% n=7 | 26.5% n=68 | 66.9% n=172 | 1.6% n=4 | ↑ |
| 14. I feel great pride in being a part of Glen Ellyn D41. | 4.15 | 4.04 | 1.6% n=4 | 5.8% n=15 | 15.2% n=39 | 30.4% n=78 | 46.3% n=119 | 0.8% n=2 | ↑ |
| 45. I feel great pride in the team of which I am a part. | 4.52 | 4.40 | 0.4% n=1 | 1.6% n=4 | 6.2% n=16 | 28.8% n=74 | 61.1% n=157 | 1.9% n=5 | ↑ |
| 64. I speak of Glen Ellyn D41 with pride. | 4.07 | 4.03 | 1.9% n=5 | 3.5% n=9 | 17.5% n=45 | 39.3% n=101 | 37.7% n=97 | 0.0% n=0 | ↑ |

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|-----------------------------------------------------------------------------------|--------------|---------------|-----------------------|--------------|---------------|----------------|--------------------|-------------|--------------|
| Continuous Improvement | | | | | | | | | |
| 52. My team strives to pursue excellence. | 4.55 | 4.38 | 0.0% n=0 | 1.2% n=3 | 3.5% n=9 | 33.5% n=86 | 60.3% n=155 | 1.6% n=4 | ↑ |
| 21. I strive to find a better way every day. | 4.52 | 4.41 | 0.0% n=0 | 0.0% n=0 | 4.7% n=12 | 38.5% n=99 | 56.0% n=144 | 0.8% n=2 | ↑ |
| 55. I am part of a school district that continues to pursue excellence every day. | 4.27 | 4.29 | 0.8% n=2 | 4.3% n=11 | 7.4% n=19 | 42.0% n=108 | 45.5% n=117 | 0.0% n=0 | ↓ |
| Innovation | | | | | | | | | |
| 69. Glen Ellyn D41 encourages innovation. | 4.06 | 4.17 | 1.2% n=3 | 3.5% n=9 | 16.7% n=43 | 44.0% n=113 | 33.1% n=85 | 1.6% n=4 | ↓ |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.69 | 4.55 | 0.0% n=0 | 0.0% n=0 | 3.5% n=9 | 23.7% n=61 | 71.6% n=184 | 1.2% n=3 | ↑ |
| 42. Our team encourages innovation. | 4.29 | 4.27 | 0.0% n=0 | 1.9% n=5 | 9.7% n=25 | 43.6% n=112 | 41.2% n=106 | 3.5% n=9 | ↑ |



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | | |
|-----|-------------------------------------------------------------------------------|-------------|--------------------------------|
| 2. | I am fully engaged in the work that I do. | 4.71 | Engage-Inspire 4.42 |
| 16. | I am continuously seeking ways to improve my overall productivity. | 4.69 | Innovation 4.35 |
| 4. | I feel great pride in the work I do. | 4.60 | Pride 4.33 |
| 53. | I am committed to the success of my school district. | 4.60 | Engage-Inspire 4.42 |
| 43. | My associates demonstrate a commitment to quality work and excellence. | 4.59 | Quality 4.40 |
| 52. | My team strives to pursue excellence. | 4.55 | Continuous Improvement 4.45 |
| 21. | I strive to find a better way every day. | 4.52 | Continuous Improvement 4.45 |
| 45. | I feel great pride in the team of which I am a part. | 4.52 | Pride 4.33 |
| 8. | I am driven to contribute to the success of Glen Ellyn D41. | 4.50 | Engage-Inspire 4.42 |
| 1. | In my role I have the opportunity to do things that I both do well and enjoy. | 4.50 | Talent/Fit 4.12 |
| 5. | I have at least one close friend at work. | 4.48 | Relationships 4.04 |
| 12. | I am highly committed to and energized by my work. | 4.48 | Engage-Inspire 4.42 |
| 46. | I am satisfied being a part of my team. | 4.46 | Satisfaction 4.21 |
| 17. | I have set the right goals for myself to excel in my role/position. | 4.45 | Performance Planning 4.10 |



