



Insight^eX Cultural Assessment

for Glen Ellyn D41:
Franklin-All





October 2016

Glen Ellyn D41: Franklin-All Results (n=47)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	3.94	3.87							
11. I am in a role that allows me to maximize my talents and strengths.	4.02	3.87							↑
			6.4% n=3	4.3% n=2	10.6% n=5	38.3% n=18	40.4% n=19	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.45	4.43							↑
			2.1% n=1	2.1% n=1	4.3% n=2	31.9% n=15	59.6% n=28	0.0% n=0	
7. I have encouraged someone to apply at Glen Ellyn D41.	3.26	3.32							↓
			12.8% n=6	23.4% n=11	10.6% n=5	17.0% n=8	27.7% n=13	8.5% n=4	
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.30	3.92							↑
			2.1% n=1	0.0% n=0	17.0% n=8	27.7% n=13	53.2% n=25	0.0% n=0	
56. I feel Glen Ellyn D41 is a great fit for me.	3.87	3.91							↓
			0.0% n=0	10.6% n=5	23.4% n=11	34.0% n=16	31.9% n=15	0.0% n=0	
72. Our school district selects highly talented individuals when hiring.	3.96	3.98							↓
			0.0% n=0	6.4% n=3	12.8% n=6	59.6% n=28	21.3% n=10	0.0% n=0	
63. Glen Ellyn D41 selects the right people for the right job.	3.63	3.60							↑
			2.1% n=1	8.5% n=4	31.9% n=15	36.2% n=17	19.1% n=9	2.1% n=1	
Support-Equip	3.97	3.69							
3. I am provided the core needs necessary for me to excel in my role.	3.57	3.55							↑
			2.1% n=1	21.3% n=10	17.0% n=8	36.2% n=17	23.4% n=11	0.0% n=0	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.36	3.40							↓
			8.5% n=4	23.4% n=11	17.0% n=8	25.5% n=12	25.5% n=12	0.0% n=0	
34. My supervisor/administrator is actively responsive to my needs.	4.34	3.79							↑
			6.4% n=3	2.1% n=1	6.4% n=3	21.3% n=10	63.8% n=30	0.0% n=0	
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.89	3.58							↑
			6.4% n=3	10.6% n=5	12.8% n=6	27.7% n=13	42.6% n=20	0.0% n=0	
33. My supervisor/administrator is available for me when needs arise.	4.32	3.98							↑
			4.3% n=2	4.3% n=2	10.6% n=5	17.0% n=8	63.8% n=30	0.0% n=0	
23. I have a supportive coaching relationship with my supervisor/administrator.	4.34	3.87							↑
			2.1% n=1	6.4% n=3	6.4% n=3	25.5% n=12	59.6% n=28	0.0% n=0	



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Glen Ellyn D41: Franklin-All Results (n=47)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	4.06	3.87							
5. I have at least one close friend at work.	4.49	4.65							↓
			2.1% n=1	2.1% n=1	2.1% n=1	29.8% n=14	59.6% n=28	4.3% n=2	
32. I have an open and trusting relationship with my supervisor/administrator.	4.36	3.96							↑
			2.1% n=1	4.3% n=2	10.6% n=5	21.3% n=10	61.7% n=29	0.0% n=0	
25. My supervisor/administrator cares about me as a person.	4.55	4.21							↑
			2.1% n=1	4.3% n=2	4.3% n=2	14.9% n=7	74.5% n=35	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	3.64	3.27							↑
			6.4% n=3	10.6% n=5	25.5% n=12	21.3% n=10	31.9% n=15	4.3% n=2	
51. My team has open and trusting relationships.	4.26	4.17							↑
			0.0% n=0	4.3% n=2	10.6% n=5	38.3% n=18	44.7% n=21	2.1% n=1	
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.30	4.21							↑
			0.0% n=0	6.4% n=3	8.5% n=4	31.9% n=15	51.1% n=24	2.1% n=1	
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.19	3.28							↓
			12.8% n=6	19.1% n=9	19.1% n=9	34.0% n=16	14.9% n=7	0.0% n=0	
54. Quality relationships are valued across our school district.	3.57	3.64							↓
			2.1% n=1	21.3% n=10	19.1% n=9	29.8% n=14	25.5% n=12	2.1% n=1	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	4.20	3.44							↑
			2.1% n=1	4.3% n=2	12.8% n=6	29.8% n=14	46.8% n=22	4.3% n=2	
Quality	4.21	4.20							
47. I am on a team that encourages each member to surpass expectations.	4.33	4.13							↑
			0.0% n=0	4.3% n=2	4.3% n=2	44.7% n=21	44.7% n=21	2.1% n=1	
43. My associates demonstrate a commitment to quality work and excellence.	4.46	4.44							↑
			0.0% n=0	2.1% n=1	4.3% n=2	38.3% n=18	53.2% n=25	2.1% n=1	
57. Glen Ellyn D41 is committed to quality work and excellence.	3.85	4.02							↓
			2.1% n=1	10.6% n=5	17.0% n=8	40.4% n=19	29.8% n=14	0.0% n=0	



