

# InsighteX Cultural Assessment

for Glen Ellyn D41: Forest Glen-All







Gien Euyn D41: Porest Gien-All Results (n=48)	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	4.11	4.07							
and strengths.	4.06	4.06							=
			0.0%	10.4%	12.5%	37.5%	39.6%	0.0%	
1. In my role I have the opportunity to do things that I both			n=0	n=5	n=6	n=18	n=19	n=0	<b>A</b>
do well and enjoy.	4.54	4.34							T
			0.0%	4.2%	4.2%	25.0%	66.7%	0.0%	
7. I have encouraged someone to apply at Glen Ellyn D41.			n=0	n=2	n=2	n=12	n=32	n=0	•
7.1 have encouraged someone to apply at Glen Enyli D41.	3.81	3.66							T
			8.3%	8.3%	12.5%	22.9%	37.5%	10.4%	
20 Marshard (2 day) in the standard by the sta			n=4	n=4	n=6	n=11	n=18	n=5	
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.96	4.07							$\downarrow$
			2.1%	0.0%	20.8%	47.9%	22.9%	6.3%	
			n=1	n=0	n=10	n=23	n=11	n=3	
56. I feel Glen Ellyn D41 is a great fit for me.	4.40	4.22							1
			2.1%	2.1%	8.3%	29.2%	58.3%	0.0%	
			n=1	n=1	n=4	n=14	n=28	n=0	
72. Our school district selects highly talented individuals	4.21	4.23							Ţ
when hiring.	4.21	4.23	0.0%	0.0%	14.6%	50.0%	35.4%	0.0%	•
			n=0	n=0	n=7	n=24	n=17		
63. Glen Ellyn D41 selects the right people for the right job.	2.55	2.00							
	3.75	3.89	0.007	10.40/	20.00/	F2 10/	16 70/	0.00/	•
			0.0% n=0	10.4% n=5	20.8% n=10	52.1% n=25	16.7% n=8	0.0% n=0	
Support-Equip	3.77	3.83							
3. I am provided the core needs necessary for me to excel	0 = 4	0.44							
in my role.	3.54	3.66	4.207	25 00/	0.20/	25.50/	25.00/	0.007	•
			4.2% n=2	25.0% n=12	8.3% n=4	37.5% n=18	25.0% n=12	0.0% n=0	
19. I am provided the materials, equipment, and						10	12	0	<b>1</b>
information necessary to effectively perform my job.	3.50	3.45							ı
			6.3% n=3	20.8% n=10	14.6% n=7	33.3% n=16	25.0% n=12	0.0% n=0	
34. My supervisor/administrator is actively responsive to			11-3	11-10	11-7	11-10	11-12	11-0	
my needs.	4.02	4.16							<b>T</b>
			2.1%	8.3%	6.3%	52.1%	31.3%	0.0%	
28. I am provided the opportunity to spend quality time			n=1	n=4	n=3	n=25	n=15	n=0	
with my supervisor/administrator.	3.57	3.59							<b>1</b>
			2.1%	16.7%	20.8%	39.6%	18.8%	2.1%	
22 Mr. augustian / administrator is available for a second			n=1	n=8	n=10	n=19	n=9	n=1	
33. My supervisor/administrator is available for me when needs arise.	4.04	4.22							$\downarrow$
			2.1%	2.1%	14.6%	52.1%	29.2%	0.0%	
			n=1	n=1	n=7	n=25	n=14	n=0	
23. I have a supportive coaching relationship with my	3.94	3.92							1
supervisor/administrator.	5.71	5.72	6.3%	2.1%	14.6%	45.8%	31.3%	0.0%	•
			n=3	n=1	n=7	n=22	n=15	n=0	





