

InsighteX Cultural Assessment

for Glen Ellyn District 41: Certified Staff - All







	Current	Previous	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-)
-	Mean	Mean	(1)	(2)	(3)	(4)	(5)	11/11	Change
Talent/Fit	4.08	4.09							
11. I am in a role that allows me to maximize my talents	4.29	4.23							1
and strengths.	1.27	1.23	0.9%	4.5%	9.4%	35.0%	50.2%	0.0%	
			n=2	n=10	n=21	n=78	n=112	n=0	
1. In my role I have the opportunity to do things that I both	4.53	4.46							1
do well and enjoy.	4.33	4.40	0.4%	1.3%	3.1%	34.5%	60.5%	0.0%	
			n=1	n=3	n=7	n=77	n=135	n=0	
7. I have encouraged someone to apply at Glen Ellyn	2.62								
District 41.	3.63	3.77	6 50/	0.407	40.50/	22.20/	24 50/	7 20/	•
			6.7% n=15	9.4% n=21	19.7% n=44	32.3% n=72	24.7% n=55	7.2% n=16	
39. My supervisor/administrator knows the talents to look			11-13	11-21	11-11	11-72	11-33	11-10	^
for in selecting new associates who will be successful.	4.01	3.96							1
			2.7%	4.9%	17.9%	32.7%	36.8%	4.9%	
56. I feel Glen Ellyn District 41 is a great fit for me.			n=6	n=11	n=40	n=73	n=82	n=11	
30. Free den Bryn District 11 is a great fit for fite.	4.17	4.25							lack
			1.3%	1.8%	14.8%	42.2%	39.9%	0.0%	
			n=3	n=4	n=33	n=94	n=89	n=0	
72. Our school district selects highly talented individuals when hiring.	4.09	4.14							\downarrow
when mining.			1.3%	3.1%	16.1%	43.0%	35.4%	0.9%	
			n=3	n=7	n=36	n=96	n=79	n=2	
63. Glen Ellyn District 41 selects the right people for the	3.76	3.79							Ţ
right job.	5.70	5.77	3.6%	7.2%	22.4%	42.6%	23.8%	0.4%	•
			n=8	n=16	n=50	n=95	n=53	n=1	
Support-Equip	3.99	3.92							
3. I am provided the core needs necessary for me to excel	4.02	3.79							1
in my role.	4.02	3.79	2.7%	5.4%	11.7%	48.0%	32.3%	0.0%	
			n=6	n=12	n=26	n=107	n=72	n=0	
19. I am provided the materials, equipment, and									1
information necessary to effectively perform my job.	3.85	3.71	. =0.	0.004	40.007	44.407	00.407	0.007	
			4.5% n=10	9.0% n=20	13.0% n=29	44.4% n=99	29.1% n=65	0.0% n=0	
34. My supervisor/administrator is actively responsive to			11-10	11-20	11-27	11-77	11-03	11-0	1
my needs.	4.06	4.07							•
			2.7%	6.7%	14.3%	34.1%	41.7%	0.4%	
28. I am provided the opportunity to spend quality time			n=6	n=15	n=32	n=76	n=93	n=1	•
with my supervisor/administrator.	3.75	3.65							T
			4.9%	11.7%	19.3%	30.5%	32.7%	0.9%	
			n=11	n=26	n=43	n=68	n=73	n=2	
33. My supervisor/administrator is available for me when needs arise.	4.15	4.22							\downarrow
needs at 150.			2.2%	4.0%	15.7%	31.8%	45.7%	0.4%	
			n=5	n=9	n=35	n=71	n=102	n=1	
23. I have a supportive coaching relationship with my	4.09	4.08							1
supervisor/administrator.	4.07	4.00			40.00/		40.8%	0.0%	
			2.7%	6.7%	10.8%	39.0%	40 80%	() (10%	