October 2016

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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication	4.10	3.82							
36. I have the opportunity to communicate with my supervisor/administrator.	4.40	3.79	4.3% n=2	2.1% n=1	4.3% n=2	27.7% n=13	61.7% n=29	0.0% n=0	↑
24. My supervisor/administrator effectively communicates his/her expectations.	4.34	3.68	2.1% n=1	4.3% n=2	6.4% n=3	31.9% n=15	55.3% n=26	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.15	3.79	4.3% n=2	4.3% n=2	10.6% n=5	34.0% n=16	46.8% n=22	0.0% n=0	↑
27. My supervisor/administrator and I have effective two-way communication.	4.43	3.87	2.1% n=1	4.3% n=2	4.3% n=2	27.7% n=13	61.7% n=29	0.0% n=0	↑
65. I feel "in on things" that are happening at Glen Ellyn D41.	3.02	3.17	17.0% n=8	17.0% n=8	31.9% n=15	14.9% n=7	19.1% n=9	0.0% n=0	↓
44. Our team effectively communicates with each other.	4.28	4.33	0.0% n=0	4.3% n=2	10.6% n=5	36.2% n=17	46.8% n=22	2.1% n=1	↓
Recognition	4.00	3.85							
29. My supervisor/administrator recognizes me for a job well done.	4.13	3.72	6.4% n=3	4.3% n=2	10.6% n=5	27.7% n=13	51.1% n=24	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.46	3.15	10.6% n=5	17.0% n=8	17.0% n=8	23.4% n=11	29.8% n=14	2.1% n=1	↑
66. Excellence is recognized in my school district.	3.74	3.79	4.3% n=2	2.1% n=1	31.9% n=15	38.3% n=18	23.4% n=11	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.36	4.34	0.0% n=0	0.0% n=0	6.4% n=3	48.9% n=23	40.4% n=19	4.3% n=2	↑
48. My team recognizes each other's efforts and impact.	4.35	4.23	0.0% n=0	4.3% n=2	6.4% n=3	38.3% n=18	48.9% n=23	2.1% n=1	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	4.13	3.89							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.96	3.21	6.4% n=3	8.5% n=4	12.8% n=6	23.4% n=11	44.7% n=21	4.3% n=2	↑
17. I have set the right goals for myself to excel in my role/position.	4.38	4.38	0.0% n=0	2.1% n=1	10.6% n=5	34.0% n=16	53.2% n=25	0.0% n=0	=
49. Our team effectively sets goals to further enhance our performance.	4.20	4.08	0.0% n=0	6.4% n=3	10.6% n=5	38.3% n=18	42.6% n=20	2.1% n=1	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.91	4.04	2.1% n=1	4.3% n=2	29.8% n=14	27.7% n=13	36.2% n=17	0.0% n=0	↓
37. My supervisor/administrator motivates me to achieve my goals.	4.21	3.74	4.3% n=2	4.3% n=2	6.4% n=3	36.2% n=17	48.9% n=23	0.0% n=0	↑
Training & Development	3.87	3.84							
35. My supervisor/administrator supports my personal and professional development.	4.36	3.94	2.1% n=1	6.4% n=3	8.5% n=4	19.1% n=9	63.8% n=30	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.83	4.15	6.4% n=3	6.4% n=3	12.8% n=6	44.7% n=21	27.7% n=13	2.1% n=1	↓
15. I am properly trained to achieve excellence in my work.	3.81	3.85	6.4% n=3	8.5% n=4	19.1% n=9	29.8% n=14	36.2% n=17	0.0% n=0	↓
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.26	3.45	6.4% n=3	17.0% n=8	31.9% n=15	29.8% n=14	12.8% n=6	2.1% n=1	↓
30. My supervisor/administrator encourages opportunities for my growth and development.	4.07	3.81	6.4% n=3	2.1% n=1	19.1% n=9	21.3% n=10	48.9% n=23	2.1% n=1	↑