Glen Ellyn D41: Forest Glen-All Results (n=48)			C: 1				G. I		
	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	3.90	3.94							
5. I have at least one close friend at work.	4.43	4.59							$\Box$
	1.15	1.57	4.2%	2.1%	6.3%	20.8%	64.6%	2.1%	•
			n=2	n=1	n=3	n=10	n=31	n=1	
32. I have an open and trusting relationship with my	3.77	3.84							1
supervisor/administrator.	3.77	3.04	6.3%	4.2%	18.8%	45.8%	22.9%	2.1%	•
			n=3	n=2	n=9	n=22	n=11	n=1	
25. My supervisor/administrator cares about me as a	4.45	4.44							1
person.	4.17	4.11	2.40/	0.00/	44.60/	45.007	25.50/	0.007	- 1
			2.1% n=1	0.0% n=0	14.6% n=7	45.8% n=22	37.5% n=18	0.0% n=0	
31. I am provided personal coaching from my			11-1	11-0	11-7	11-22	11-10	11-0	
supervisor/administrator.	3.31	3.35							<b>4</b>
			4.2%	20.8%	20.8%	37.5%	10.4%	6.3%	
51. My team has open and trusting relationships.			n=2	n=10	n=10	n=18	n=5	n=3	_
51. My team has open and trusting relationships.	4.34	4.19							T
			0.0%	0.0%	12.5%	39.6%	45.8%	2.1%	
50 P. J.			n=0	n=0	n=6	n=19	n=22	n=1	
Based on relationships demonstrated on my team, I uld recommend someone to join this team. 4.19 4.21					$\downarrow$				
would recommend someone to join this team.			2.1%						
			n=0	n=3	n=8	n=13	n=23	n=1	
61. Glen Ellyn D41 has a genuine concern and interest	3.44	3.63							1
about me as a person.	3.44	3.03	6.3%	16.7%	22.9%	35.4%	18.8%	0.0%	•
			n=3	n=8	n=11	n=17	n=9	n=0	
54. Quality relationships are valued across our school									
district.	3.90	3.94							•
			2.1% n=1	8.3% n=4	12.5% n=6	52.1% n=25	25.0% n=12	0.0% n=0	
38. My supervisor/administrator demonstrates effort in			11-1	11-4	11-0	11-23	11-12	11-0	
establishing and reinforcing a coaching relationship with	3.57	3.60							1
			2.1%	16.7%	20.8%	39.6%	18.8%	2.1%	
0.49	4.00	4.00	n=1	n=8	n=10	n=19	n=9	n=1	
Quality 47. I am on a team that encourages each member to	4.39	4.33							
surpass expectations.	4.23	4.23							=
F F			0.0%	8.3%	8.3%	35.4%	47.9%	0.0%	
			n=0	n=4	n=4	n=17	n=23	n=0	
43. My associates demonstrate a commitment to quality work and excellence.	4.58	4.56							1
WOLK AND EXCENSING.			0.0%	0.0%	2.1%	37.5%	60.4%	0.0%	•
			n=0	n=0	n=1	n=18	n=29	n=0	
57. Glen Ellyn D41 is committed to quality work and	4.05	4.00							1
excellence.	4.35	4.20	2.10/	0.00/	4.20/	47.007	45 00/	0.00/	1
			2.1% n=1	0.0% n=0	4.2% n=2	47.9% n=23	45.8% n=22	0.0% n=0	
			11-1	11-0	11-4	11-43	11-22	11-0	





Gen Ellyn D41: Forest Gen-All Results (n=40)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication	3.96	3.99							
36. I have the opportunity to communicate with my supervisor/administrator.	4.25	4.16							1
super visor/auministrator.			2.1%	0.0%	8.3%	50.0%	39.6%	0.0%	
			n=1	n=0	n=4	n=24	n=19	n=0	
24. My supervisor/administrator effectively communicates	3.98	3.88							1
his/her expectations.	3.90	3.00	4.2%	4.2%	12.5%	47.9%	31.3%	0.0%	
			n=2	n=2	n=6	n=23	n=15	n=0	
26. My supervisor/administrator gives me constructive									
feedback about my work performance.	3.85	3.95							•
			2.1%	2.1%	20.8%	56.3%	16.7%	2.1%	
27. My supervisor/administrator and I have effective two-			n=1	n=1	n=10	n=27	n=8	n=1	
way communication.	4.02	4.09							<b>1</b>
,			2.1%	8.3%	8.3%	47.9%	33.3%	0.0%	
			n=1	n=4	n=4	n=23	n=16	n=0	
65. I feel "in on things" that are happening at Glen Ellyn	3.40	3.53							J
D41.	5.40	3.33	12.5%	6.3%	22.9%	45.8%	12.5%	0.0%	•
			n=6	n=3	n=11	n=22	n=6	n=0	
44. Our team effectively communicates with each other.									<b>1</b>
	4.27	4.23							- 1
			0.0%	6.3%	10.4%	33.3%	50.0%	0.0%	
Decemition	3.82	3.94	n=0	n=3	n=5	n=16	n=24	n=0	
Recognition 29. My supervisor/administrator recognizes me for a job	3.82	3.94							
well done.	3.52	3.77							<b>1</b>
			6.3%	14.6%	16.7%	45.8%	16.7%	0.0%	
			n=3	n=7	n=8	n=22	n=8	n=0	
9. I have received meaningful recognition in the past 10	3.06	3.22							Ţ
days.	3.00	3.22	10.4%	29.2%	16.7%	31.3%	12.5%	0.0%	•
			n=5	n=14	n=8	n=15	n=6	n=0	
66. Excellence is recognized in my school district.									
	3.83	4.06							•
			2.1%	6.3%	20.8%	47.9%	22.9%	0.0%	
18. I have provided meaningful recognition to others in the			n=1	n=3	n=10	n=23	n=11	n=0	
past 10 days.	4.21	4.27							<b>1</b>
r			2.1%	6.3%	2.1%	47.9%	41.7%	0.0%	
			n=1	n=3	n=1	n=23	n=20	n=0	
48. My team recognizes each other's efforts and impact.	4.47	4.41							1
	4.4/	4.41	0.004	2 104	4 204	27 50/	E4 204	2 10/	
			0.0% n=0	2.1% n=1	4.2% n=2	37.5% n=18	54.2% n=26	2.1% n=1	
			11-0	11-1	11-2	11-10	11-20	11-1	