Gien Enyn District 41: Cerupieu Stajj - Ali Resuits (n=223)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	3.99	4.01							
5. I have at least one close friend at work.	4.51	4.51							=
	4.51	4.51	0.4%	2.7%	8.5%	22.0%	66.4%	0.0%	_
			n=1	n=6	n=19	n=49	n=148	n=0	
32. I have an open and trusting relationship with my				-				-	
supervisor/administrator.	3.91	3.98	= 00/	0.407	4 7 00/	DO #04	20.00/	0.407	•
			5.8% n=13	8.1% n=18	15.2% n=34	30.5% n=68	39.9% n=89	0.4% n=1	
25. My supervisor/administrator cares about me as a			11-13	11-10	11-34	11-00	11-09	11-1	
person.	4.09	4.18							T
			3.6%	6.3%	13.0%	31.8%	45.3%	0.0%	
21 1			n=8	n=14	n=29	n=71	n=101	n=0	
31. I am provided personal coaching from my supervisor/administrator.	3.59	3.46							T
supervisor/ administrator.			4.0%	15.2%	21.1%	33.6%	23.3%	2.7%	
			n=9	n=34	n=47	n=75	n=52	n=6	
51. My team has open and trusting relationships.	4.30	4.39							Ţ
	4.30	4.37	1.8%	4.5%	5.8%	37.2%	50.7%	0.0%	•
			n=4	n=10	n=13	n=83	n=113	n=0	
50. Based on relationships demonstrated on my team, I				-	-			-	1
would recommend someone to join this team.	4.37	4.36							1
			1.8%	4.0%	6.7%	30.5%	57.0%	0.0%	
61. Glen Ellyn District 41 has a genuine concern and			n=4	n=9	n=15	n=68	n=127	n=0	
interest about me as a person.	3.40	3.52							1
			9.0%	13.5%	23.8%	35.9%	17.9%	0.0%	
			n=20	n=30	n=53	n=80	n=40	n=0	
54. Quality relationships are valued across our school district.	3.88	3.92							\downarrow
uistrict.			2.7%	8.1%	17.0%	43.0%	29.1%	0.0%	
			n=6	n=18	n=38	n=96	n=65	n=0	
38. My supervisor/administrator demonstrates effort in	2.00	2.74							1
establishing and reinforcing a coaching relationship with	3.80	3.74	2.60/	0.00/	21 10/	24.10/	20.50/	1.00/	
			3.6% n=8	9.0% n=20	21.1% n=47	34.1% n=76	30.5% n=68	1.8% n=4	
Quality	4.37	4.41	0	20	11 17	11 70	11 00		
47. I am on a team that encourages each member to									1
surpass expectations.	4.33	4.32							1
			1.3%	1.8%	10.8%	34.5%	51.6%	0.0%	
43. My associates demonstrate a commitment to quality			n=3	n=4	n=24	n=77	n=115	n=0	-
work and excellence.	4.58	4.64							↓
			0.9%	0.9%	3.6%	28.7%	65.9%	0.0%	
			n=2	n=2	n=8	n=64	n=147	n=0	
57. Glen Ellyn District 41 is committed to quality work and	4.20	4.26							Ţ
excellence.	4.40	7.40	2.2%	2.7%	9.9%	43.5%	41.7%	0.0%	•
			n=5	n=6	9.9% n=22	43.5% n=97	n=93	n=0	





tien Enyn District 41: Certifieu Stuff - An Resuits (n=223)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication	4.02	4.04							
36. I have the opportunity to communicate with my supervisor/administrator.	4.24	4.32							1
			1.8% n=4	4.0% n=9	9.4% n=21	38.1% n=85	46.6% n=104	0.0% n=0	
$24. \ My \ supervisor/administrator \ effectively \ communicates his/her expectations.$	4.03	4.04							1
			1.8% n=4	9.0% n=20	13.9% n=31	35.4% n=79	39.9% n=89	0.0% n=0	
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.02	3.97							1
			2.2% n=5	6.7% n=15	16.1% n=36	34.5% n=77	38.6% n=86	1.8% n=4	
27. My supervisor/administrator and I have effective two-way communication.	4.09	4.08							1
			1.8% n=4	7.6% n=17	12.1% n=27	36.3% n=81	42.2% n=94	0.0% n=0	
65. I feel "in on things" that are happening at Glen Ellyn District 41.	3.37	3.46							\downarrow
			8.5% n=19	15.2% n=34	22.0% n=49	39.0% n=87	15.2% n=34	0.0% n=0	
44. Our team effectively communicates with each other.	4.35	4.40							1
			0.9% n=2	4.5% n=10	6.3% n=14	35.4% n=79	52.9% n=118	0.0% n=0	
Recognition	4.01	3.94							
29. My supervisor/administrator recognizes me for a job well done.	3.97	3.84							1
			4.5% n=10	9.0% n=20	13.9% n=31	30.0% n=67	42.2% n=94	0.4% n=1	
9.I have received meaningful recognition in the past 10 days.	3.54	3.31							1
			11.7% n=26	14.8% n=33	10.3% n=23	33.6% n=75	29.1% n=65	0.4% n=1	
66. Excellence is recognized in my school district.	3.82	3.89							\downarrow
			3.1% n=7	6.7% n=15	19.7% n=44	46.2% n=103	24.2% n=54	0.0% n=0	
18.I have provided meaningful recognition to others in the past 10 days.	4.34	4.25							1
			0.4% n=1	2.7% n=6	6.3% n=14	43.9% n=98	46.6% n=104	0.0% n=0	
48. My team recognizes each other's efforts and impact.	4.39	4.39				-			=
			1.8% n=4	2.2% n=5	5.8% n=13	35.9% n=80	54.3% n=121	0.0% n=0	





then Bhyn District 41: Cerupieu Stuff - An Results (n-223)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	4.17	4.10							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.85	3.59							1
has discussed my successes and progress with me.			4.5%	11.7%	13.5%	33.2%	35.4%	1.8%	
			n=10	n=26	n=30	n=74	n=79	n=4	
17. I have set the right goals for myself to excel in my role/position.	4.52	4.47							1
roic/position.			0.9%	0.9%	3.1%	35.9%	59.2%	0.0%	
			n=2	n=2	n=7	n=80	n=132	n=0	
49. Our team effectively sets goals to further enhance our performance.	4.24	4.25							Ţ
periormance.			0.9%	4.0%	12.1%	35.9%	47.1%	0.0%	
			n=2	n=9	n=27	n=80	n=105	n=0	
10. In my current role, I am encouraged to set	4.23	4.18							1
motivational/stretch goals for myself.	4.23	1.10	2.2%	2.7%	11.7%	36.8%	46.6%	0.0%	
			n=5	n=6	n=26	n=82	n=104	n=0	
37. My supervisor/administrator motivates me to achieve									1
my goals.	4.00	3.97							
			3.6% n=8	5.4% n=12	18.8% n=42	30.9% n=69	40.8% n=91	0.4% n=1	
Training & Development	3.95	3.97	11-0	11-12	11-12	11-07	11-71	11-1	
35. My supervisor/administrator supports my personal	3.75	3.77							
and professional development.	4.09	4.18							T
			3.1%	4.5%	12.6%	39.0%	39.9%	0.9%	
6. I am provided opportunities to further my growth and			n=7	n=10	n=28	n=87	n=89	n=2	
development.	4.02	4.17							\downarrow
			2.7%	7.6%	9.4%	45.3%	35.0%	0.0%	
			n=6	n=17	n=21	n=101	n=78	n=0	
15. I am properly trained to achieve excellence in my work.	4.18	3.95							1
			2.2%	6.3%	7.6%	39.0%	44.8%	0.0%	
			n=5	n=14	n=17	n=87	n=100	n=0	
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.48	3.49					<u>-</u>		
me to exect in my rote.			7.6%	13.9%	21.1%	38.1%	19.3%	0.0%	
			n=17	n=31	n=47	n=85	n=43	n=0	
30. My supervisor/administrator encourages opportunities for my growth and development.	3.99	4.06							↓ _
opportunities for my growth and development.			3.6%	6.3%	15.7%	35.9%	37.7%	0.9%	
			n=8	n=14	n=35	n=80	n=84	n=2	
		·	·	·				·	





