



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Administration - All





October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	4.58	4.50							
11. I am in a role that allows me to maximize my talents and strengths.	4.65	4.43	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.60	4.76	0.0% n=0	0.0% n=0	0.0% n=0	40.0% n=8	60.0% n=12	0.0% n=0	↓
7. I have encouraged someone to apply at Glen Ellyn District 41.	4.39	4.32	0.0% n=0	5.0% n=1	10.0% n=2	20.0% n=4	55.0% n=11	10.0% n=2	↑
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.60	4.62	0.0% n=0	0.0% n=0	0.0% n=0	40.0% n=8	60.0% n=12	0.0% n=0	↓
56. I feel Glen Ellyn District 41 is a great fit for me.	4.74	4.48	0.0% n=0	0.0% n=0	5.0% n=1	15.0% n=3	75.0% n=15	5.0% n=1	↑
72. Our school district selects highly talented individuals when hiring.	4.55	4.52	0.0% n=0	0.0% n=0	0.0% n=0	45.0% n=9	55.0% n=11	0.0% n=0	↑
63. Glen Ellyn District 41 selects the right people for the right job.	4.50	4.33	0.0% n=0	0.0% n=0	0.0% n=0	50.0% n=10	50.0% n=10	0.0% n=0	↑
Support-Equip	4.53	4.53							
3. I am provided the core needs necessary for me to excel in my role.	4.40	4.29	0.0% n=0	0.0% n=0	0.0% n=0	60.0% n=12	40.0% n=8	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.55	4.29	0.0% n=0	0.0% n=0	0.0% n=0	45.0% n=9	55.0% n=11	0.0% n=0	↑
34. My supervisor/administrator is actively responsive to my needs.	4.60	4.67	0.0% n=0	0.0% n=0	5.0% n=1	30.0% n=6	65.0% n=13	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	4.35	4.52	0.0% n=0	5.0% n=1	5.0% n=1	40.0% n=8	50.0% n=10	0.0% n=0	↓
33. My supervisor/administrator is available for me when needs arise.	4.70	4.71	0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=6	70.0% n=14	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor/administrator.	4.60	4.71	0.0% n=0	0.0% n=0	10.0% n=2	20.0% n=4	70.0% n=14	0.0% n=0	↓



October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	4.55	4.51							
5. I have at least one close friend at work.	4.53	4.35							↑
			0.0% n=0	0.0% n=0	10.0% n=2	20.0% n=4	55.0% n=11	15.0% n=3	
32. I have an open and trusting relationship with my supervisor/administrator.	4.55	4.67							↓
			0.0% n=0	0.0% n=0	5.0% n=1	35.0% n=7	60.0% n=12	0.0% n=0	
25. My supervisor/administrator cares about me as a person.	4.50	4.71							↓
			0.0% n=0	0.0% n=0	10.0% n=2	30.0% n=6	60.0% n=12	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	4.50	4.24							↑
			0.0% n=0	0.0% n=0	10.0% n=2	30.0% n=6	60.0% n=12	0.0% n=0	
51. My team has open and trusting relationships.	4.70	4.71							↓
			0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=6	70.0% n=14	0.0% n=0	
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.79	4.76							↑
			0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	75.0% n=15	5.0% n=1	
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	4.40	4.29							↑
			0.0% n=0	5.0% n=1	5.0% n=1	35.0% n=7	55.0% n=11	0.0% n=0	
54. Quality relationships are valued across our school district.	4.55	4.24							↑
			0.0% n=0	5.0% n=1	0.0% n=0	30.0% n=6	65.0% n=13	0.0% n=0	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	4.45	4.57							↓
			0.0% n=0	0.0% n=0	10.0% n=2	35.0% n=7	55.0% n=11	0.0% n=0	
Quality	4.78	4.68							
47. I am on a team that encourages each member to surpass expectations.	4.75	4.67							↑
			0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=5	75.0% n=15	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	4.75	4.71							↑
			0.0% n=0	0.0% n=0	5.0% n=1	15.0% n=3	80.0% n=16	0.0% n=0	
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.85	4.67							↑
			0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	