Glen Ellyn D41: Forest Glen-All Results (n=48)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	3.95	4.01							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.35	3.25							1
has discussed my successes and progress with me.			6.3%	22.9%	10.4%	33.3%	16.7%	10.4%	
			n=3	n=11	n=5	n=16	n=8	n=5	
17. I have set the right goals for myself to excel in my role/position.	4.29	4.41							$\downarrow$
rote/position.			0.0%	0.0%	16.7%	37.5%	45.8%	0.0%	
			n=0	n=0	n=8	n=18	n=22	n=0	
49. Our team effectively sets goals to further enhance our performance.	4.15	4.16							$\downarrow$
perior mance.			0.0%	8.3%	10.4%	37.5%	41.7%	2.1%	
			n=0	n=4	n=5	n=18	n=20	n=1	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	4.22							$\downarrow$
motivational/stretch goals for mysen.			0.0%	6.3%	12.5%	52.1%	29.2%	0.0%	
			n=0	n=3	n=6	n=25	n=14	n=0	
37. My supervisor/administrator motivates me to achieve	3.88	3.95							1
my goals.	5.00	0.70	4.2%	6.3%	14.6%	47.9%	27.1%	0.0%	•
			n=2	n=3	n=7	n=23	n=13	n=0	
Training & Development	3.83	4.02							
35. My supervisor/administrator supports my personal and professional development.	4.10	4.27							$\downarrow$
and professional development.			2.1%	4.2%	12.5%	43.8%	37.5%	0.0%	
			n=1	n=2	n=6	n=21	n=18	n=0	
6. I am provided opportunities to further my growth and development.	4.09	4.14							$\downarrow$
uevelopmenu			4.2%	8.3%	8.3%	31.3%	45.8%	2.1%	
			n=2	n=4	n=4	n=15	n=22	n=1	
15. I am properly trained to achieve excellence in my work.	3.71	4.02							$\downarrow$
			6.3%	16.7%	6.3%	41.7%	29.2%	0.0%	
			n=3	n=8	n=3	n=20	n=14	n=0	
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.38	3.55							1
			8.3%	14.6%	22.9%	39.6%	14.6%	0.0%	
30. My supervisor/administrator encourages			n=4	n=7	n=11	n=19	n=7	n=0	
opportunities for my growth and development.	3.90	4.13							<b>1</b>
			4.2%	4.2%	18.8%	43.8%	29.2%	0.0%	
			n=2	n=2	n=9	n=21	n=14	n=0	





then blight D41: Polest then All Results (H-46)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development	3.97	4.04							
70. I would like to work at Glen Ellyn D41 long term.	4.21	4.30							$\downarrow$
			4.2%	0.0%	16.7%	29.2%	50.0%	0.0%	
			n=2	n=0	n=8	n=14	n=24	n=0	
58. Glen Ellyn D41 provides the experience and	3.77	3.90							.1.
development for me to further my career here.	3.//	3.90	4.2%	6.20/	25 00/	27 50/	27 10/	0.0%	•
			4.2% n=2	6.3% n=3	25.0% n=12	37.5% n=18	27.1% n=13	0.0% n=0	
71. I am aware of the career opportunities that are				0	12	10	10	0	
available for me at Glen Ellyn D41.	3.94	3.98							•
			2.1%	4.2%	22.9%	39.6%	31.3%	0.0%	
59. I value the career opportunities that I have at Glen			n=1	n=2	n=11	n=19	n=15	n=0	
Ellyn D41.	4.23	4.11							T
			2.1%	0.0%	14.6%	39.6%	43.8%	0.0%	
(0.1)			n=1	n=0	n=7	n=19	n=21	n=0	
60. I have the opportunity to express my career interests at Glen Ellyn D41.	3.69	3.92							$\downarrow$
at their bright b41.			6.3%	12.5%	12.5%	43.8%	25.0%	0.0%	
			n=3	n=6	n=6	n=21	n=12	n=0	
Engage-Inspire	4.40	4.38							
2. I am fully engaged in the work that I do.	4.75	4.60							<b>1</b>
		1.00	0.0%	0.0%	2.1%	20.8%	77.1%	0.0%	
			n=0	n=0	n=1	n=10	n=37	n=0	
12. I am highly committed to and energized by my work.		4.46							
	4.44	4.46	0.007	2.10/	10.40/	20.20/	E0 20/	0.00/	•
			0.0% n=0	2.1% n=1	10.4% n=5	29.2% n=14	58.3% n=28	0.0% n=0	
8. I am driven to contribute to the success of Glen Ellyn			11-0	11-1	11-3	11-11	11-20	11-0	<b>1</b>
D41.	4.43	4.40							I
			0.0%	2.1%	8.3%	33.3%	54.2%	2.1%	
53. I am committed to the success of my school district.			n=0	n=1	n=4	n=16	n=26	n=1	
33. I am committee to the success of my school district.	4.58	4.58							=
			0.0%	0.0%	4.2%	33.3%	62.5%	0.0%	
			n=0	n=0	n=2	n=16	n=30	n=0	
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.81	3.87							$\downarrow$
great place to work.			8.3%	4.2%	12.5%	47.9%	27.1%	0.0%	
			n=4	n=2	n=6	n=23	n=13	n=0	