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|----------------------------------------------------------------------------------------------|--------------------|--------------------------------|
| 22. | I am aware and knowledgeable about our school district's mission. | 4.38 | Mission Conscious 3.94 |
| 48. | My team recognizes each other's efforts and impact. | 4.38 | Recognition 4.00 |
| 51. | My team has open and trusting relationships. | 4.38 | Relationships 4.04 |
| 50. | Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.36 | Relationships 4.04 |
| 44. | Our team effectively communicates with each other. | 4.35 | Communication 4.07 |
| 18. | I have provided meaningful recognition to others in the past 10 days. | 4.33 | Recognition 4.00 |
| 47. | I am on a team that encourages each member to surpass expectations. | 4.31 | Quality 4.40 |
| 36. | I have the opportunity to communicate with my supervisor/administrator. | 4.31 | Communication 4.07 |
| 57. | Glen Ellyn D41 is committed to quality work and excellence. | 4.31 | Quality 4.40 |
| 56. | I feel Glen Ellyn D41 is a great fit for me. | 4.29 | Talent/Fit 4.12 |
| 42. | Our team encourages innovation. | 4.29 | Innovation 4.35 |
| 55. | I am part of a school district that continues to pursue excellence every day. | 4.27 | Continuous Improvement 4.45 |
| 70. | I would like to work at Glen Ellyn D41 long term. | 4.26 | Career Development 4.04 |
| 49. | Our team effectively sets goals to further enhance our performance. | 4.22 | Performance Planning 4.10 |
| 33. | My supervisor/administrator is available for me when needs arise. | 4.21 | Support-Equip 3.97 |



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| <u>Rank Ordered Questions According to Mean</u> | | <u>Mean</u> | <u>Dimension/Mean</u> |
|-------------------------------------------------|-----------------------------------------------------------------------------------|-------------|--------------------------------|
| 25. | My supervisor/administrator cares about me as a person. | 4.21 | Relationships 4.04 |
| 11. | I am in a role that allows me to maximize my talents and strengths. | 4.18 | Talent/Fit 4.12 |
| 13. | I am satisfied with my role/work. | 4.17 | Satisfaction 4.21 |
| 35. | My supervisor/administrator supports my personal and professional development. | 4.17 | Training & Development 3.97 |
| 59. | I value the career opportunities that I have at Glen Ellyn D41. | 4.16 | Career Development 4.04 |
| 14. | I feel great pride in being a part of Glen Ellyn D41. | 4.15 | Pride 4.33 |
| 23. | I have a supportive coaching relationship with my supervisor/administrator. | 4.15 | Support-Equip 3.97 |
| 72. | Our school district selects highly talented individuals when hiring. | 4.15 | Talent/Fit 4.12 |
| 27. | My supervisor/administrator and I have effective two-way communication. | 4.15 | Communication 4.07 |
| 10. | In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.14 | Performance Planning 4.10 |
| 73. | Overall, I am very satisfied with Glen Ellyn D41 as a place to work. | 4.12 | Satisfaction 4.21 |
| 34. | My supervisor/administrator is actively responsive to my needs. | 4.11 | Support-Equip 3.97 |
| 20. | I look forward to coming to work every day. | 4.09 | Satisfaction 4.21 |
| 24. | My supervisor/administrator effectively communicates his/her expectations. | 4.07 | Communication 4.07 |
| 64. | I speak of Glen Ellyn D41 with pride. | 4.07 | Pride 4.33 |