October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication	4.55	4.53							
36. I have the opportunity to communicate with my supervisor/administrator.	4.60	4.62	0.0% n=0	0.0% n=0	0.0% n=0	40.0% n=8	60.0% n=12	0.0% n=0	↓
24. My supervisor/administrator effectively communicates his/her expectations.	4.50	4.48	0.0% n=0	0.0% n=0	5.0% n=1	40.0% n=8	55.0% n=11	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.55	4.52	0.0% n=0	0.0% n=0	0.0% n=0	45.0% n=9	55.0% n=11	0.0% n=0	↑
27. My supervisor/administrator and I have effective two-way communication.	4.60	4.62	0.0% n=0	0.0% n=0	5.0% n=1	30.0% n=6	65.0% n=13	0.0% n=0	↓
65. I feel "in on things" that are happening at Glen Ellyn District 41.	4.53	4.33	0.0% n=0	0.0% n=0	10.0% n=2	25.0% n=5	60.0% n=12	5.0% n=1	↑
44. Our team effectively communicates with each other.	4.55	4.62	0.0% n=0	0.0% n=0	5.0% n=1	35.0% n=7	60.0% n=12	0.0% n=0	↓
Recognition	4.58	4.57							
29. My supervisor/administrator recognizes me for a job well done.	4.60	4.67	0.0% n=0	0.0% n=0	5.0% n=1	30.0% n=6	65.0% n=13	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	4.35	4.29	0.0% n=0	0.0% n=0	20.0% n=4	25.0% n=5	55.0% n=11	0.0% n=0	↑
66. Excellence is recognized in my school district.	4.50	4.48	0.0% n=0	0.0% n=0	5.0% n=1	40.0% n=8	55.0% n=11	0.0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.70	4.71	0.0% n=0	0.0% n=0	5.0% n=1	20.0% n=4	75.0% n=15	0.0% n=0	↓
48. My team recognizes each other's efforts and impact.	4.75	4.71	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=5	75.0% n=15	0.0% n=0	↑



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Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	4.60	4.61							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.63	4.62	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	60.0% n=12	5.0% n=1	↑
17. I have set the right goals for myself to excel in my role/position.	4.70	4.57	0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=6	70.0% n=14	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.50	4.62	0.0% n=0	0.0% n=0	5.0% n=1	40.0% n=8	55.0% n=11	0.0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.65	4.57	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↑
37. My supervisor/administrator motivates me to achieve my goals.	4.50	4.67	0.0% n=0	0.0% n=0	5.0% n=1	40.0% n=8	55.0% n=11	0.0% n=0	↓
Training & Development	4.52	4.49							
35. My supervisor/administrator supports my personal and professional development.	4.65	4.71	0.0% n=0	0.0% n=0	10.0% n=2	15.0% n=3	75.0% n=15	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.45	4.43	0.0% n=0	0.0% n=0	10.0% n=2	35.0% n=7	55.0% n=11	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.65	4.57	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↑
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	4.35	4.24	0.0% n=0	0.0% n=0	10.0% n=2	45.0% n=9	45.0% n=9	0.0% n=0	↑
30. My supervisor/administrator encourages opportunities for my growth and development.	4.50	4.48	0.0% n=0	0.0% n=0	5.0% n=1	40.0% n=8	55.0% n=11	0.0% n=0	↑



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Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development	4.64	4.43							
70. I would like to work at Glen Ellyn District 41 long term.	4.70	4.40	0.0% n=0	0.0% n=0	10.0% n=2	10.0% n=2	80.0% n=16	0.0% n=0	↑
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	4.60	4.38	0.0% n=0	0.0% n=0	5.0% n=1	30.0% n=6	65.0% n=13	0.0% n=0	↑
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	4.37	4.25	0.0% n=0	0.0% n=0	10.0% n=2	40.0% n=8	45.0% n=9	5.0% n=1	↑
59. I value the career opportunities that I have at Glen Ellyn District 41.	4.89	4.70	0.0% n=0	0.0% n=0	0.0% n=0	10.0% n=2	85.0% n=17	5.0% n=1	↑
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	4.63	4.42	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	60.0% n=12	5.0% n=1	↑
Engage-Inspire	4.82	4.78							
2. I am fully engaged in the work that I do.	4.75	4.95	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=5	75.0% n=15	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.80	4.71	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	80.0% n=16	0.0% n=0	↑
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.95	4.90	0.0% n=0	0.0% n=0	0.0% n=0	5.0% n=1	95.0% n=19	0.0% n=0	↑
53. I am committed to the success of my school district.	5.00	5.00	0.0% n=0	0.0% n=0	0.0% n=0	0.0% n=0	100.0% n=20	0.0% n=0	=
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	4.60	4.33	0.0% n=0	5.0% n=1	5.0% n=1	15.0% n=3	75.0% n=15	0.0% n=0	↑