Gien Ellyn D41: Forest Gien-All Results (n=48)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction	4.17	4.13							
13. I am satisfied with my role/work.	4.10	4.13							$\downarrow$
			0.0%	12.5%	8.3%	35.4%	43.8%	0.0%	
			n=0	n=6	n=4	n=17	n=21	n=0	
46. I am satisfied being a part of my team.	4.27	4.32							Ţ
	1.27	1.52	0.0%	8.3%	8.3%	31.3%	52.1%	0.0%	•
			n=0	n=4	n=4	n=15	n=25	n=0	
73. Overall, I am very satisfied with Glen Ellyn D41 as a	4.11	4.06							<b>1</b>
place to work.	4.11	4.06	2.40/	0.20/	2.40/	E0.00/	25 40/	2.40/	
			2.1% n=1	8.3% n=4	2.1% n=1	50.0% n=24	35.4% n=17	2.1% n=1	
20. I look forward to coming to work every day.			11-1	11-1	11-1	11-21	11-17	11-1	<b>^</b>
	4.21	4.02							I
			2.1%	4.2%	8.3%	41.7%	43.8%	0.0%	
Mission Conscious	2.77	3.83	n=1	n=2	n=4	n=20	n=21	n=0	
41. My supervisor/administrator effectively communicates	3.77	3.83							<u> </u>
our school district's mission to me.	3.89	3.78							T
			2.1%	6.3%	10.4%	56.3%	18.8%	6.3%	
			n=1	n=3	n=5	n=27	n=9	n=3	
74. Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	3.83	3.95							J
activities with the school district's mission.	0.00	0.70	4.2%	6.3%	10.4%	58.3%	18.8%	2.1%	•
			n=2	n=3	n=5	n=28	n=9	n=1	
22. I am aware and knowledgeable about our school	4.05	4.00							
district's mission.	4.27	4.28	0.007	2.10/	12.50/	41.70/	42.007	0.00/	•
			0.0% n=0	2.1% n=1	12.5% n=6	41.7% n=20	43.8% n=21	0.0% n=0	
68. Business decisions made are consistent with our			0		0	20		0	
mission and core values.	3.00	3.31							•
			10.4%	16.7%	33.3%	20.8%	8.3%	10.4%	
Pride	4.30	4.28	n=5	n=8	n=16	n=10	n=4	n=5	
4. I feel great pride in the work I do.	4.30	4.20							
O F	4.57	4.59							<b>1</b>
			0.0%	2.1%	2.1%	31.3%	62.5%	2.1%	
14 I feel most mild in heime a next of Class Pill D44			n=0	n=1	n=1	n=15	n=30	n=1	
14. I feel great pride in being a part of Glen Ellyn D41.	4.13	4.08							T
			2.1%	2.1%	25.0%	22.9%	47.9%	0.0%	
			n=1	n=1	n=12	n=11	n=23	n=0	
45. I feel great pride in the team of which I am a part.	4.46	4.38							<b>1</b>
	7.70	4:30	0.0%	2.1%	10.4%	27.1%	60.4%	0.0%	
			n=0	n=1	n=5	n=13	n=29	n=0	
64. I speak of Glen Ellyn D41 with pride.									T I
	4.06	4.08	0.407		4 6 110 /	00.60:	0==0/	0.004	•
			2.1% n=1	4.2%	16.7%	39.6%	37.5%	0.0%	
			II=T	n=2	n=8	n=19	n=18	n=0	