October 2016

Glen Ellyn D41: Full District Results (N=257)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---------------------------------------------------------------------------------------------------------------|--------------------|--------------------------------|
| 6. | I am provided opportunities to further my growth and development. | 4.07 | Training & Development 3.97 |
| 69. | Glen Ellyn D41 encourages innovation. | 4.06 | Innovation 4.35 |
| 32. | I have an open and trusting relationship with my supervisor/administrator. | 4.06 | Relationships 4.04 |
| 26. | My supervisor/administrator gives me constructive feedback about my work performance. | 4.04 | Communication 4.07 |
| 30. | My supervisor/administrator encourages opportunities for my growth and development. | 4.03 | Training & Development 3.97 |
| 39. | My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 4.02 | Talent/Fit 4.12 |
| 15. | I am properly trained to achieve excellence in my work. | 4.02 | Training & Development 3.97 |
| 71. | I am aware of the career opportunities that are available for me at Glen Ellyn D41. | 4.01 | Career Development 4.04 |
| 37. | My supervisor/administrator motivates me to achieve my goals. | 4.00 | Performance Planning 4.10 |
| 74. | Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission. | 3.98 | Mission Conscious 3.94 |
| 41. | My supervisor/administrator effectively communicates our school district's mission to me. | 3.95 | Mission Conscious 3.94 |
| 66. | Excellence is recognized in my school district. | 3.95 | Recognition 4.00 |
| 54. | Quality relationships are valued across our school district. | 3.91 | Relationships 4.04 |
| 29. | My supervisor/administrator recognizes me for a job well done. | 3.91 | Recognition 4.00 |
| 58. | Glen Ellyn D41 provides the experience and development for me to further my career here. | 3.88 | Career Development 4.04 |



October 2016

Glen Ellyn D41: Full District Results (N=257)

Rank Ordered Questions According to Mean

Mean

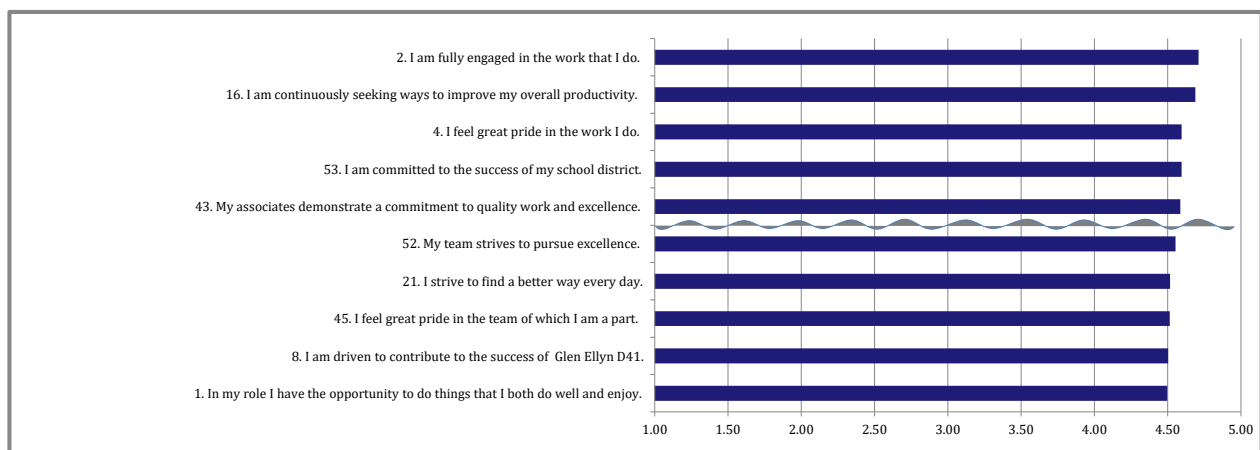
Dimension/Mean

| | | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|------------------------------------------------------------------------------------------------------------------|--------------------|-----------------------------------|
| 60. | I have the opportunity to express my career interests at Glen Ellyn D41. | 3.86 | Career Development 4.04 |
| 3. | I am provided the core needs necessary for me to excel in my role. | 3.86 | Support-Equip 3.97 |
| 38. | My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.83 | Relationships 4.04 |
| 63. | Glen Ellyn D41 selects the right people for the right job. | 3.83 | Talent/Fit 4.12 |
| 7. | I have encouraged someone to apply at Glen Ellyn D41. | 3.82 | Talent/Fit 4.12 |
| 62. | I would recommend Glen Ellyn D41 to a friend as a great place to work. | 3.82 | Engage-Inspire 4.42 |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.75 | Support-Equip 3.97 |
| 19. | I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.75 | Support-Equip 3.97 |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.67 | Performance Planning 4.10 |
| 61. | Glen Ellyn D41 has a genuine concern and interest about me as a person. | 3.58 | Relationships 4.04 |
| 31. | I am provided personal coaching from my supervisor/administrator. | 3.57 | Relationships 4.04 |
| 67. | Glen Ellyn D41 provides the "right" training for me to excel in my role. | 3.55 | Training & Development 3.97 |
| 65. | I feel "in on things" that are happening at Glen Ellyn D41. | 3.52 | Communication 4.07 |
| 9. | I have received meaningful recognition in the past 10 days. | 3.44 | Recognition 4.00 |
| 68. | Business decisions made are consistent with our mission and core values. | 3.41 | Mission Conscious 3.94 |