October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction	4.55	4.52							
13. I am satisfied with my role/work.	4.60	4.43	0.0% n=0	0.0% n=0	0.0% n=0	40.0% n=8	60.0% n=12	0.0% n=0	↑
46. I am satisfied being a part of my team.	4.75	4.86	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=5	75.0% n=15	0.0% n=0	↓
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.55	4.43	0.0% n=0	0.0% n=0	5.0% n=1	35.0% n=7	60.0% n=12	0.0% n=0	↑
20. I look forward to coming to work every day.	4.30	4.35	0.0% n=0	0.0% n=0	5.0% n=1	60.0% n=12	35.0% n=7	0.0% n=0	↓
Mission Conscious	4.60	4.51							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.65	4.71	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↓
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	4.65	4.57	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↑
22. I am aware and knowledgeable about our school district's mission.	4.80	4.75	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	80.0% n=16	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	4.30	4.00	0.0% n=0	0.0% n=0	10.0% n=2	50.0% n=10	40.0% n=8	0.0% n=0	↑
Pride	4.73	4.61							
4. I feel great pride in the work I do.	4.85	4.71	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
14. I feel great pride in being a part of Glen Ellyn District 41.	4.65	4.38	0.0% n=0	0.0% n=0	5.0% n=1	25.0% n=5	70.0% n=14	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.70	4.81	0.0% n=0	0.0% n=0	5.0% n=1	20.0% n=4	75.0% n=15	0.0% n=0	↓
64. I speak of Glen Ellyn District 41 with pride.	4.70	4.52	0.0% n=0	0.0% n=0	0.0% n=0	30.0% n=6	70.0% n=14	0.0% n=0	↑



October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.77	4.73							
52. My team strives to pursue excellence.	4.85	4.76	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
21. I strive to find a better way every day.	4.65	4.70	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↓
55. I am part of a school district that continues to pursue excellence every day.	4.80	4.71	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	80.0% n=16	0.0% n=0	↑
Innovation	4.65	4.63							
69. Glen Ellyn District 41 encourages innovation.	4.45	4.48	0.0% n=0	5.0% n=1	0.0% n=0	40.0% n=8	55.0% n=11	0.0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.85	4.76	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
42. Our team encourages innovation.	4.65	4.67	0.0% n=0	0.0% n=0	0.0% n=0	35.0% n=7	65.0% n=13	0.0% n=0	↓

October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

53.	I am committed to the success of my school district.	5.00	Engage-Inspire 4.82
8.	I am driven to contribute to the success of Glen Ellyn District 41.	4.95	Engage-Inspire 4.82
59.	I value the career opportunities that I have at Glen Ellyn District 41.	4.89	Career Development 4.64
4.	I feel great pride in the work I do.	4.85	Pride 4.73
52.	My team strives to pursue excellence.	4.85	Continuous Improvement 4.77
57.	Glen Ellyn District 41 is committed to quality work and excellence.	4.85	Quality 4.78
16.	I am continuously seeking ways to improve my overall productivity.	4.85	Innovation 4.65
12.	I am highly committed to and energized by my work.	4.80	Engage-Inspire 4.82
22.	I am aware and knowledgeable about our school district's mission.	4.80	Mission Conscious 4.60
55.	I am part of a school district that continues to pursue excellence every day.	4.80	Continuous Improvement 4.77
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.79	Relationships 4.55
2.	I am fully engaged in the work that I do.	4.75	Engage-Inspire 4.82
43.	My associates demonstrate a commitment to quality work and excellence.	4.75	Quality 4.78
46.	I am satisfied being a part of my team.	4.75	Satisfaction 4.55