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Glen Ellyn D41: Franklin-All Results (n=47)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development	3.69	3.82							
70. I would like to work at Glen Ellyn D41 long term.	3.96	3.94							↑
			2.1% n=1	4.3% n=2	23.4% n=11	34.0% n=16	34.0% n=16	2.1% n=1	
58. Glen Ellyn D41 provides the experience and development for me to further my career here.	3.56	3.73							↓
			8.5% n=4	8.5% n=4	19.1% n=9	40.4% n=19	19.1% n=9	4.3% n=2	
71. I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.64	3.84							↓
			6.4% n=3	6.4% n=3	21.3% n=10	40.4% n=19	19.1% n=9	6.4% n=3	
59. I value the career opportunities that I have at Glen Ellyn D41.	3.66	3.90							↓
			6.4% n=3	4.3% n=2	29.8% n=14	27.7% n=13	25.5% n=12	6.4% n=3	
60. I have the opportunity to express my career interests at Glen Ellyn D41.	3.61	3.69							↓
			6.4% n=3	6.4% n=3	25.5% n=12	34.0% n=16	21.3% n=10	6.4% n=3	
Engage-Inspire	4.12	4.15							
2. I am fully engaged in the work that I do.	4.55	4.51							↑
			2.1% n=1	0.0% n=0	2.1% n=1	31.9% n=15	63.8% n=30	0.0% n=0	
12. I am highly committed to and energized by my work.	4.17	4.19							↓
			2.1% n=1	6.4% n=3	10.6% n=5	31.9% n=15	46.8% n=22	2.1% n=1	
8. I am driven to contribute to the success of Glen Ellyn D41.	4.27	4.25							↑
			2.1% n=1	2.1% n=1	6.4% n=3	42.6% n=20	42.6% n=20	4.3% n=2	
53. I am committed to the success of my school district.	4.40	4.34							↑
			0.0% n=0	2.1% n=1	6.4% n=3	40.4% n=19	51.1% n=24	0.0% n=0	
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.17	3.47							↓
			19.1% n=9	12.8% n=6	17.0% n=8	29.8% n=14	19.1% n=9	2.1% n=1	



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Glen Ellyn D41: Franklin-All Results (n=47)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction	3.98	3.95							
13. I am satisfied with my role/work.	3.91	3.96							↓
			6.4% n=3	6.4% n=3	12.8% n=6	38.3% n=18	36.2% n=17	0.0% n=0	
46. I am satisfied being a part of my team.	4.47	4.31							↑
			0.0% n=0	2.1% n=1	4.3% n=2	36.2% n=17	53.2% n=25	4.3% n=2	
73. Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	3.70	3.79							↓
			4.3% n=2	12.8% n=6	17.0% n=8	40.4% n=19	25.5% n=12	0.0% n=0	
20. I look forward to coming to work every day.	3.87	3.74							↑
			2.1% n=1	10.6% n=5	21.3% n=10	29.8% n=14	36.2% n=17	0.0% n=0	
Mission Conscious	3.76	3.62							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.02	3.51							↑
			6.4% n=3	4.3% n=2	17.0% n=8	25.5% n=12	46.8% n=22	0.0% n=0	
74. Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	3.65	3.57							↑
			2.1% n=1	8.5% n=4	29.8% n=14	38.3% n=18	19.1% n=9	2.1% n=1	
22. I am aware and knowledgeable about our school district's mission.	4.28	4.26							↑
			0.0% n=0	2.1% n=1	8.5% n=4	48.9% n=23	40.4% n=19	0.0% n=0	
68. Business decisions made are consistent with our mission and core values.	3.07	3.12							↓
			8.5% n=4	21.3% n=10	36.2% n=17	19.1% n=9	12.8% n=6	2.1% n=1	
Pride	4.01	4.02							
4. I feel great pride in the work I do.	4.44	4.42							↑
			2.1% n=1	2.1% n=1	4.3% n=2	29.8% n=14	57.4% n=27	4.3% n=2	
14. I feel great pride in being a part of Glen Ellyn D41.	3.65	3.62							↑
			4.3% n=2	19.1% n=9	17.0% n=8	23.4% n=11	34.0% n=16	2.1% n=1	
45. I feel great pride in the team of which I am a part.	4.39	4.38							↑
			0.0% n=0	2.1% n=1	8.5% n=4	36.2% n=17	51.1% n=24	2.1% n=1	
64. I speak of Glen Ellyn D41 with pride.	3.57	3.66							↓
			8.5% n=4	6.4% n=3	31.9% n=15	25.5% n=12	27.7% n=13	0.0% n=0	



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Glen Ellyn D41: Franklin-All Results (n=47)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.23	4.27							
52. My team strives to pursue excellence.	4.39	4.38	0.0% n=0	2.1% n=1	4.3% n=2	44.7% n=21	46.8% n=22	2.1% n=1	↑
21. I strive to find a better way every day.	4.52	4.32	0.0% n=0	0.0% n=0	2.1% n=1	42.6% n=20	53.2% n=25	2.1% n=1	↑
55. I am part of a school district that continues to pursue excellence every day.	3.79	4.09	2.1% n=1	14.9% n=7	12.8% n=6	42.6% n=20	27.7% n=13	0.0% n=0	↓
Innovation	4.21	4.16							
69. Glen Ellyn D41 encourages innovation.	3.80	3.83	4.3% n=2	4.3% n=2	25.5% n=12	36.2% n=17	27.7% n=13	2.1% n=1	↓
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.49	0.0% n=0	0.0% n=0	4.3% n=2	29.8% n=14	61.7% n=29	4.3% n=2	↑
42. Our team encourages innovation.	4.24	4.16	0.0% n=0	2.1% n=1	8.5% n=4	51.1% n=24	36.2% n=17	2.1% n=1	↑