Carreer Development 4.05 4.06 4.27 4.25 4.27 4.25 4.27 4.25 1.3% 0.9% 15.2% 33.6% 48.4% 0.	then Entyl District 41: Certified Staff - All Results (n=223)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
1.3% 0.9% 15.2% 33.6% 48.4% 0.4% 0.4% 1.3% 1.2%	Career Development	4.05	4.06							
1.3% 0.9% 15.2% 33.6% 48.4% 0.4% n=3 n=2 n=34 n=75 n=108 n=1	70. I would like to work at Glen Ellyn District 41 long term.	4.27	4.25							1
3.90 3.93 3.93 3.90 3.93 4.0% 7.2% 17.5% 37.7% 33.6% 0.0%				1.3%	0.9%	15.2%	33.6%	48.4%	0.4%	
A-90				n=3	n=2	n=34	n=75	n=108	n=1	
4.0% 7.2% 17.5% 37.7% 33.6% 0.0% n=9 n=16 n=39 n=84 n=75 n=0		3 90	3 93							1
The second contribute to the success of Glen Ellyn District 41 to a friend graph of the career opportunities that are available for me at Glen Ellyn District 41. A.00	development for me to further my career here.	5.70	5.75	4.0%	7.2%	17 5%	37.7%	33.6%	0.0%	
Auto- Auto										
1.3% 4.5% 19.3% 42.6% 32.3% 0.0% 19.3%		4.00	4.04							
Solidate the career opportunities that I have at Glen Solidate the career opportunities that I have at Glen Solidate the career opportunities that I have at Glen Solidate the career opportunities that I have at Glen Solidate the career opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity to express my career interests at Glen Ellyn District 41. Solidate the opportunity of the opportunity of expression of the opportunity of	available for me at Glen Ellyn District 41.	4.00	4.04	1 30%	4.506	10 20%	12 60%	32 30%	0.00%	•
Solution to contribute to the success of Glen Ellyn District 41. Solution to contribute to the success of Glen Ellyn District 41. Solution to contribute to the success of my school district. Solution to contribute to the success of my school district. Solution to contribute to the success of my school district. Solution to contribute to the success of my school district. Solution to contribute to the success of my school district. Solution to contribute to the success of my school district. Solution to contribute to make the career opportunities that I have at Glen Ellyn District 41 to a friend as a great place to work. Solution to contribute to the success of my school district. Solution to contribute to make that I have at Glen Ellyn District 41 to a friend as a great place to work. Solution to contribute to make that I have at Glen Ellyn District 41 to a friend as a great place to work. Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district Solution to contribute to the success of my school district S										
1.3% 4.5% 11.7% 39.9% 42.6% 0.0%	59. I value the career opportunities that I have at Glen		4.04							
60. I have the opportunity to express my career interests at Glen Ellyn District 41. 3.90 3.88 1.3% 8.1% 19.7% 39.5% 30.5% 0.9% 1-38 1-18 1-44 1-58 1-38 1-18 1-44 1-58 1-38 1-18 1-44 1-58 1-38 1-18 1-44 1-58 1-58 1-58 1-58 1-68 1-78 1-89 1-95 1-95 1-96 1-96 1-96 1-96 1-96 1-96 1-96 1-96	Ellyn District 41.	4.18	4.21	1 20/	4.50/	11.70/	20.00/	42.60/	0.00/	•
60. I have the opportunity to express my career interests at Glen Ellyn District 41. 3.90 3.88 1.3% 8.1% 19.7% 39.5% 30.5% 0.9% n=3 1.38 1.38 8.1% 19.7% 39.5% 30.5% 0.9% n=68 1.2 1.39 8.1% 19.7%										
1.3% 8.1% 19.7% 39.5% 30.5% 0.9% n=3 n=18 n=44 n=88 n=68 n=2	60. I have the opportunity to express my career interests			11-5	11-10	11-20	11-07	11-75	11-0	1
N=3	at Glen Ellyn District 41.	3.90	3.88							- 1
Engage-Inspire 4.40 4.40 2. I am fully engaged in the work that I do. 4.71 4.70 0.4% 0.0% 0.9% 25.6% 73.1% 0.0% n=1 n=0 n=2 n=57 n=163 n=0 12. I am highly committed to and energized by my work. 4.52 4.44 0.4% 0.4% 4.0% 36.8% 58.3% 0.0% n=1 n=1 n=9 n=82 n=130 n=0 8. I am driven to contribute to the success of Glen Ellyn District 41. 4.48 4.48 0.9% 0.9% 4.9% 35.9% 57.4% 0.0% n=2 n=2 n=11 n=80 n=128 n=0 53. I am committed to the success of my school district. 4.56 4.60 0.0% 0.9% 3.6% 34.1% 61.4% 0.0% n=0 n=2 n=8 n=76 n=137 n=0 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%										
2. I am fully engaged in the work that I do. 4.71	Engage-Insnire	4.40	4.40	11-3	11-10	11-44	11-00	11-00	11-2	
12.1 am highly committed to and energized by my work. 4.52										^
12.1 am highly committed to and energized by my work. 4.52		4.71	4.70							1
12. I am highly committed to and energized by my work. 4.52 4.44 0.4% 0.4% 0.4% 1.0% 0.4% 0.4% 0.4% 0.4% 0.4% 0.4% 0.4% 0										
4.52 4.44 0.4% 0.4% 4.0% 36.8% 58.3% 0.0% n=1 n=1 n=9 n=82 n=130 n=0 8. I am driven to contribute to the success of Glen Ellyn District 41. 4.48 4.48 0.9% 0.9% 4.9% 35.9% 57.4% 0.0% n=2 n=2 n=11 n=80 n=128 n=0 53. I am committed to the success of my school district. 4.56 4.60 0.0% 0.9% 3.6% 34.1% 61.4% 0.0% n=0 n=2 n=8 n=76 n=137 n=0 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%	12. Lam highly committed to and energized by my work			n=1	n=0	n=Z	n=57	n=163	n=0	
No.	12.7 am mgmy commerce to and energined by my worm	4.52	4.44							T
8. I am driven to contribute to the success of Glen Ellyn District 41. 4.48 4.48 0.9% 0.9% 0.9% 4.9% 35.9% 57.4% 0.0% n=2 n=2 n=11 n=80 n=128 n=0 0.0% 0.9% 3.6% 34.1% 61.4% 0.0% n=0 n=0 n=2 n=8 n=76 n=137 n=0 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%										
District 41.	Q Lam driven to contribute to the cuccoss of Clan Ellum			n=1	n=1	n=9	n=82	n=130	n=0	
N		4.48	4.48							=
53. I am committed to the success of my school district. 4.56 0.0% 0.9% 0.9% 3.6% 34.1% 61.4% 0.0% n=0 n=2 n=8 n=76 n=137 n=0 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%					0.9%	4.9%	35.9%	57.4%	0.0%	
4.56 4.60 0.0% 0.9% 3.6% 34.1% 61.4% 0.0% n=0 n=2 n=8 n=76 n=137 n=0 62.1 would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%				n=2	n=2	n=11	n=80	n=128	n=0	
n=0 n=2 n=8 n=76 n=137 n=0 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%	53. I am committed to the success of my school district.	4.56	4.60							\downarrow
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. 3.73 3.76 5.4% 6.3% 23.8% 38.1% 26.0% 0.4%				0.0%	0.9%	3.6%	34.1%	61.4%	0.0%	
as a great place to work. 3.73 3.76 \$\square\$ 5.4\% 6.3\% 23.8\% 38.1\% 26.0\% 0.4\%				n=0	n=2	n=8	n=76	n=137	n=0	
5.4% 6.3% 23.8% 38.1% 26.0% 0.4%		3.73	3.76							\downarrow
	as a great place to work.	00	00	5.4%	6.3%	23.8%	38.1%	26.0%	0.4%	•