October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
47.	I am on a team that encourages each member to surpass expectations.	4.75	Quality 4.78
48.	My team recognizes each other's efforts and impact.	4.75	Recognition 4.58
56.	I feel Glen Ellyn District 41 is a great fit for me.	4.74	Talent/Fit 4.58
45.	I feel great pride in the team of which I am a part.	4.70	Pride 4.73
64.	I speak of Glen Ellyn District 41 with pride.	4.70	Pride 4.73
70.	I would like to work at Glen Ellyn District 41 long term.	4.70	Career Development 4.64
17.	I have set the right goals for myself to excel in my role/position.	4.70	Performance Planning 4.60
51.	My team has open and trusting relationships.	4.70	Relationships 4.55
18.	I have provided meaningful recognition to others in the past 10 days.	4.70	Recognition 4.58
33.	My supervisor/administrator is available for me when needs arise.	4.70	Support-Equip 4.53
11.	I am in a role that allows me to maximize my talents and strengths.	4.65	Talent/Fit 4.58
14.	I feel great pride in being a part of Glen Ellyn District 41.	4.65	Pride 4.73
21.	I strive to find a better way every day.	4.65	Continuous Improvement 4.77
42.	Our team encourages innovation.	4.65	Innovation 4.65
35.	My supervisor/administrator supports my personal and professional development.	4.65	Training & Development 4.52

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
15.	I am properly trained to achieve excellence in my work.	4.65	Training & Development 4.52
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.65	Performance Planning 4.60
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	4.65	Mission Conscious 4.60
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.65	Mission Conscious 4.60
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.63	Performance Planning 4.60
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	4.63	Career Development 4.64
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.60	Talent/Fit 4.58
13.	I am satisfied with my role/work.	4.60	Satisfaction 4.55
34.	My supervisor/administrator is actively responsive to my needs.	4.60	Support-Equip 4.53
29.	My supervisor/administrator recognizes me for a job well done.	4.60	Recognition 4.58
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	4.60	Engage-Inspire 4.82
27.	My supervisor/administrator and I have effective two-way communication.	4.60	Communication 4.55
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.60	Support-Equip 4.53
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.60	Talent/Fit 4.58
36.	I have the opportunity to communicate with my supervisor/administrator.	4.60	Communication 4.55

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Glen Ellyn District 41: Administration - All Results (n=20)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	4.60	Career Development 4.64
44.	Our team effectively communicates with each other.	4.55	Communication 4.55
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.55	Satisfaction 4.55
72.	Our school district selects highly talented individuals when hiring.	4.55	Talent/Fit 4.58
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.55	Communication 4.55
32.	I have an open and trusting relationship with my supervisor/administrator.	4.55	Relationships 4.55
54.	Quality relationships are valued across our school district.	4.55	Relationships 4.55
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.55	Support-Equip 4.53
5.	I have at least one close friend at work.	4.53	Relationships 4.55
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	4.53	Communication 4.55
49.	Our team effectively sets goals to further enhance our performance.	4.50	Performance Planning 4.60
25.	My supervisor/administrator cares about me as a person.	4.50	Relationships 4.55
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.50	Training & Development 4.52
63.	Glen Ellyn District 41 selects the right people for the right job.	4.50	Talent/Fit 4.58
66.	Excellence is recognized in my school district.	4.50	Recognition 4.58