October 2016
Glen Ellyn D41: Full District Results (N=257)

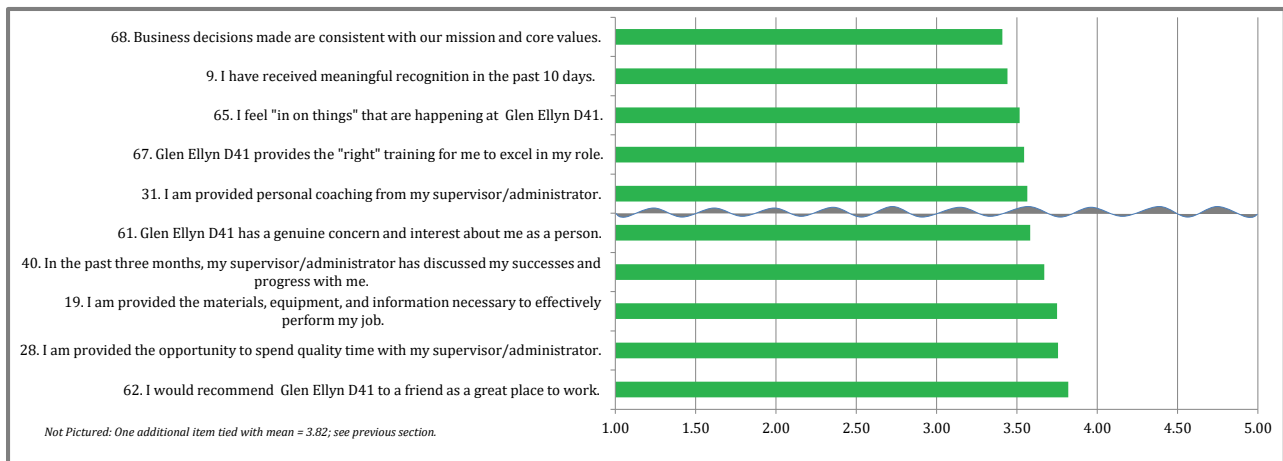
| Top 10 Rank Ordered By Mean | | Dimension | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|----------------------------------------------------------------------------------|------------------------|-----------|--------------|---------------|-----------------------|--------------|---------------|----------------|--------------------|-----|--------------|
| 2. I am fully engaged in the work that I do. | Engage-Inspire | 4.71 | 4.65 | 0.4% n=1 | 0.4% n=1 | 1.2% n=3 | 23.7% n=61 | 73.9% n=190 | 0.4% n=1 | ↑ | |
| 16. I am continuously seeking ways to improve my overall productivity. | Innovation | 4.69 | 4.55 | 0.0% n=0 | 0.0% n=0 | 3.5% n=9 | 23.7% n=61 | 71.6% n=184 | 1.2% n=3 | ↑ | |
| 4. I feel great pride in the work I do. | Pride | 4.60 | 4.57 | 0.8% n=2 | 1.6% n=4 | 2.7% n=7 | 26.5% n=68 | 66.9% n=172 | 1.6% n=4 | ↑ | |
| 53. I am committed to the success of my school district. | Engage-Inspire | 4.60 | 4.57 | 0.0% n=0 | 0.4% n=1 | 2.7% n=7 | 33.9% n=87 | 63.0% n=162 | 0.0% n=0 | ↑ | |
| 43. My associates demonstrate a commitment to quality work and excellence. | Quality | 4.59 | 4.48 | 0.0% n=0 | 1.6% n=4 | 1.9% n=5 | 32.3% n=83 | 63.0% n=162 | 1.2% n=3 | ↑ | |
| 52. My team strives to pursue excellence. | Continuous Improvement | 4.55 | 4.38 | 0.0% n=0 | 1.2% n=3 | 3.5% n=9 | 33.5% n=86 | 60.3% n=155 | 1.6% n=4 | ↑ | |
| 21. I strive to find a better way every day. | Continuous Improvement | 4.52 | 4.41 | 0.0% n=0 | 0.0% n=0 | 4.7% n=12 | 38.5% n=99 | 56.0% n=144 | 0.8% n=2 | ↑ | |
| 45. I feel great pride in the team of which I am a part. | Pride | 4.52 | 4.40 | 0.4% n=1 | 1.6% n=4 | 6.2% n=16 | 28.8% n=74 | 61.1% n=157 | 1.9% n=5 | ↑ | |
| 8. I am driven to contribute to the success of Glen Ellyn D41. | Engage-Inspire | 4.50 | 4.43 | 0.8% n=2 | 1.2% n=3 | 5.4% n=14 | 31.1% n=80 | 59.5% n=153 | 1.9% n=5 | ↑ | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit | 4.50 | 4.41 | 0.4% n=1 | 3.1% n=8 | 3.5% n=9 | 32.3% n=83 | 60.7% n=156 | 0.0% n=0 | ↑ | |