uicii Enyii D41. 1 orest dicii An Results (n=40)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.47	4.35							
52. My team strives to pursue excellence.	4.56	4.33							1
			0.0%	0.0%	6.3%	31.3%	62.5%	0.0%	
			n=0	n=0	n=3	n=15	n=30	n=0	
21. I strive to find a better way every day.	4.58	4.45							1
			0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	
55. I am part of a school district that continues to pursue excellence every day.	4.27	4.27							=
			2.1% n=1	0.0% n=0	8.3% n=4	47.9% n=23	41.7% n=20	0.0% n=0	
Innovation	4.23	4.39							
69. Glen Ellyn D41 encourages innovation.	3.83	4.19							<b>1</b>
			2.1% n=1	4.2% n=2	22.9% n=11	50.0% n=24	20.8% n=10	0.0% n=0	
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.59							1
			0.0% n=0	0.0% n=0	6.3% n=3	27.1% n=13	66.7% n=32	0.0% n=0	
42. Our team encourages innovation.	4.26	4.38							<b>1</b>
			0.0%	4.2%	10.4%	37.5%	43.8%	4.2%	





#### Rank Ordered Questions According to Mean **Dimension/Mean** <u>Mean</u> Engage-Inspire I am fully engaged in the work that I do. 4.75 2. 4.40 Innovation 16. I am continuously seeking ways to improve my overall productivity. 4.60 4.23 My associates demonstrate a commitment to quality work and Quality 43. 4.58 excellence. 4.39 Engage-Inspire 53. I am committed to the success of my school district. 4.58 4.40 Continuous 4.58 21. I strive to find a better way every day. Improvement 4.47 Pride 4. I feel great pride in the work I do. 4.57 4.30 Continuous 52. 4.56 My team strives to pursue excellence. Improvement 4.47 In my role I have the opportunity to do things that I both do well and Talent/Fit 1. 4.54 enjoy. 4.11 Recognition My team recognizes each other's efforts and impact. 4.47 3.82 Pride I feel great pride in the team of which I am a part. 4.46 45. 4.30 Engage-Inspire 12. I am highly committed to and energized by my work. 4.44 4.40 Engage-Inspire I am driven to contribute to the success of Glen Ellyn D41. 8. 4.43 4.40 Relationships I have at least one close friend at work. 4.43 5. 3.90 Talent/Fit 56. I feel Glen Ellyn D41 is a great fit for me. 4.40 4.11





	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
57.	Glen Ellyn D41 is committed to quality work and excellence.	4.35	Quality 4.39
51.	My team has open and trusting relationships.	4.34	Relationships 3.90
17.	I have set the right goals for myself to excel in my role/position.	4.29	Performance Planning 3.95
44.	Our team effectively communicates with each other.	4.27	Communication 3.96
46.	I am satisfied being a part of my team.	4.27	Satisfaction 4.17
22.	I am aware and knowledgeable about our school district's mission.	4.27	Mission Conscious 3.77
55.	I am part of a school district that continues to pursue excellence every day.	4.27	Continuous Improvement 4.47
42.	Our team encourages innovation.	4.26	Innovation 4.23
36.	I have the opportunity to communicate with my supervisor/administrator.	4.25	Communication 3.96
47.	I am on a team that encourages each member to surpass expectations.	4.23	Quality 4.39
59.	I value the career opportunities that I have at Glen Ellyn D41.	4.23	Career Development 3.97
70.	I would like to work at Glen Ellyn D41 long term.	4.21	Career Development 3.97
18.	I have provided meaningful recognition to others in the past 10 days.	4.21	Recognition 3.82
20.	I look forward to coming to work every day.	4.21	Satisfaction 4.17
72.	Our school district selects highly talented individuals when hiring.	4.21	Talent/Fit 4.11





	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.19	Relationships 3.90
25.	My supervisor/administrator cares about me as a person.	4.17	Relationships 3.90
49.	Our team effectively sets goals to further enhance our performance.	4.15	Performance Planning 3.95
14.	I feel great pride in being a part of Glen Ellyn D41.	4.13	Pride 4.30
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.11	Satisfaction 4.17
35.	My supervisor/administrator supports my personal and professional development.	4.10	Training & Development 3.83
13.	I am satisfied with my role/work.	4.10	Satisfaction 4.17
6.	I am provided opportunities to further my growth and development.	4.09	Training & Development 3.83
11.	I am in a role that allows me to maximize my talents and strengths.	4.06	Talent/Fit 4.11
64.	I speak of Glen Ellyn D41 with pride.	4.06	Pride 4.30
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	Performance Planning 3.95
33.	My supervisor/administrator is available for me when needs arise.	4.04	Support-Equip 3.77
34.	My supervisor/administrator is actively responsive to my needs.	4.02	Support-Equip 3.77
27.	My supervisor/administrator and I have effective two-way communication.	4.02	Communication 3.96
24.	My supervisor/administrator effectively communicates his/her expectations.	3.98	Communication 3.96