October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

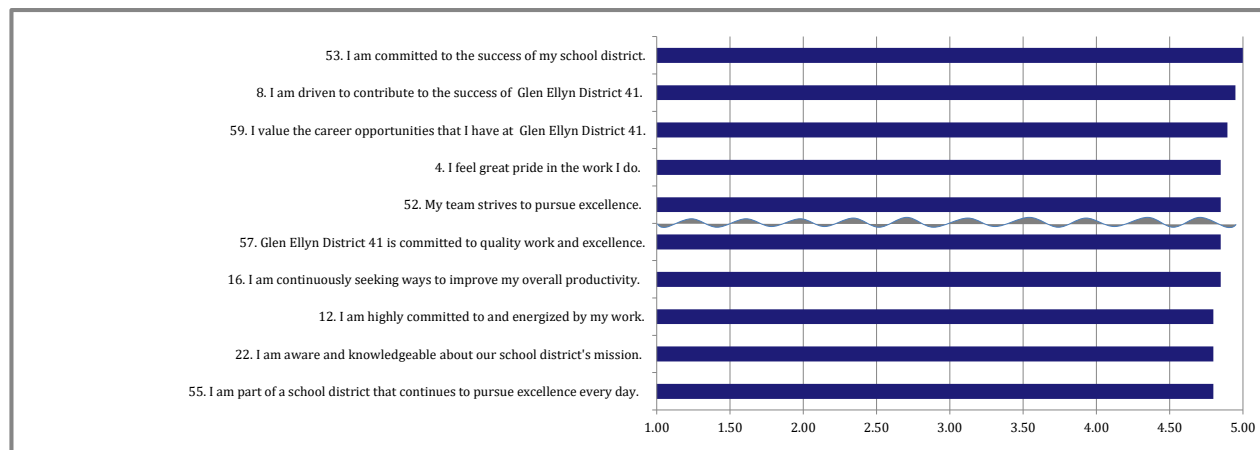
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
37.	My supervisor/administrator motivates me to achieve my goals.	4.50	Performance Planning 4.60
24.	My supervisor/administrator effectively communicates his/her expectations.	4.50	Communication 4.55
31.	I am provided personal coaching from my supervisor/administrator.	4.50	Relationships 4.55
69.	Glen Ellyn District 41 encourages innovation.	4.45	Innovation 4.65
6.	I am provided opportunities to further my growth and development.	4.45	Training & Development 4.52
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.45	Relationships 4.55
3.	I am provided the core needs necessary for me to excel in my role.	4.40	Support-Equip 4.53
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	4.40	Relationships 4.55
7.	I have encouraged someone to apply at Glen Ellyn District 41.	4.39	Talent/Fit 4.58
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	4.37	Career Development 4.64
9.	I have received meaningful recognition in the past 10 days.	4.35	Recognition 4.58
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	4.35	Support-Equip 4.53
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	4.35	Training & Development 4.52
20.	I look forward to coming to work every day.	4.30	Satisfaction 4.55
68.	Business decisions made are consistent with our mission and core values.	4.30	Mission Conscious 4.60



October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

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
53. I am committed to the success of my school district.		Engage-Inspire	5.00	5.00	0.0% n=0	0.0% n=0	0.0% n=0	0.0% n=0	100.0% n=20	0.0% n=0	=
8. I am driven to contribute to the success of Glen Ellyn District 41.		Engage-Inspire	4.95	4.90	0.0% n=0	0.0% n=0	0.0% n=0	5.0% n=1	95.0% n=19	0.0% n=0	↑
59. I value the career opportunities that I have at Glen Ellyn District 41.		Career Development	4.89	4.70	0.0% n=0	0.0% n=0	0.0% n=0	10.0% n=2	85.0% n=17	5.0% n=1	↑
4. I feel great pride in the work I do.		Pride	4.85	4.71	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
52. My team strives to pursue excellence.		Continuous Improvement	4.85	4.76	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
57. Glen Ellyn District 41 is committed to quality work and excellence.		Quality	4.85	4.67	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.		Innovation	4.85	4.76	0.0% n=0	0.0% n=0	0.0% n=0	15.0% n=3	85.0% n=17	0.0% n=0	↑
12. I am highly committed to and energized by my work.		Engage-Inspire	4.80	4.71	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	80.0% n=16	0.0% n=0	↑
22. I am aware and knowledgeable about our school district's mission.		Mission Conscious	4.80	4.75	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	80.0% n=16	0.0% n=0	↑
55. I am part of a school district that continues to pursue excellence every day.		Continuous Improvement	4.80	4.71	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=4	80.0% n=16	0.0% n=0	↑