Gien Eilyn District 41: Certified Staff - All Results (n=223)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction	4.22	4.17							
13. I am satisfied with my role/work.	4.30	4.14							↑
			0.0%	3.6%	9.0%	40.8%	46.6%	0.0%	
			n=0	n=8	n=20	n=91	n=104	n=0	
46. I am satisfied being a part of my team.	4.44	4.44							=
			0.9%	3.1%	7.2%	28.7%	60.1%	0.0%	
			n=2	n=7	n=16	n=64	n=134	n=0	
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.02	4.06							\downarrow
as a place to work.			2.2%	4.0%	16.1%	44.8%	32.7%	0.0%	
			n=5	n=9	n=36	n=100	n=73	n=0	
20. I look forward to coming to work every day.	4.13	4.03							1
			0.4%	3.6%	14.8%	44.4%	36.8%	0.0%	-
			n=1	n=8	n=33	n=99	n=82	n=0	
Mission Conscious	3.89	3.88							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.12	3.93							1
our school district s imission to me.			2.7%	2.7%	13.9%	40.4%	39.5%	0.9%	
			n=6	n=6	n=31	n=90	n=88	n=2	
74. Glen Ellyn District 41 effectively aligns our day-to-day	3.92	3.89							1
activities with the school district's mission.	0.72	5.07	2.7%	5.4%	15.7%	49.3%	26.5%	0.4%	
			n=6	n=12	n=35	n=110	n=59	n=1	
22. I am aware and knowledgeable about our school	4.44	4.36							↑
district's mission.	7.77	4.50	0.4%	1.3%	2.7%	44.8%	50.7%	0.0%	
			n=1	n=3	n=6	n=100	n=113	n=0	
68. Business decisions made are consistent with our	3.06	3.32							Ţ
mission and core values.	3.00	3.32	11.7%	21.1%	27.4%	23.8%	13.0%	3.1%	•
			n=26	n=47	n=61	n=53	n=29	n=7	
Pride	4.29	4.29							
4. I feel great pride in the work I do.	4.69	4.56				·			↑
	1.07	1.00	0.4%	0.0%	2.2%	25.1%	72.2%	0.0%	
			n=1	n=0	n=5	n=56	n=161	n=0	
14. I feel great pride in being a part of Glen Ellyn District	4.04	4.08		· · · · · · · · · · · · · · · · · · ·					Ţ
41.	4.04	4.00	2.7%	5.8%	14.3%	39.0%	38.1%	0.0%	•
			n=6	n=13	n=32	n=87	n=85	n=0	
45. I feel great pride in the team of which I am a part.	4.40	4 52							.].
	4.48	4.53	0.4%	2.7%	7.2%	27.8%	61.9%	0.0%	•
			0.4% n=1	2.7% n=6	7.2% n=16	27.8% n=62	n=138	0.0% n=0	
64. I speak of Glen Ellyn District 41 with pride.	0.0=	4.00			-				
	3.97	4.02	2.207	6.207	10.407	20.604	24 50/	0.007	•
			2.2% n=5	6.3% n=14	18.4% n=41	38.6% n=86	34.5% n=77	0.0% n=0	
			11-3	11-14	11-41	11-00	11-//	11-0	