	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.96	Talent/Fit 4.11
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.94	Support-Equip 3.77
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.94	Career Development 3.97
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.90	Training & Development 3.83
54.	Quality relationships are valued across our school district.	3.90	Relationships 3.90
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.89	Mission Conscious 3.77
37.	My supervisor/administrator motivates me to achieve my goals.	3.88	Performance Planning 3.95
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.85	Communication 3.96
69.	Glen Ellyn D41 encourages innovation.	3.83	Innovation 4.23
66.	Excellence is recognized in my school district.	3.83	Recognition 3.82
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	3.83	Mission Conscious 3.77
7.	I have encouraged someone to apply at Glen Ellyn D41.	3.81	Talent/Fit 4.11
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.81	Engage-Inspire 4.40
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	3.77	Career Development 3.97
32.	I have an open and trusting relationship with my supervisor/administrator.	3.77	Relationships 3.90



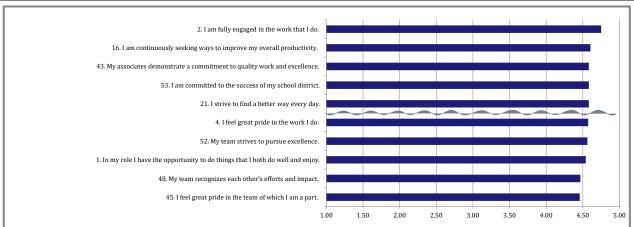


	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
63.	Glen Ellyn D41 selects the right people for the right job.	3.75	Talent/Fit 4.11
15.	I am properly trained to achieve excellence in my work.	3.71	Training & Development 3.83
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	3.69	Career Development 3.97
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.57	Relationships 3.90
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.57	Support-Equip 3.77
3.	I am provided the core needs necessary for me to excel in my role.	3.54	Support-Equip 3.77
29.	My supervisor/administrator recognizes me for a job well done.	3.52	Recognition 3.82
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	Support-Equip 3.77
61.	Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.44	Relationships 3.90
65.	I feel "in on things" that are happening at Glen Ellyn D41.	3.40	Communication 3.96
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.38	Training & Development 3.83
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.35	Performance Planning 3.95
31.	I am provided personal coaching from my supervisor/administrator.	3.31	Relationships 3.90
9.	I have received meaningful recognition in the past 10 days.	3.06	Recognition 3.82
68.	Business decisions made are consistent with our mission and core values.	3.00	Mission Conscious 3.77





Top 10 Rank Ordered By Mean	Dinension	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	4.75	4.60							1
				0.0% n=0	0.0% n=0	2.1% n=1	20.8% n=10	77.1% n=37	0.0% n=0	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.60	4.59							1
		_		0.0% n=0	0.0% n=0	6.3% n=3	27.1% n=13	66.7% n=32	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.58	4.56							<b>1</b>
				0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	
53. I am committed to the success of my school district.	Engage-Inspire	4.58	4.58							1
•		_		0.0% n=0	0.0% n=0	4.2% n=2	33.3% n=16	62.5% n=30	0.0% n=0	
21. I strive to find a better way every day.	Continuous Improvement	4.58	4.45							1
		_		0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	
4. I feel great pride in the work I do.										
	Pride	4.57	4.59	0.007	2.10/	2.10/	21 20/	62.5%	2.10/	1
				0.0% n=0	2.1% n=1	2.1% n=1	31.3% n=15	n=30	2.1% n=1	
52. My team strives to pursue excellence.	Continuous Improvement	4.56	4.33							1
'		4.30	4.55	0.0% n=0	0.0% n=0	6.3% n=3	31.3% n=15	62.5% n=30	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.54	4.34							1
, ,			1.51	0.0% n=0	4.2% n=2	4.2% n=2	25.0% n=12	66.7% n=32	0.0% n=0	
48. My team recognizes each other's efforts and impact.	Recognition	4.47	4.41							1
'		,		0.0% n=0	2.1% n=1	4.2% n=2	37.5% n=18	54.2% n=26	2.1% n=1	
45. I feel great pride in the team of which I am a part.	Pride	4.46	4.38	11-0	11-1	11-2	11-10	11-20	11-1	1
1		J 4.40	4.50	0.0% n=0	2.1% n=1	10.4% n=5	27.1% n=13	60.4% n=29	0.0% n=0	-