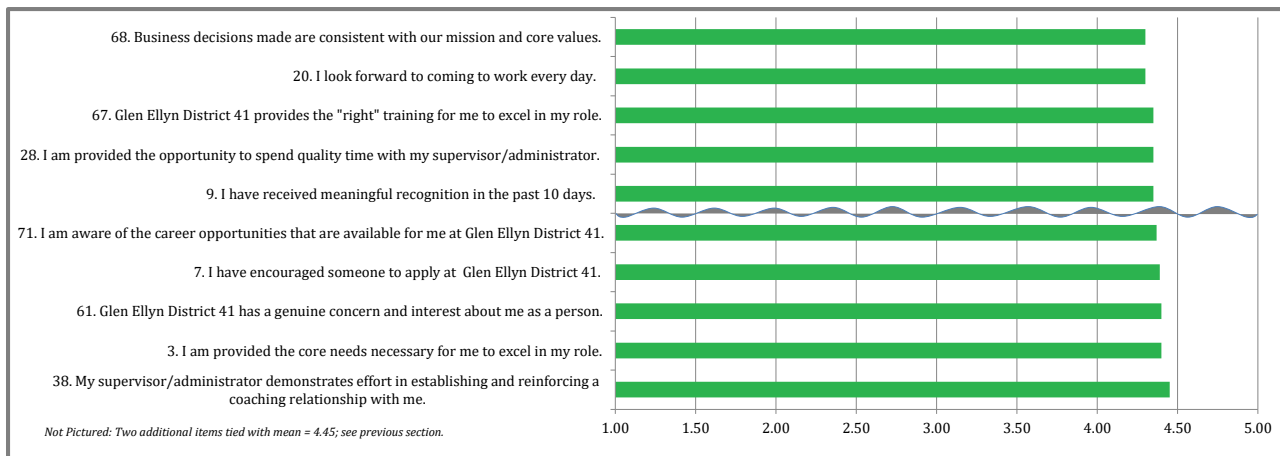




October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

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	4.30	4.00	0.0% n=0	0.0% n=0	10.0% n=2	50.0% n=10	40.0% n=8	0.0% n=0	↑
20. I look forward to coming to work every day.		Satisfaction	4.30	4.35	0.0% n=0	0.0% n=0	5.0% n=1	60.0% n=12	35.0% n=7	0.0% n=0	↓
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.		Training & Development	4.35	4.24	0.0% n=0	0.0% n=0	10.0% n=2	45.0% n=9	45.0% n=9	0.0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor/administrator.		Support-Equip	4.35	4.52	0.0% n=0	5.0% n=1	5.0% n=1	40.0% n=8	50.0% n=10	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.		Recognition	4.35	4.29	0.0% n=0	0.0% n=0	20.0% n=4	25.0% n=5	55.0% n=11	0.0% n=0	↑
<hr/>											
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.		Career Development	4.37	4.25	0.0% n=0	0.0% n=0	10.0% n=2	40.0% n=8	45.0% n=9	5.0% n=1	↑
7. I have encouraged someone to apply at Glen Ellyn District 41.		Talent/Fit	4.39	4.32	0.0% n=0	5.0% n=1	10.0% n=2	20.0% n=4	55.0% n=11	10.0% n=2	↑
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.		Relationships	4.40	4.29	0.0% n=0	5.0% n=1	5.0% n=1	35.0% n=7	55.0% n=11	0.0% n=0	↑
3. I am provided the core needs necessary for me to excel in my role.		Support-Equip	4.40	4.29	0.0% n=0	0.0% n=0	0.0% n=0	60.0% n=12	40.0% n=8	0.0% n=0	↑
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.		Relationships	4.45	4.57	0.0% n=0	0.0% n=0	10.0% n=2	35.0% n=7	55.0% n=11	0.0% n=0	↓