	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.42	4.44							
52. My team strives to pursue excellence.	4.53	4.57							1
			0.9%	1.8%	2.2%	33.2%	61.9%	0.0%	
			n=2	n=4	n=5	n=74	n=138	n=0	
21. I strive to find a better way every day.	4.54	4.51							1
			0.9% n=2	0.0% n=0	4.0% n=9	34.5% n=77	60.1% n=134	0.4% n=1	
55. I am part of a school district that continues to pursue excellence every day.	4.20	4.23	11-2	11-0	11-9	11-77	11-134	11-1	\
			1.8% n=4	2.2% n=5	8.5% n=19	48.9% n=109	38.6% n=86	0.0% n=0	
Innovation	4.28	4.34							
69. Glen Ellyn District 41 encourages innovation.	3.86	4.00							1
			4.5% n=10	6.3% n=14	17.5% n=39	41.7% n=93	29.6% n=66	0.4% n=1	
16. I am continuously seeking ways to improve my overall productivity.	4.64	4.71							1
			0.9% n=2	0.0% n=0	2.7% n=6	26.5% n=59	69.1% n=154	0.9% n=2	
42. Our team encourages innovation.	4.35	4.29	11-2	11-0	11-0	11-39	n-134	11-2	1
			0.9% n=2	2.7% n=6	6.3% n=14	40.8% n=91	48.9% n=109	0.4% n=1	





Rank Ordered Questions According to Mean <u>Mean</u> <u>Dimension/Mean</u>

I am fully engaged in the work that I do.	4.71	Engage-Inspire 4.40
I feel great pride in the work I do.	4.69	Pride 4.29
I am continuously seeking ways to improve my overall productivity.	4.64	Innovation 4.28
My associates demonstrate a commitment to quality work and excellence.	4.58	Quality 4.37
I am committed to the success of my school district.	4.56	Engage-Inspire 4.40
I strive to find a better way every day.	4.54	Continuous Improvement 4.42
My team strives to pursue excellence.	4.53	Continuous Improvement 4.42
In my role I have the opportunity to do things that I both do well and enjoy.	4.53	Talent/Fit 4.08
I am highly committed to and energized by my work.	4.52	Engage-Inspire 4.40
I have set the right goals for myself to excel in my role/position.	4.52	Performance Planning 4.17
I have at least one close friend at work.	4.51	Relationships 3.99
I am driven to contribute to the success of Glen Ellyn District 41.	4.48	Engage-Inspire 4.40
I feel great pride in the team of which I am a part.	4.48	Pride 4.29
I am aware and knowledgeable about our school district's mission.	4.44	Mission Conscious 3.89
	I feel great pride in the work I do. I am continuously seeking ways to improve my overall productivity. My associates demonstrate a commitment to quality work and excellence. I am committed to the success of my school district. I strive to find a better way every day. My team strives to pursue excellence. In my role I have the opportunity to do things that I both do well and enjoy. I am highly committed to and energized by my work. I have set the right goals for myself to excel in my role/position. I have at least one close friend at work. I am driven to contribute to the success of Glen Ellyn District 41. I feel great pride in the team of which I am a part.	I feel great pride in the work I do. I am continuously seeking ways to improve my overall productivity. 4.64 My associates demonstrate a commitment to quality work and excellence. I am committed to the success of my school district. 4.56 I strive to find a better way every day. 4.54 My team strives to pursue excellence. 4.53 In my role I have the opportunity to do things that I both do well and enjoy. I am highly committed to and energized by my work. 4.52 I have set the right goals for myself to excel in my role/position. 4.51 I am driven to contribute to the success of Glen Ellyn District 41. 4.48 I feel great pride in the team of which I am a part. 4.48