Bottom 10 Rank Ordered By Mean	Dinension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/ Char
B. Business decisions made are consistent with our mission and re values.	Mission Conscious	3.00	3.31	10.4%	16.7%	33.3%	20.8%	8.3%	10.4%	1
	r	1		n=5	n=8	n=16	n=10	n=4	n=5	
I have received meaningful recognition in the past 10 days.	Recognition	3.06	3.22							1
				10.4% n=5	29.2% n=14	16.7% n=8	31.3% n=15	12.5% n=6	0.0% n=0	
I. I am provided personal coaching from my pervisor/administrator.	Relationships	3.31	3.35							1
	1			4.2%	20.8%	20.8%	37.5%	10.4%	6.3%	
D. In the past three months, my supervisor/administrator has				n=2	n=10	n=10	n=18	n=5	n=3	1
scussed my successes and progress with me.	Performance Planning	3.35	3.25	6.207	22.00/	10.40/	22.20/	16 70/	10.40/	ı
				6.3% n=3	22.9% n=11	10.4% n=5	33.3% n=16	16.7% n=8	10.4% n=5	
7. Glen Ellyn D41 provides the "right" training for me to excel in	Training &									
y role.	Development	3.38	3.55	8.3%	14.6%	22.9%	39.6%	14.6%	0.0%	•
				n=4	n=7	n=11	n=19	n=7	n=0	
5. I feel "in on things" that are happening at Glen Ellyn D41.										
	Communication	3.40	3.53							
				12.5% n=6	6.3% n=3	22.9% n=11	45.8% n=22	12.5% n=6	0.0% n=0	
1. Glen Ellyn D41 has a genuine concern and interest about me as	S Paris die			11-0	11-3	11-11	11-22	11-0	11-0	
person.	Relationships	3.44	3.63							`
				6.3% n=3	16.7% n=8	22.9% n=11	35.4% n=17	18.8% n=9	0.0% n=0	
9. I am provided the materials, equipment, and information	Support-Equip			0	0		,	/		-
ecessary to effectively perform my job.	Заррого-Едагр	3.50	3.45	6.207	20.00/	14.60/	22.20/	25.00/	0.007	
				6.3% n=3	20.8% n=10	14.6% n=7	33.3% n=16	25.0% n=12	0.0% n=0	
9. My supervisor/administrator recognizes me for a job well	Recognition									
one.		3.52	3.77	6.3%	14.6%	16.7%	45.8%	16.7%	0.0%	•
				n=3	n=7	n=8	n=22	n=8	n=0	
I am provided the core needs necessary for me to excel in my ble.	Support-Equip									J
nc.		3.54	3.66	4.2%	25.0%	8.3%	37.5%	25.0%	0.0%	
				n=2	n=12	n=4	n=18	n=12	n=0	
		1								$\overline{}$
68. Business decisions made are consistent with ou	r mission and core val	ues.								
9. I have received meaningful recogn	nition in the past 10 da	ys.								
31. I am provided personal coaching from my s	supervisor/administra	itor.								
40. In the past three months, my supervisor/administrator has di		-					.			
progress with me.	,	-								
67. Glen Ellyn D41 provides the "right" training	for me to excel in my	role.								
65. I feel "in on things" that are hap	ppening at Glen Ellyn I	041.								
61. Glen Ellyn D41 has a genuine concern and inter	rest ahout me as a non	son								
19. I am provided the materials, equipment, and information	-	_								
perform my job.	cccssary to enection	. Ciy								
1	roe me for a job well de	200								
29. My supervisor/administrator recogniz	les life for a job well ut	nie.								
29. My supervisor/administrator recogniz  3. I am provided the core needs necessary	•	-								

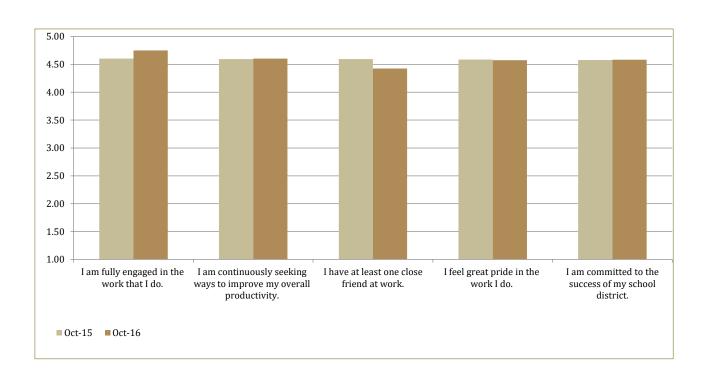




October 2016

Glen Ellyn D41: Forest Glen-All Results (n=48)

Pro	evious Top 5 Rank Ordered Questions According to Mo	<u>Dimension</u>	<u>Oct-15</u>	<u>0ct-16</u>	(+/-) Change
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.60	4.75	1
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.59	4.60	1
5.	I have at least one close friend at work.	Relationships	4.59	4.43	↓
4.	I feel great pride in the work I do.	Pride	4.59	4.57	<b>1</b>
53.	I am committed to the success of my school district.	Engage-Inspire	4.58	4.58	=