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Glen Ellyn D41: Full District Results (N=257)

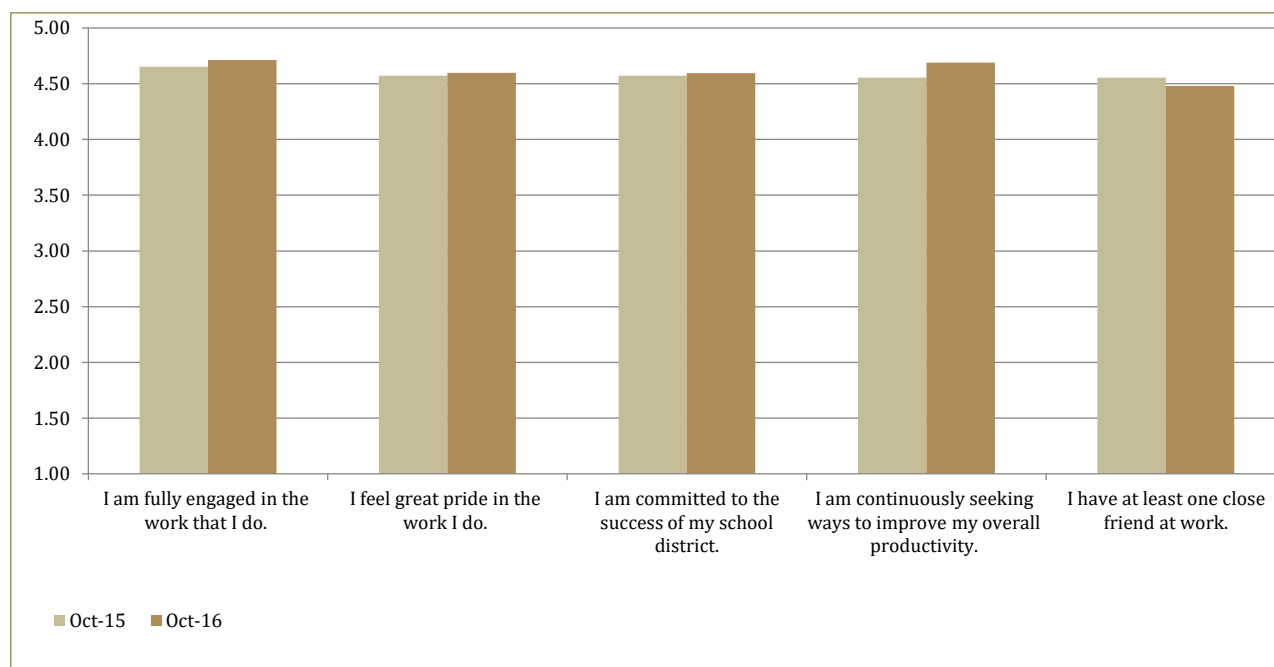
| Bottom 10 Rank Ordered By Mean | | Dimension | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|------------------------------------------------------------------------------------------------------------|------------------------|-----------|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-----|--------------|
| 68. Business decisions made are consistent with our mission and core values. | Mission Conscious | 3.41 | 3.45 | 5.4% n=14 | 15.2% n=39 | 25.7% n=66 | 31.1% n=80 | 16.7% n=43 | 5.8% n=15 | ↓ | |
| 9. I have received meaningful recognition in the past 10 days. | Recognition | 3.44 | 3.22 | 8.2% n=21 | 20.6% n=53 | 15.6% n=40 | 28.4% n=73 | 26.1% n=67 | 1.2% n=3 | ↑ | |
| 65. I feel "in on things" that are happening at Glen Ellyn D41. | Communication | 3.52 | 3.54 | 8.2% n=21 | 12.5% n=32 | 23.0% n=59 | 32.3% n=83 | 24.1% n=62 | 0.0% n=0 | ↓ | |
| 67. Glen Ellyn D41 provides the "right" training for me to excel in my role. | Training & Development | 3.55 | 3.60 | 4.7% n=12 | 13.6% n=35 | 23.3% n=60 | 38.1% n=98 | 19.5% n=50 | 0.8% n=2 | ↓ | |
| 31. I am provided personal coaching from my supervisor/administrator. | Relationships | 3.57 | 3.34 | 4.7% n=12 | 14.8% n=38 | 21.0% n=54 | 32.3% n=83 | 23.0% n=59 | 4.3% n=11 | ↑ | |
| 61. Glen Ellyn D41 has a genuine concern and interest about me as a person. | Relationships | 3.58 | 3.59 | 5.4% n=14 | 13.6% n=35 | 21.0% n=54 | 36.6% n=94 | 23.0% n=59 | 0.4% n=1 | ↓ | |