	Rank Ordered Questions According to Mean	<u>Mean</u>	<u>Dimension/Mean</u>
46.	I am satisfied being a part of my team.	4.44	Satisfaction 4.22
48.	My team recognizes each other's efforts and impact.	4.39	Recognition 4.01
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.37	Relationships 3.99
44.	Our team effectively communicates with each other.	4.35	Communication 4.02
42.	Our team encourages innovation.	4.35	Innovation 4.28
18.	I have provided meaningful recognition to others in the past 10 days.	4.34	Recognition 4.01
47.	I am on a team that encourages each member to surpass expectations.	4.33	Quality 4.37
51.	My team has open and trusting relationships.	4.30	Relationships 3.99
13.	I am satisfied with my role/work.	4.30	Satisfaction 4.22
11.	I am in a role that allows me to maximize my talents and strengths.	4.29	Talent/Fit 4.08
70.	I would like to work at Glen Ellyn District 41 long term.	4.27	Career Development 4.05
49.	Our team effectively sets goals to further enhance our performance.	4.24	Performance Planning 4.17
36.	I have the opportunity to communicate with my supervisor/administrator.	4.24	Communication 4.02
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.23	Performance Planning 4.17
55.	I am part of a school district that continues to pursue excellence every day.	4.20	Continuous Improvement 4.42





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
57.	Glen Ellyn District 41 is committed to quality work and excellence.	4.20	Quality 4.37
59.	I value the career opportunities that I have at Glen Ellyn District 41.	4.18	Career Development 4.05
15.	I am properly trained to achieve excellence in my work.	4.18	Training & Development 3.95
56.	I feel Glen Ellyn District 41 is a great fit for me.	4.17	Talent/Fit 4.08
33.	My supervisor/administrator is available for me when needs arise.	4.15	Support-Equip 3.99
20.	I look forward to coming to work every day.	4.13	Satisfaction 4.22
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.12	Mission Conscious 3.89
27.	My supervisor/administrator and I have effective two-way communication.	4.09	Communication 4.02
35.	My supervisor/administrator supports my personal and professional development.	4.09	Training & Development 3.95
72.	Our school district selects highly talented individuals when hiring.	4.09	Talent/Fit 4.08
25.	My supervisor/administrator cares about me as a person.	4.09	Relationships 3.99
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.09	Support-Equip 3.99
34.	My supervisor/administrator is actively responsive to my needs.	4.06	Support-Equip 3.99
14.	I feel great pride in being a part of Glen Ellyn District 41.	4.04	Pride 4.29
24.	My supervisor/administrator effectively communicates his/her expectations.	4.03	Communication 4.02





Gien	Rank Ordered Questions According to Mean	<u>Mean</u>	<u>Dimension/Mean</u>
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.02	Communication 4.02
6.	I am provided opportunities to further my growth and development.	4.02	Training & Development 3.95
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.02	Satisfaction 4.22
3.	I am provided the core needs necessary for me to excel in my role.	4.02	Support-Equip 3.99
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.01	Talent/Fit 4.08
37.	My supervisor/administrator motivates me to achieve my goals.	4.00	Performance Planning 4.17
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	4.00	Career Development 4.05
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.99	Training & Development 3.95
64.	I speak of Glen Ellyn District 41 with pride.	3.97	Pride 4.29
29.	My supervisor/administrator recognizes me for a job well done.	3.97	Recognition 4.01
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	3.92	Mission Conscious 3.89
32.	I have an open and trusting relationship with my supervisor/administrator.	3.91	Relationships 3.99
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	3.90	Career Development 4.05
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.90	Career Development 4.05
54.	Quality relationships are valued across our school district.	3.88	Relationships 3.99



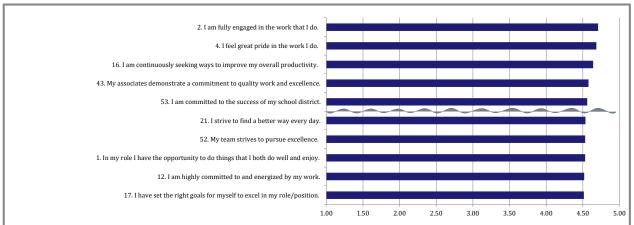


	Rank Ordered Questions According to Mean	<u>Mean</u>	<u>Dimension/Mean</u>
69.	Glen Ellyn District 41 encourages innovation.	3.86	Innovation 4.28
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.85	Performance Planning 4.17
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.85	Support-Equip 3.99
66.	Excellence is recognized in my school district.	3.82	Recognition 4.01
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.80	Relationships 3.99
63.	Glen Ellyn District 41 selects the right people for the right job.	3.76	Talent/Fit 4.08
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.75	Support-Equip 3.99
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.73	Engage-Inspire 4.40
7.	I have encouraged someone to apply at Glen Ellyn District 41.	3.63	Talent/Fit 4.08
31.	I am provided personal coaching from my supervisor/administrator.	3.59	Relationships 3.99
9.	I have received meaningful recognition in the past 10 days.	3.54	Recognition 4.01
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.48	Training & Development 3.95
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.40	Relationships 3.99
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	3.37	Communication 4.02
68.	Business decisions made are consistent with our mission and core values.	3.06	Mission Conscious 3.89