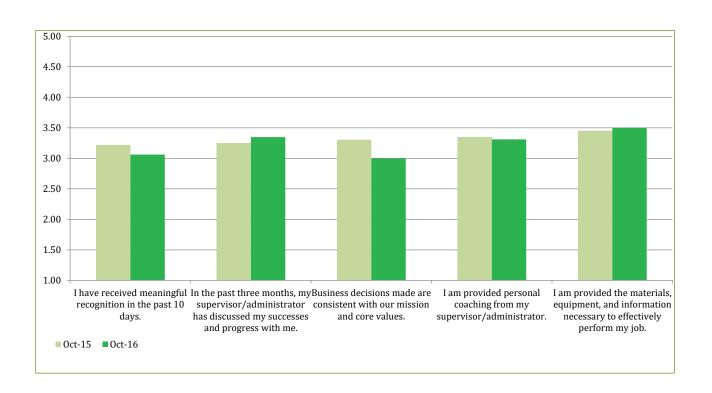




October 2016

Glen Ellyn D41: Forest Glen-All Results (n=48)

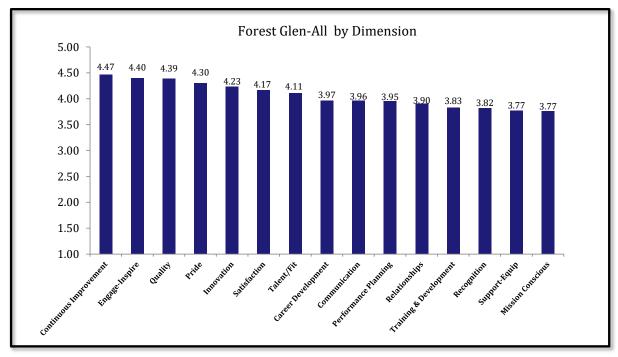
<u>Pro</u>	evious Bottom 5 Rank Ordered Questions According to	Dimension  Mean	<u>Oct-15</u>	<u>0ct-16</u>	(+/-) Change
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.22	3.06	<b>1</b>
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.25	3.35	1
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.31	3.00	<b>1</b>
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.35	3.31	<b>1</b>
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.45	3.50	1







Rank Ordered Dimensions by Mean	<b>Dimension Mean</b>
Continuous Improvement	4.47
Engage-Inspire	4.40
Quality	4.39
Pride	4.30
Innovation	4.23
Satisfaction	4.17
Talent/Fit	4.11
Career Development	3.97
Communication	3.96
Performance Planning	3.95
Relationships	3.90
Training & Development	3.83
Recognition	3.82
Support-Equip	3.77
Mission Conscious	3.77





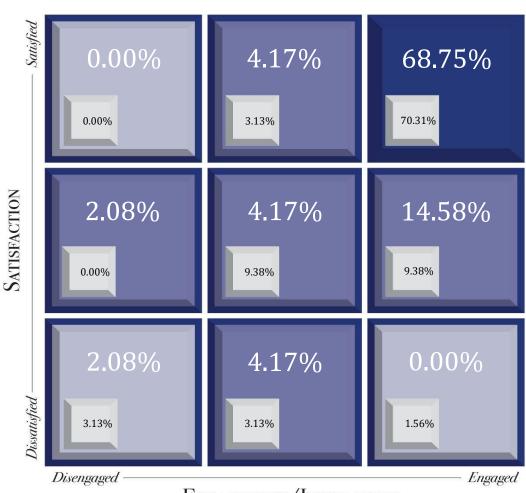


Rank Ordered Dimensions by Mean	<u>Oct-15</u> <u>Mean</u>	<u>Oct-16</u> <u>Mean</u>	<u>(+/-)</u> <u>Change</u>
Continuous Improvement	4.35	4.47	1
Engage-Inspire	4.38	4.40	1
Quality	4.33	4.39	1
Pride	4.28	4.30	1
Innovation	4.39	4.23	<b>↓</b>
Satisfaction	4.13	4.17	1
Talent/Fit	4.07	4.11	1
Career Development	4.04	3.97	<b>1</b>
Communication	3.99	3.96	1
Performance Planning	4.01	3.95	1
Relationships	3.94	3.90	<b>1</b>
Training & Development	4.02	3.83	<b>1</b>
Recognition	3.94	3.82	1
Support-Equip	3.83	3.77	1
Mission Conscious	3.83	3.77	1





## **HUMANeX Ventures Cultural Assessment Index**<sup>™</sup> Satisfaction / Engagement 3x3



**ENGAGEMENT/INSPIRATION**