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Glen Ellyn D41: Franklin-All Results (n=47)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

16.	I am continuously seeking ways to improve my overall productivity.	4.60	Innovation 4.21
2.	I am fully engaged in the work that I do.	4.55	Engage-Inspire 4.12
25.	My supervisor/administrator cares about me as a person.	4.55	Relationships 4.06
21.	I strive to find a better way every day.	4.52	Continuous Improvement 4.23
5.	I have at least one close friend at work.	4.49	Relationships 4.06
46.	I am satisfied being a part of my team.	4.47	Satisfaction 3.98
43.	My associates demonstrate a commitment to quality work and excellence.	4.46	Quality 4.21
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.45	Talent/Fit 3.94
4.	I feel great pride in the work I do.	4.44	Pride 4.01
27.	My supervisor/administrator and I have effective two-way communication.	4.43	Communication 4.10
53.	I am committed to the success of my school district.	4.40	Engage-Inspire 4.12
36.	I have the opportunity to communicate with my supervisor/administrator.	4.40	Communication 4.10
52.	My team strives to pursue excellence.	4.39	Continuous Improvement 4.23
45.	I feel great pride in the team of which I am a part.	4.39	Pride 4.01

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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	4.38	Performance Planning 4.13
35.	My supervisor/administrator supports my personal and professional development.	4.36	Training & Development 3.87
32.	I have an open and trusting relationship with my supervisor/administrator.	4.36	Relationships 4.06
18.	I have provided meaningful recognition to others in the past 10 days.	4.36	Recognition 4.00
48.	My team recognizes each other's efforts and impact.	4.35	Recognition 4.00
34.	My supervisor/administrator is actively responsive to my needs.	4.34	Support-Equip 3.97
24.	My supervisor/administrator effectively communicates his/her expectations.	4.34	Communication 4.10
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.34	Support-Equip 3.97
47.	I am on a team that encourages each member to surpass expectations.	4.33	Quality 4.21
33.	My supervisor/administrator is available for me when needs arise.	4.32	Support-Equip 3.97
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.30	Relationships 4.06
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.30	Talent/Fit 3.94
44.	Our team effectively communicates with each other.	4.28	Communication 4.10
22.	I am aware and knowledgeable about our school district's mission.	4.28	Mission Conscious 3.76
8.	I am driven to contribute to the success of Glen Ellyn D41.	4.27	Engage-Inspire 4.12

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
51.	My team has open and trusting relationships.	4.26	Relationships 4.06
42.	Our team encourages innovation.	4.24	Innovation 4.21
37.	My supervisor/administrator motivates me to achieve my goals.	4.21	Performance Planning 4.13
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.20	Relationships 4.06
49.	Our team effectively sets goals to further enhance our performance.	4.20	Performance Planning 4.13
12.	I am highly committed to and energized by my work.	4.17	Engage-Inspire 4.12
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.15	Communication 4.10
29.	My supervisor/administrator recognizes me for a job well done.	4.13	Recognition 4.00
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.07	Training & Development 3.87
11.	I am in a role that allows me to maximize my talents and strengths.	4.02	Talent/Fit 3.94
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.02	Mission Conscious 3.76
72.	Our school district selects highly talented individuals when hiring.	3.96	Talent/Fit 3.94
70.	I would like to work at Glen Ellyn D41 long term.	3.96	Career Development 3.69
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.96	Performance Planning 4.13
13.	I am satisfied with my role/work.	3.91	Satisfaction 3.98

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Glen Ellyn D41: Franklin-All Results (n=47)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.91	Performance Planning 4.13
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.89	Support-Equip 3.97
56.	I feel Glen Ellyn D41 is a great fit for me.	3.87	Talent/Fit 3.94
20.	I look forward to coming to work every day.	3.87	Satisfaction 3.98
57.	Glen Ellyn D41 is committed to quality work and excellence.	3.85	Quality 4.21
6.	I am provided opportunities to further my growth and development.	3.83	Training & Development 3.87
15.	I am properly trained to achieve excellence in my work.	3.81	Training & Development 3.87
69.	Glen Ellyn D41 encourages innovation.	3.80	Innovation 4.21
55.	I am part of a school district that continues to pursue excellence every day.	3.79	Continuous Improvement 4.23
66.	Excellence is recognized in my school district.	3.74	Recognition 4.00
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	3.70	Satisfaction 3.98
59.	I value the career opportunities that I have at Glen Ellyn D41.	3.66	Career Development 3.69
14.	I feel great pride in being a part of Glen Ellyn D41.	3.65	Pride 4.01
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	3.65	Mission Conscious 3.76
31.	I am provided personal coaching from my supervisor/administrator.	3.64	Relationships 4.06