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. | Performance Planning | 3.67 | 3.39 | 6.2% n=16 | 14.0% n=36 | 14.8% n=38 | 30.7% n=79 | 30.0% n=77 | 4.3% n=11 | ↑ | |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | Support-Equip | 3.75 | 3.62 | 3.1% n=8 | 15.2% n=39 | 14.0% n=36 | 38.5% n=99 | 28.8% n=74 | 0.4% n=1 | ↑ | |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | Support-Equip | 3.75 | 3.47 | 5.1% n=13 | 11.3% n=29 | 15.6% n=40 | 37.4% n=96 | 29.2% n=75 | 1.6% n=4 | ↑ | |
| 62. I would recommend Glen Ellyn D41 to a friend as a great place to work. | Engage-Inspire | 3.82 | 3.79 | 6.2% n=16 | 6.2% n=16 | 17.9% n=46 | 38.1% n=98 | 31.1% n=80 | 0.4% n=1 | ↑ | |



October 2016

Glen Ellyn D41: Full District Results (N=257)

| | | <u>Dimension</u> | <u>Oct-15</u> | <u>Oct-16</u> | <u>(+/-) Change</u> |
|-----------------------------------------------------------------------|--------------------------------------------------------------------|------------------|---------------|---------------|-------------------------|
| <u>Previous Top 5 Rank Ordered Questions According to Mean</u> | | | | | |
| 2. | I am fully engaged in the work that I do. | Engage-Inspire | 4.65 | 4.71 | ↑ |
| 4. | I feel great pride in the work I do. | Pride | 4.57 | 4.60 | ↑ |
| 53. | I am committed to the success of my school district. | Engage-Inspire | 4.57 | 4.60 | ↑ |
| 16. | I am continuously seeking ways to improve my overall productivity. | Innovation | 4.55 | 4.69 | ↑ |
| 5. | I have at least one close friend at work. | Relationships | 4.55 | 4.48 | ↓ |