October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

(+/-)
Change

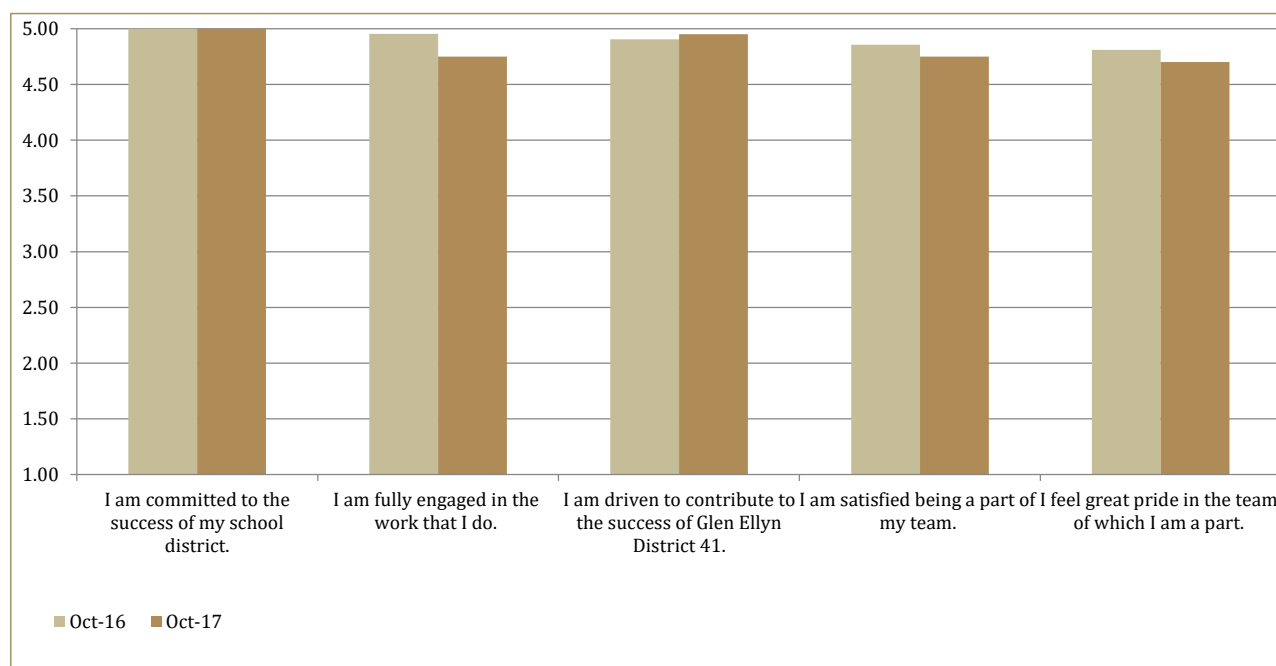
Dimension

Oct-16

Oct-17

Previous Top 5 Rank Ordered Questions According to Mean

53.	I am committed to the success of my school district.	Engage-Inspire	5.00	5.00	=
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.95	4.75	↓
8.	I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.90	4.95	↑
46.	I am satisfied being a part of my team.	Satisfaction	4.86	4.75	↓
45.	I feel great pride in the team of which I am a part.	Pride	4.81	4.70	↓

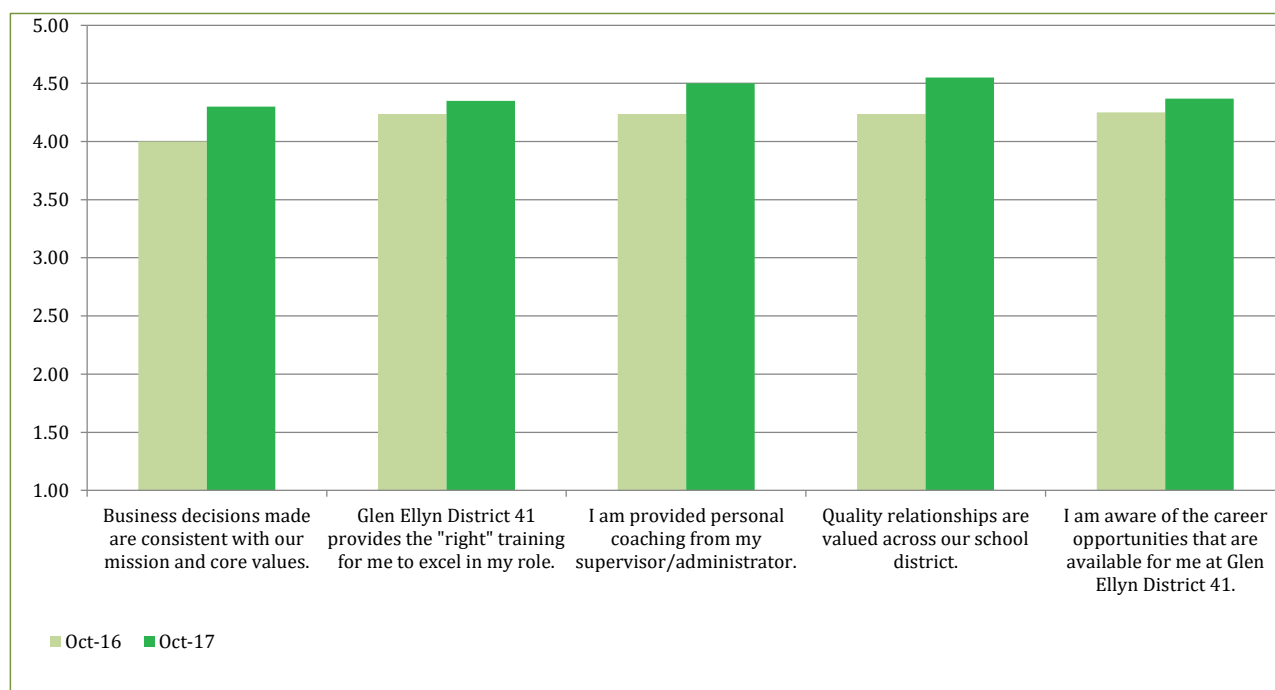




October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</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	4.00	4.30	↑
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	4.24	4.35	↑
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	4.24	4.50	↑
54.	Quality relationships are valued across our school district.	Relationships	4.24	4.55	↑
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	Career Development	4.25	4.37	↑