Top 10 Rank Ordered By Mean	Thrension	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	4.70							1
				0.4% n=1	0.0% n=0	0.9% n=2	25.6% n=57	73.1% n=163	0.0% n=0	
4. I feel great pride in the work I do.	Pride	4.69	4.56							1
		-		0.4% n=1	0.0% n=0	2.2% n=5	25.1% n=56	72.2% n=161	0.0% n=0	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.64	4.71							\downarrow
		_		0.9% n=2	0.0% n=0	2.7% n=6	26.5% n=59	69.1% n=154	0.9% n=2	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.58	4.64							\downarrow
		_		0.9% n=2	0.9% n=2	3.6% n=8	28.7% n=64	65.9% n=147	0.0% n=0	
53. I am committed to the success of my school district.	Engage-Inspire	4.56	4.60							1
		_		0.0% n=0	0.9% n=2	3.6% n=8	34.1% n=76	61.4% n=137	0.0% n=0	
21. I strive to find a better way every day.	Continuous Improvement									<u> </u>
	mprovement	4.54	4.51	0.9% n=2	0.0% n=0	4.0% n=9	34.5% n=77	60.1% n=134	0.4% n=1	
52. My team strives to pursue excellence.	Continuous Improvement	4.53	4.57	11-2	11-0	II-7	11-77	H=134	n-1	
	* * * * * * * * * * * * * * * * * * * *	4.55	4.57	0.9% n=2	1.8% n=4	2.2% n=5	33.2% n=74	61.9% n=138	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.53	4.46							1
		1.55	1.10	0.4% n=1	1.3% n=3	3.1% n=7	34.5% n=77	60.5% n=135	0.0% n=0	
12. I am highly committed to and energized by my work.	Engage-Inspire	4.52	4.44							1
				0.4% n=1	0.4% n=1	4.0% n=9	36.8% n=82	58.3% n=130	0.0% n=0	
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.52	4.47							1
				0.9% n=2	0.9% n=2	3.1% n=7	35.9% n=80	59.2% n=132	0.0% n=0	







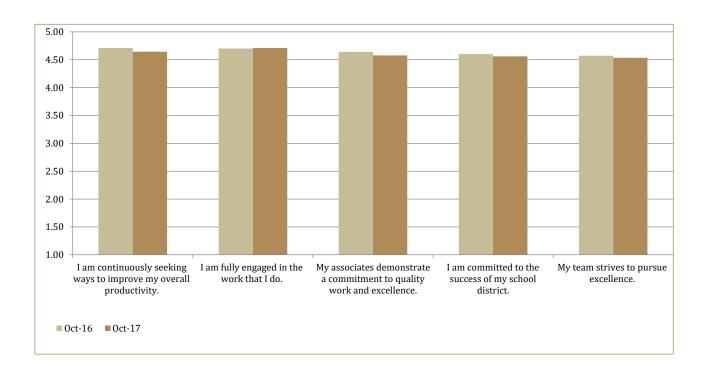
Bottom 10 Rank Ordered By Mean	Dinension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/ Chan
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.06	3.32	11.50/	24.407	27.40/	22.00/	12.00/	2.40/	1
				11.7% n=26	21.1% n=47	27.4% n=61	23.8% n=53	13.0% n=29	3.1% n=7	
65. I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.37	3.46							1
		_		8.5% n=19	15.2% n=34	22.0% n=49	39.0% n=87	15.2% n=34	0.0% n=0	
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	3.40	3.52	11=19	11=34	11=49	11-07	11=34	11-0	J
ine as a person.		3.40	3.32	9.0%	13.5%	23.8%	35.9%	17.9%	0.0%	·
67. Glen Ellyn District 41 provides the "right" training for me to	1	ı		n=20	n=30	n=53	n=80	n=40	n=0	-
excel in my role.	Training & Development	3.48	3.49	7.6%	13.9%	21.1%	38.1%	19.3%	0.0%	1
				n=17	n=31	n=47	n=85	n=43	n=0	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.54	3.31							1
		3.54	3.31	11.7%	14.8%	10.3%	33.6%	29.1%	0.4%	
				n=26	n=33	n=23	n=75	n=65	n=1	
31. I am provided personal coaching from my	Relationships									1
supervisor/administrator.	Relationships	3.59	3.46	4.0%	15.2%	21.1%	33.6%	23.3%	2.7%	- 1
				n=9	n=34	n=47	n=75	n=52	n=6	
7. I have encouraged someone to apply at Glen Ellyn District 41.	Talent/Fit	2.62	2.55							J
		3.63	3.77	6.7%	9.4%	19.7%	32.3%	24.7%	7.2%	•
62. I would recommend Glen Ellyn District 41 to a friend as a great	1	1		n=15	n=21	n=44	n=72	n=55	n=16	
place to work.	Engage-Inspire	3.73	3.76							J
		•		5.4%	6.3%	23.8%	38.1%	26.0%	0.4%	
28. I am provided the opportunity to spend quality time with my				n=12	n=14	n=53	n=85	n=58	n=1	1
supervisor/administrator.	Support-Equip	3.75	3.65	4.007	11.70/	10.20/	20 50/	22 50/	0.007	- 1
				4.9% n=11	11.7% n=26	19.3% n=43	30.5% n=68	32.7% n=73	0.9% n=2	
63. Glen Ellyn District 41 selects the right people for the right job.	Talent/Fit									J
		3.76	3.79	3.6%	7.2%	22.4%	42.6%	23.8%	0.4%	
				n=8	n=16	n=50	n=95	n=53	n=1	
68. Business decisions made are consistent with our	mission and sare val									
		-								
65. I feel "in on things" that are happening	at Glen Ellyn District	t 41.								
61. Glen Ellyn District 41 has a genuine concern and intere	est about me as a per	son.								
67. Glen Ellyn District 41 provides the "right" training fo	or me to excel in my i	role.								
9. I have received meaningful recogni	tion in the past 10 da	iys.								
31. I am provided personal coaching from my su	ipervisor/administra	ntor.								
7. I have encouraged someone to apply	at Glen Ellyn District	41.								
62. I would recommend Glen Ellyn District 41 to a friend	as a great place to w	ork.								
28. I am provided the opportunity to spend quality time with my su	pervisor/administra	tor.								
63. Glen Ellyn District 41 selects the righ	t people for the right	job.								