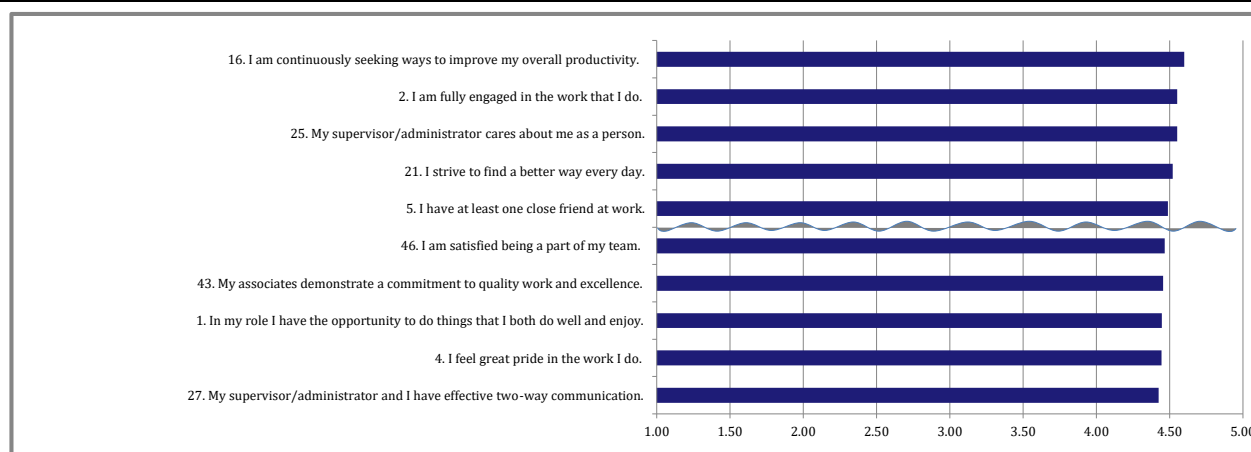
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Glen Ellyn D41: Franklin-All Results (n=47)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.64	Career Development 3.69
63.	Glen Ellyn D41 selects the right people for the right job.	3.63	Talent/Fit 3.94
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	3.61	Career Development 3.69
64.	I speak of Glen Ellyn D41 with pride.	3.57	Pride 4.01
3.	I am provided the core needs necessary for me to excel in my role.	3.57	Support-Equip 3.97
54.	Quality relationships are valued across our school district.	3.57	Relationships 4.06
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	3.56	Career Development 3.69
9.	I have received meaningful recognition in the past 10 days.	3.46	Recognition 4.00
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.36	Support-Equip 3.97
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.26	Training & Development 3.87
7.	I have encouraged someone to apply at Glen Ellyn D41.	3.26	Talent/Fit 3.94
61.	Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.19	Relationships 4.06
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.17	Engage-Inspire 4.12
68.	Business decisions made are consistent with our mission and core values.	3.07	Mission Conscious 3.76
65.	I feel "in on things" that are happening at Glen Ellyn D41.	3.02	Communication 4.10

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Glen Ellyn D41: Franklin-All Results (n=47)

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
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.60	4.49	0.0% n=0	0.0% n=0	4.3% n=2	29.8% n=14	61.7% n=29	4.3% n=2		↑
2. I am fully engaged in the work that I do.	Engage-Inspire	4.55	4.51	2.1% n=1	0.0% n=0	2.1% n=1	31.9% n=15	63.8% n=30	0.0% n=0		↑
25. My supervisor/administrator cares about me as a person.	Relationships	4.55	4.21	2.1% n=1	4.3% n=2	4.3% n=2	14.9% n=7	74.5% n=35	0.0% n=0		↑
21. I strive to find a better way every day.	Continuous Improvement	4.52	4.32	0.0% n=0	0.0% n=0	2.1% n=1	42.6% n=20	53.2% n=25	2.1% n=1		↑
5. I have at least one close friend at work.	Relationships	4.49	4.65	2.1% n=1	2.1% n=1	2.1% n=1	29.8% n=14	59.6% n=28	4.3% n=2		↓
46. I am satisfied being a part of my team.	Satisfaction	4.47	4.31	0.0% n=0	2.1% n=1	4.3% n=2	36.2% n=17	53.2% n=25	4.3% n=2		↑
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.46	4.44	0.0% n=0	2.1% n=1	4.3% n=2	38.3% n=18	53.2% n=25	2.1% n=1		↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.45	4.43	2.1% n=1	2.1% n=1	4.3% n=2	31.9% n=15	59.6% n=28	0.0% n=0		↑
4. I feel great pride in the work I do.	Pride	4.44	4.42	2.1% n=1	2.1% n=1	4.3% n=2	29.8% n=14	57.4% n=27	4.3% n=2		↑
27. My supervisor/administrator and I have effective two-way communication.	Communication	4.43	3.87	2.1% n=1	4.3% n=2	4.3% n=2	27.7% n=13	61.7% n=29	0.0% n=0		↑

