



# Insight<sup>e</sup>X Cultural Assessment

for Glen Ellyn District 41:  
Certified Staff - All





October 2017

Glen Ellyn 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
<b>Talent/Fit</b>	<b>4.08</b>	<b>4.09</b>							
11. I am in a role that allows me to maximize my talents and strengths.	4.29	4.23	0.9% n=2	4.5% n=10	9.4% n=21	35.0% n=78	50.2% n=112	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.53	4.46	0.4% n=1	1.3% n=3	3.1% n=7	34.5% n=77	60.5% n=135	0.0% n=0	↑
7. I have encouraged someone to apply at Glen Ellyn District 41.	3.63	3.77	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 for in selecting new associates who will be successful.	4.01	3.96	2.7% n=6	4.9% n=11	17.9% n=40	32.7% n=73	36.8% n=82	4.9% n=11	↑
56. I feel Glen Ellyn District 41 is a great fit for me.	4.17	4.25	1.3% n=3	1.8% n=4	14.8% n=33	42.2% n=94	39.9% n=89	0.0% n=0	↓
72. Our school district selects highly talented individuals when hiring.	4.09	4.14	1.3% n=3	3.1% n=7	16.1% n=36	43.0% n=96	35.4% n=79	0.9% n=2	↓
63. Glen Ellyn District 41 selects the right people for the right job.	3.76	3.79	3.6% n=8	7.2% n=16	22.4% n=50	42.6% n=95	23.8% n=53	0.4% n=1	↓
<b>Support-Equip</b>	<b>3.99</b>	<b>3.92</b>							
3. I am provided the core needs necessary for me to excel in my role.	4.02	3.79	2.7% n=6	5.4% n=12	11.7% n=26	48.0% n=107	32.3% n=72	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.85	3.71	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 my needs.	4.06	4.07	2.7% n=6	6.7% n=15	14.3% n=32	34.1% n=76	41.7% n=93	0.4% n=1	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.75	3.65	4.9% n=11	11.7% n=26	19.3% n=43	30.5% n=68	32.7% n=73	0.9% n=2	↑
33. My supervisor/administrator is available for me when needs arise.	4.15	4.22	2.2% n=5	4.0% n=9	15.7% n=35	31.8% n=71	45.7% n=102	0.4% n=1	↓
23. I have a supportive coaching relationship with my supervisor/administrator.	4.09	4.08	2.7% n=6	6.7% n=15	10.8% n=24	39.0% n=87	40.8% n=91	0.0% n=0	↑



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Glen Ellyn 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
<b>Relationships</b>	<b>3.99</b>	<b>4.01</b>							
5. I have at least one close friend at work.	4.51	4.51							=
			0.4% n=1	2.7% n=6	8.5% n=19	22.0% n=49	66.4% n=148	0.0% n=0	
32. I have an open and trusting relationship with my supervisor/administrator.	3.91	3.98							↓
			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 person.	4.09	4.18							↓
			3.6% n=8	6.3% n=14	13.0% n=29	31.8% n=71	45.3% n=101	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	3.59	3.46							↑
			4.0% n=9	15.2% n=34	21.1% n=47	33.6% n=75	23.3% n=52	2.7% n=6	
51. My team has open and trusting relationships.	4.30	4.39							↓
			1.8% n=4	4.5% n=10	5.8% n=13	37.2% n=83	50.7% n=113	0.0% n=0	
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.37	4.36							↑
			1.8% n=4	4.0% n=9	6.7% n=15	30.5% n=68	57.0% n=127	0.0% n=0	
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.40	3.52							↓
			9.0% n=20	13.5% n=30	23.8% n=53	35.9% n=80	17.9% n=40	0.0% n=0	
54. Quality relationships are valued across our school district.	3.88	3.92							↓
			2.7% n=6	8.1% n=18	17.0% n=38	43.0% n=96	29.1% n=65	0.0% n=0	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.80	3.74							↑
			3.6% n=8	9.0% n=20	21.1% n=47	34.1% n=76	30.5% n=68	1.8% n=4	
<b>Quality</b>	<b>4.37</b>	<b>4.41</b>							
47. I am on a team that encourages each member to surpass expectations.	4.33	4.32							↑
			1.3% n=3	1.8% n=4	10.8% n=24	34.5% n=77	51.6% n=115	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	4.58	4.64							↓
			0.9% n=2	0.9% n=2	3.6% n=8	28.7% n=64	65.9% n=147	0.0% n=0	
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.20	4.26							↓
			2.2% n=5	2.7% n=6	9.9% n=22	43.5% n=97	41.7% n=93	0.0% n=0	