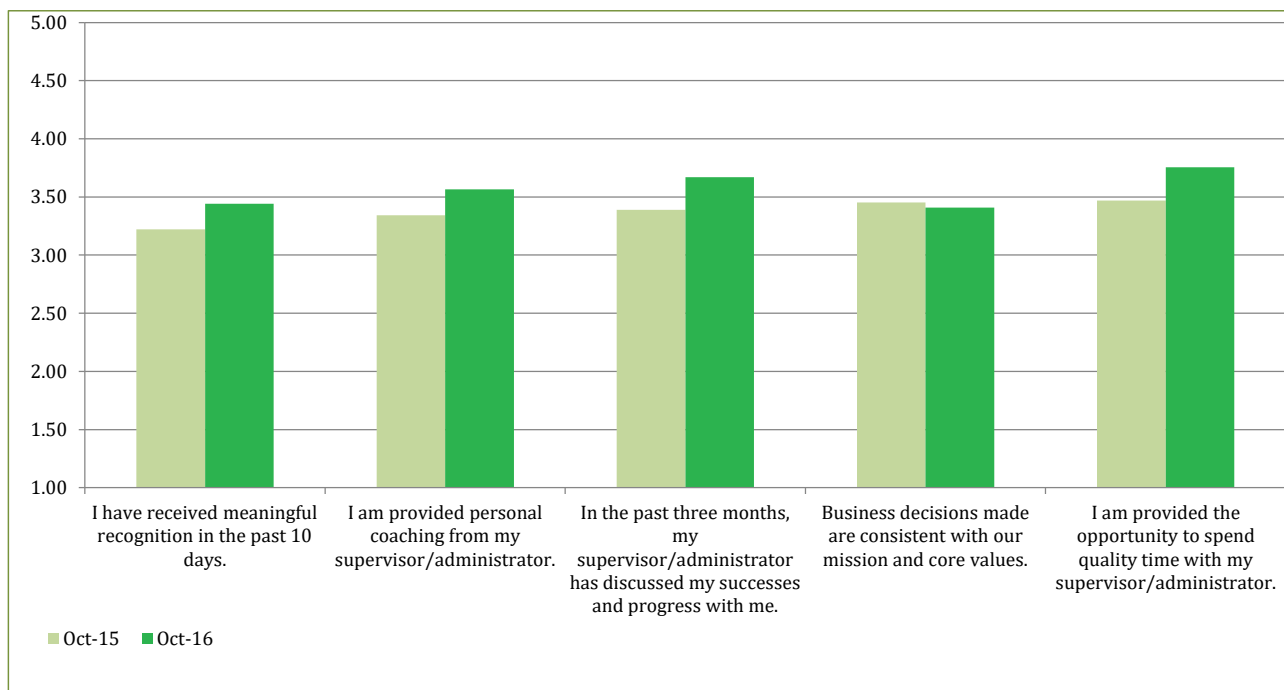




October 2016

Glen Ellyn D41: Full District Results (N=257)

| | | <u>Dimension</u> | <u>Oct-15</u> | <u>Oct-16</u> | <u>(+/-) Change</u> |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|----------------------|---------------|---------------|-------------------------|
| <i>Previous Bottom 5 Rank Ordered Questions According to Mean</i> | | | | | |
| 9. | I have received meaningful recognition in the past 10 days. | Recognition | 3.22 | 3.44 | ↑ |
| 31. | I am provided personal coaching from my supervisor/administrator. | Relationships | 3.34 | 3.57 | ↑ |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | Performance Planning | 3.39 | 3.67 | ↑ |
| 68. | Business decisions made are consistent with our mission and core values. | Mission Conscious | 3.45 | 3.41 | ↓ |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | Support-Equip | 3.47 | 3.75 | ↑ |