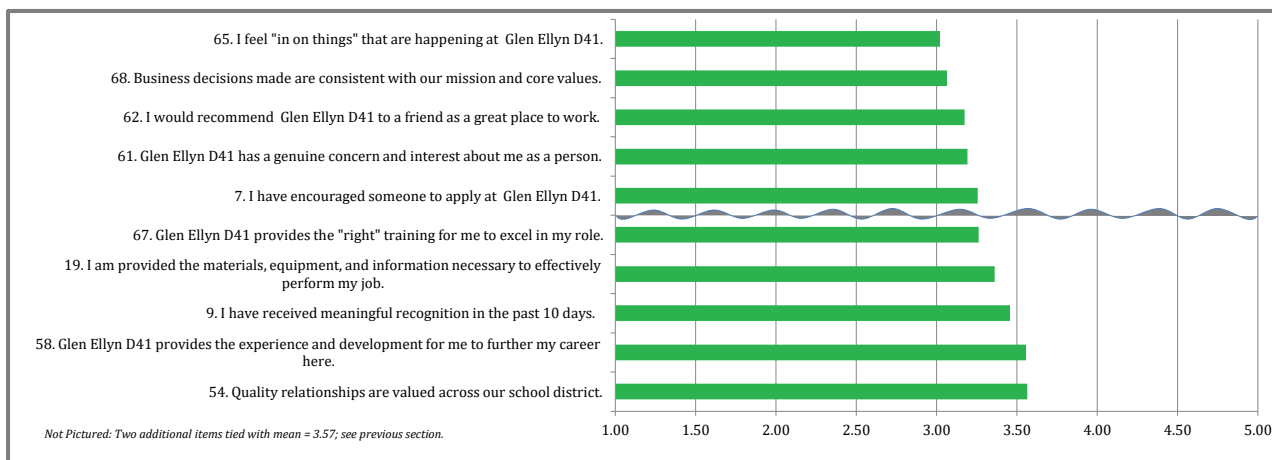




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Glen Ellyn D41: Franklin-All Results (n=47)

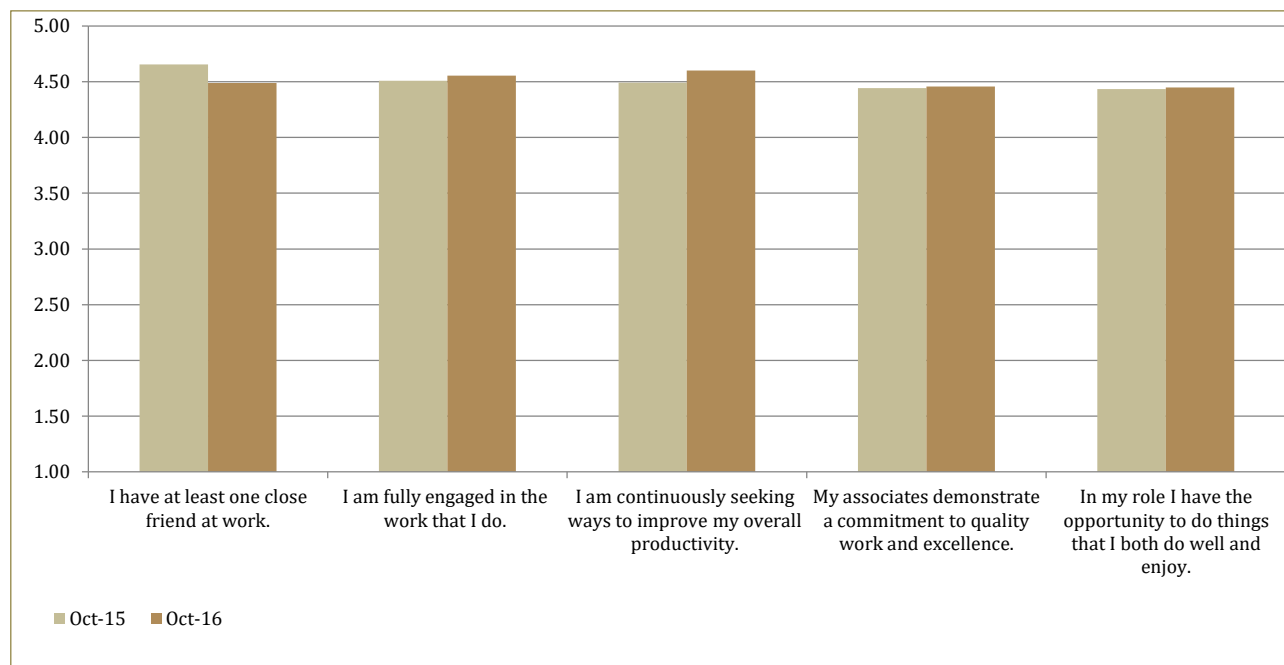
Bottom 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
65. I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.02	3.17	17.0% n=8	17.0% n=8	31.9% n=15	14.9% n=7	19.1% n=9	0.0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.07	3.12	8.5% n=4	21.3% n=10	36.2% n=17	19.1% n=9	12.8% n=6	2.1% n=1	↓
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	Engage-Inspire	3.17	3.47	19.1% n=9	12.8% n=6	17.0% n=8	29.8% n=14	19.1% n=9	2.1% n=1	↓
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	Relationships	3.19	3.28	12.8% n=6	19.1% n=9	19.1% n=9	34.0% n=16	14.9% n=7	0.0% n=0	↓
7. I have encouraged someone to apply at Glen Ellyn D41.	Talent/Fit	3.26	3.32	12.8% n=6	23.4% n=11	10.6% n=5	17.0% n=8	27.7% n=13	8.5% n=4	↓
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	Training & Development	3.26	3.45	6.4% n=3	17.0% n=8	31.9% n=15	29.8% n=14	12.8% n=6	2.1% n=1	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.36	3.40	8.5% n=4	23.4% n=11	17.0% n=8	25.5% n=12	25.5% n=12	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.46	3.15	10.6% n=5	17.0% n=8	17.0% n=8	23.4% n=11	29.8% n=14	2.1% n=1	↑
58. Glen Ellyn D41 provides the experience and development for me to further my career here.	Career Development	3.56	3.73	8.5% n=4	8.5% n=4	19.1% n=9	40.4% n=19	19.1% n=9	4.3% n=2	↓
54. Quality relationships are valued across our school district.	Relationships	3.57	3.64	2.1% n=1	21.3% n=10	19.1% n=9	29.8% n=14	25.5% n=12	2.1% n=1	↓