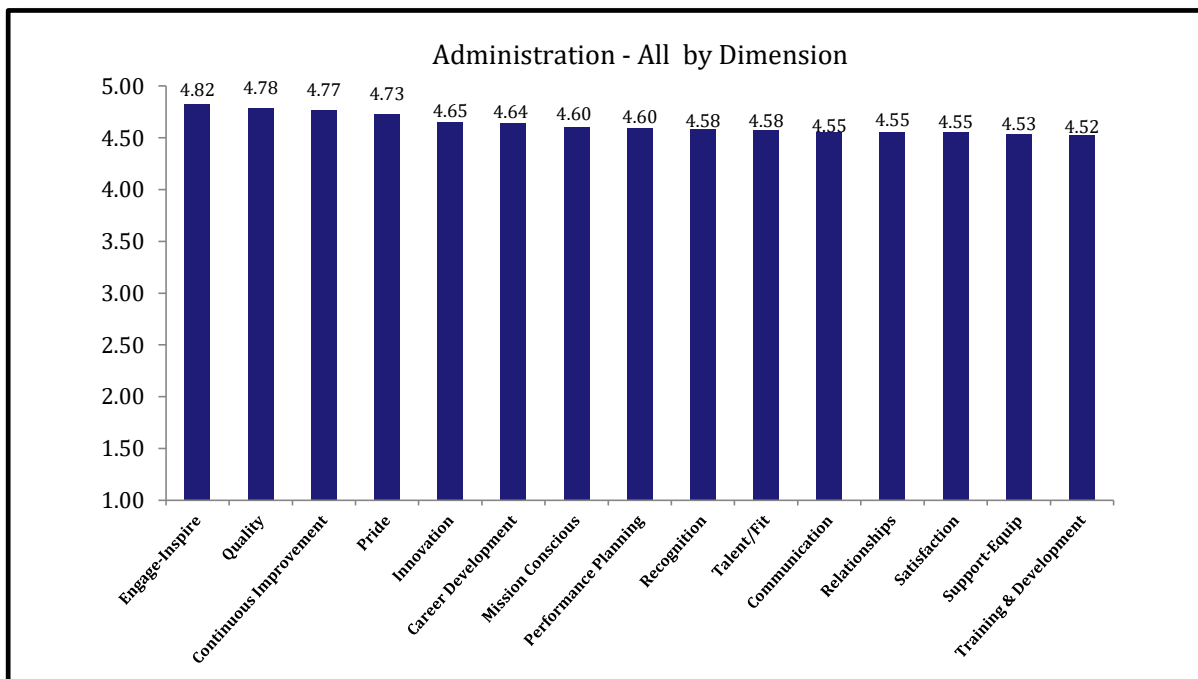




October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.82
Quality	4.78
Continuous Improvement	4.77
Pride	4.73
Innovation	4.65
Career Development	4.64
Mission Conscious	4.60
Performance Planning	4.60
Recognition	4.58
Talent/Fit	4.58
Communication	4.55
Relationships	4.55
Satisfaction	4.55
Support-Equip	4.53
Training & Development	4.52



October 2017

Glen Ellyn District 41: Administration - All Results (n=20)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-16 Mean</u>	<u>Oct-17 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.78	4.82	↑
Quality	4.68	4.78	↑
Continuous Improvement	4.73	4.77	↑
Pride	4.61	4.73	↑
Innovation	4.63	4.65	↑
Career Development	4.43	4.64	↑
Mission Conscious	4.51	4.60	↑
Performance Planning	4.61	4.60	↓
Recognition	4.57	4.58	↑
Talent/Fit	4.50	4.58	↑
Communication	4.53	4.55	↑
Relationships	4.51	4.55	↑
Satisfaction	4.52	4.55	↑
Support-Equip	4.53	4.53	=
Training & Development	4.49	4.52	↑

HUMANeX Ventures Cultural Assessment IndexSM Satisfaction / Engagement 3x3