October 2017

<u>Pro</u>	evious Top 5 Rank Ordered Questions According to Mo	<u>Dimension</u>	<u>0ct-16</u>	<u>0ct-17</u>	<u>(+/-)</u> <u>Change</u>
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.71	4.64	1
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.70	4.71	1
43.	My associates demonstrate a commitment to quality work and excellence.	Quality	4.64	4.58	1
53.	I am committed to the success of my school district.	Engage-Inspire	4.60	4.56	1
52.	My team strives to pursue excellence.	Continuous Improvement	4.57	4.53	1

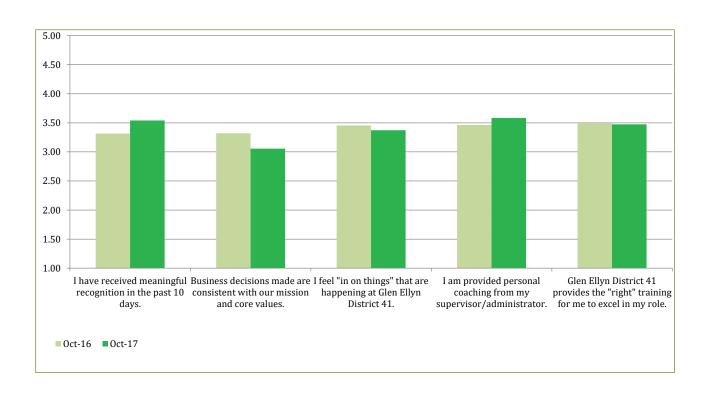






October 2017

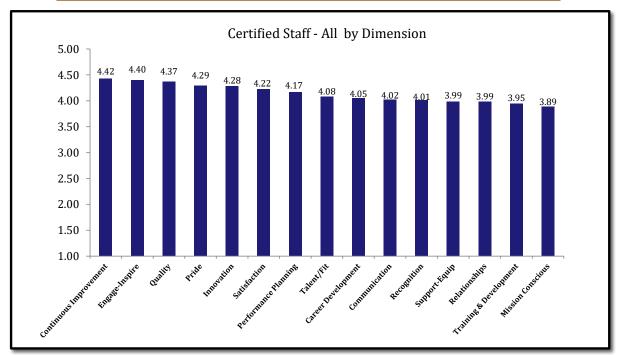
<u>Pr</u>	evious Bottom 5 Rank Ordered Questions According to	<u>Dimension</u> Mean	<u>0ct-16</u>	<u>0ct-17</u>	(+/-) Change
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.31	3.54	1
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.32	3.06	1
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.46	3.37	1
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.46	3.59	1
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.49	3.48	1







Rank Ordered Dimensions by Mean	Dimension Mean
Continuous Improvement	4.42
Engage-Inspire	4.40
Quality	4.37
Pride	4.29
Innovation	4.28
Satisfaction	4.22
Performance Planning	4.17
Talent/Fit	4.08
Career Development	4.05
Communication	4.02
Recognition	4.01
Support-Equip	3.99
Relationships	3.99
Training & Development	3.95
Mission Conscious	3.89





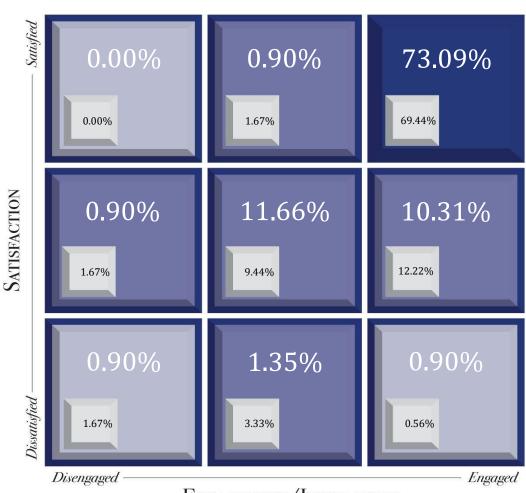


Rank Ordered Dimensions by Mean	<u>Oct-16</u> <u>Mean</u>	<u>Oct-17</u> <u>Mean</u>	<u>(+/-)</u> <u>Change</u>
Continuous Improvement	4.44	4.42	1
Engage-Inspire	4.40	4.40	=
Quality	4.41	4.37	1
Pride	4.29	4.29	=
Innovation	4.34	4.28	1
Satisfaction	4.17	4.22	1
Performance Planning	4.10	4.17	1
Talent/Fit	4.09	4.08	1
Career Development	4.06	4.05	1
Communication	4.04	4.02	1
Recognition	3.94	4.01	1
Support-Equip	3.92	3.99	1
Relationships	4.01	3.99	1
Training & Development	3.97	3.95	1
Mission Conscious	3.88	3.89	1





HUMANeX Ventures Cultural Assessment IndexSM Satisfaction / Engagement 3x3



ENGAGEMENT/INSPIRATION