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Glen Ellyn D41: Franklin-All Results (n=47)

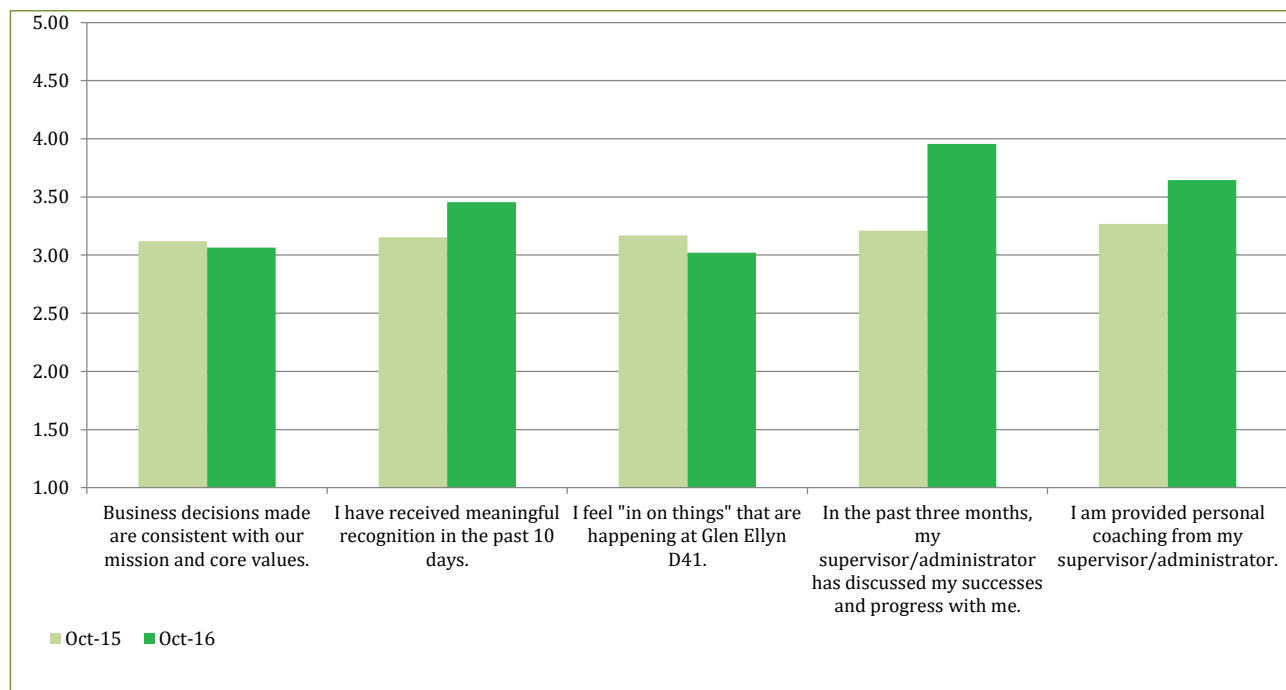
		<u>Dimension</u>	<u>Oct-15</u>	<u>Oct-16</u>	<u>(+/-) Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
5.	I have at least one close friend at work.	Relationships	4.65	4.49	↓
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.51	4.55	↑
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.49	4.60	↑
43.	My associates demonstrate a commitment to quality work and excellence.	Quality	4.44	4.46	↑
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.43	4.45	↑