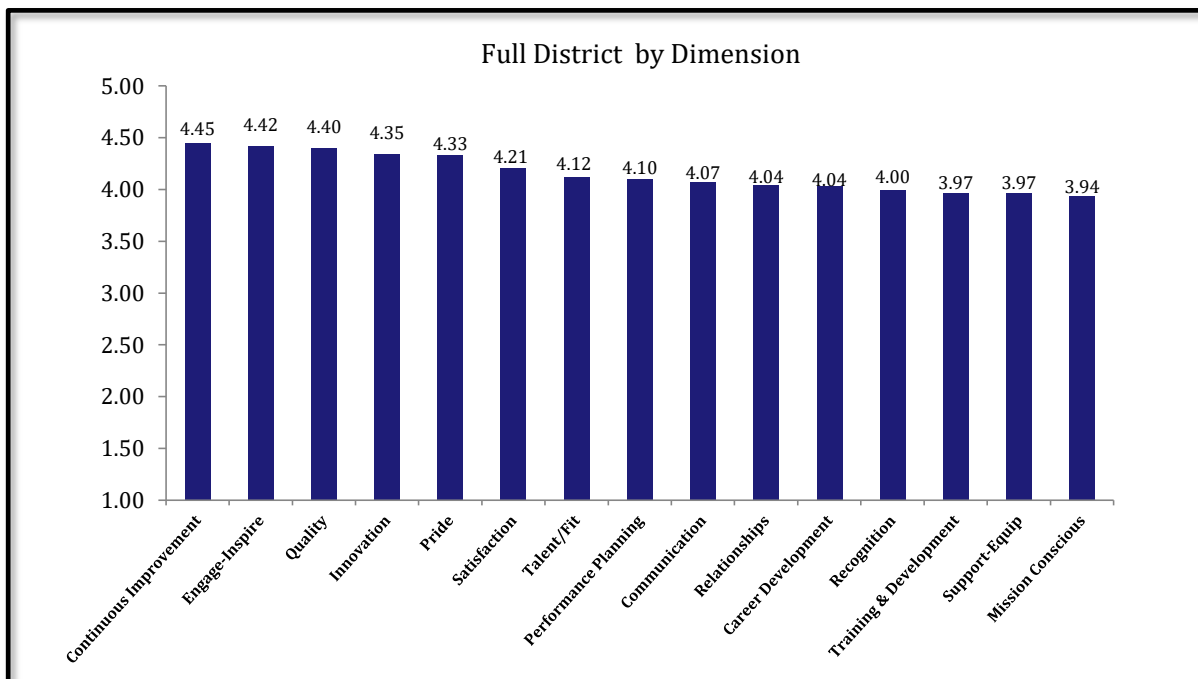




October 2016

Glen Ellyn D41: Full District Results (N=257)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Dimension Mean</u> |
|----------------------------------------|-----------------------|
| Continuous Improvement | 4.45 |
| Engage-Inspire | 4.42 |
| Quality | 4.40 |
| Innovation | 4.35 |
| Pride | 4.33 |
| Satisfaction | 4.21 |
| Talent/Fit | 4.12 |
| Performance Planning | 4.10 |
| Communication | 4.07 |
| Relationships | 4.04 |
| Career Development | 4.04 |
| Recognition | 4.00 |
| Training & Development | 3.97 |
| Support-Equip | 3.97 |
| Mission Conscious | 3.94 |





October 2016
Glen Ellyn D41: Full District Results (N=257)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Oct-15 Mean</u> | <u>Oct-16 Mean</u> | <u>(+/-) Change</u> |
|----------------------------------------|------------------------|------------------------|-------------------------|
| Continuous Improvement | 4.36 | 4.45 | ↑ |
| Engage-Inspire | 4.36 | 4.42 | ↑ |
| Quality | 4.30 | 4.40 | ↑ |
| Innovation | 4.33 | 4.35 | ↑ |
| Pride | 4.26 | 4.33 | ↑ |
| Satisfaction | 4.09 | 4.21 | ↑ |
| Talent/Fit | 4.03 | 4.12 | ↑ |
| Performance Planning | 3.97 | 4.10 | ↑ |
| Communication | 3.92 | 4.07 | ↑ |
| Relationships | 3.90 | 4.04 | ↑ |
| Career Development | 4.01 | 4.04 | ↑ |
| Recognition | 3.87 | 4.00 | ↑ |
| Training & Development | 3.94 | 3.97 | ↑ |
| Support-Equip | 3.78 | 3.97 | ↑ |
| Mission Conscious | 3.85 | 3.94 | ↑ |



HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