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Glen Ellyn D41: Franklin-All Results (n=47)

		<u>Dimension</u>	<u>Oct-15</u>	<u>Oct-16</u>	<u>(+/-) Change</u>
<u>Previous Bottom 5 Rank Ordered Questions According to Mean</u>					
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.12	3.07	↓
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.15	3.46	↑
65.	I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.17	3.02	↓
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.21	3.96	↑
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.27	3.64	↑

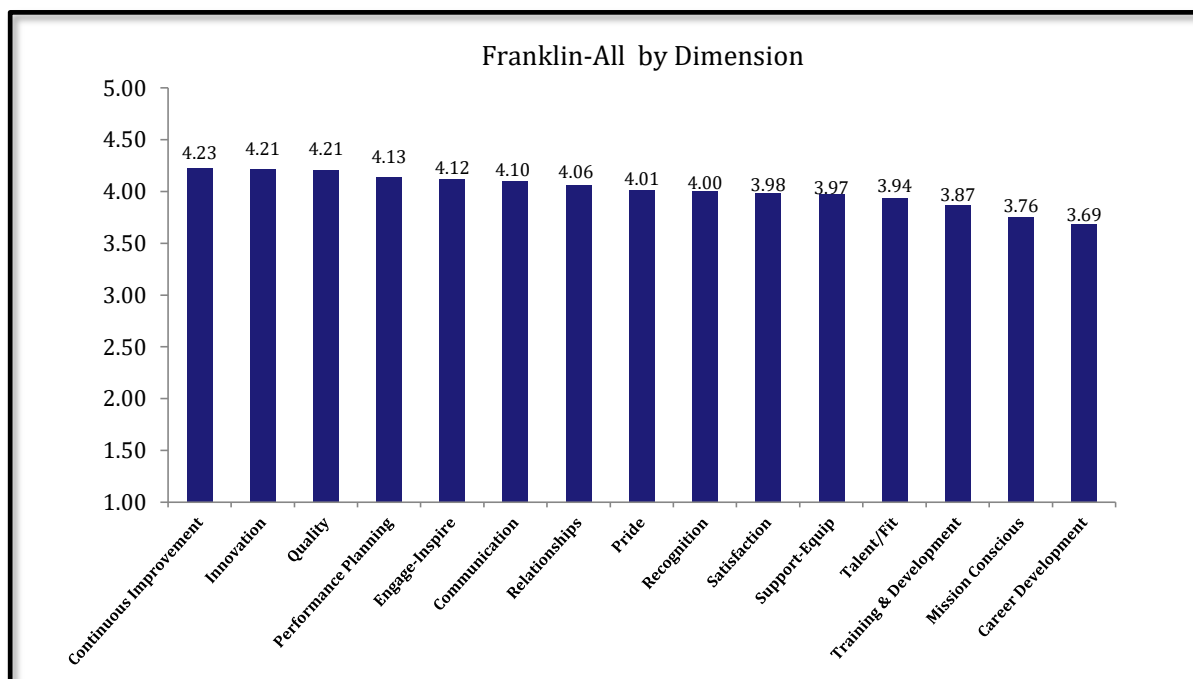




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Glen Ellyn D41: Franklin-All Results (n=47)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.23
Innovation	4.21
Quality	4.21
Performance Planning	4.13
Engage-Inspire	4.12
Communication	4.10
Relationships	4.06
Pride	4.01
Recognition	4.00
Satisfaction	3.98
Support-Equip	3.97
Talent/Fit	3.94
Training & Development	3.87
Mission Conscious	3.76
Career Development	3.69



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Glen Ellyn D41: Franklin-All Results (n=47)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-15 Mean</u>	<u>Oct-16 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.27	4.23	↓
Innovation	4.16	4.21	↑
Quality	4.20	4.21	↑
Performance Planning	3.89	4.13	↑
Engage-Inspire	4.15	4.12	↓
Communication	3.82	4.10	↑
Relationships	3.87	4.06	↑
Pride	4.02	4.01	↓
Recognition	3.85	4.00	↑
Satisfaction	3.95	3.98	↑
Support-Equip	3.69	3.97	↑
Talent/Fit	3.87	3.94	↑
Training & Development	3.84	3.87	↑
Mission Conscious	3.62	3.76	↑
Career Development	3.82	3.69	↓



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Glen Ellyn D41: Franklin-All Results (n=47)



HUMANeX Ventures Cultural Assessment IndexSM Satisfaction / Engagement 3x3