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Glen Ellyn 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
<b>Communication</b>	<b>4.02</b>	<b>4.04</b>							
36. I have the opportunity to communicate with my supervisor/administrator.	4.24	4.32	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	1.8% 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	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	1.8% 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	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	0.9% n=2	4.5% n=10	6.3% n=14	35.4% n=79	52.9% n=118	0.0% n=0	↓
<b>Recognition</b>	<b>4.01</b>	<b>3.94</b>							
29. My supervisor/administrator recognizes me for a job well done.	3.97	3.84	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	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	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	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	=



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



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Career Development</b>	<b>4.05</b>	<b>4.06</b>							
70. I would like to work at Glen Ellyn District 41 long term.	4.27	4.25	1.3% n=3	0.9% n=2	15.2% n=34	33.6% n=75	48.4% n=108	0.4% n=1	↑
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.90	3.93	4.0% n=9	7.2% n=16	17.5% n=39	37.7% n=84	33.6% n=75	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	4.00	4.04	1.3% n=3	4.5% n=10	19.3% n=43	42.6% n=95	32.3% n=72	0.0% n=0	↓
59. I value the career opportunities that I have at Glen Ellyn District 41.	4.18	4.21	1.3% n=3	4.5% n=10	11.7% n=26	39.9% n=89	42.6% n=95	0.0% n=0	↓
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	3.90	3.88	1.3% n=3	8.1% n=18	19.7% n=44	39.5% n=88	30.5% n=68	0.9% n=2	↑
<b>Engage-Inspire</b>	<b>4.40</b>	<b>4.40</b>							
2. I am fully engaged in the work that I do.	4.71	4.70	0.4% n=1	0.0% n=0	0.9% n=2	25.6% n=57	73.1% n=163	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.52	4.44	0.4% n=1	0.4% n=1	4.0% n=9	36.8% n=82	58.3% n=130	0.0% n=0	↑
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.48	4.48	0.9% n=2	0.9% n=2	4.9% n=11	35.9% n=80	57.4% n=128	0.0% n=0	=
53. I am committed to the success of my school district.	4.56	4.60	0.0% n=0	0.9% n=2	3.6% n=8	34.1% n=76	61.4% n=137	0.0% 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% n=12	6.3% n=14	23.8% n=53	38.1% n=85	26.0% n=58	0.4% 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
<b>Satisfaction</b>	<b>4.22</b>	<b>4.17</b>							
13. I am satisfied with my role/work.	4.30	4.14	0.0% n=0	3.6% n=8	9.0% n=20	40.8% n=91	46.6% n=104	0.0% n=0	↑
46. I am satisfied being a part of my team.	4.44	4.44	0.9% n=2	3.1% n=7	7.2% n=16	28.7% n=64	60.1% n=134	0.0% n=0	=
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.02	4.06	2.2% n=5	4.0% n=9	16.1% n=36	44.8% n=100	32.7% n=73	0.0% n=0	↓
20. I look forward to coming to work every day.	4.13	4.03	0.4% n=1	3.6% n=8	14.8% n=33	44.4% n=99	36.8% n=82	0.0% n=0	↑
<b>Mission Conscious</b>	<b>3.89</b>	<b>3.88</b>							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.12	3.93	2.7% n=6	2.7% n=6	13.9% n=31	40.4% n=90	39.5% n=88	0.9% n=2	↑
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	3.92	3.89	2.7% n=6	5.4% n=12	15.7% n=35	49.3% n=110	26.5% n=59	0.4% n=1	↑
22. I am aware and knowledgeable about our school district's mission.	4.44	4.36	0.4% n=1	1.3% n=3	2.7% n=6	44.8% n=100	50.7% n=113	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.06	3.32	11.7% n=26	21.1% n=47	27.4% n=61	23.8% n=53	13.0% n=29	3.1% n=7	↓
<b>Pride</b>	<b>4.29</b>	<b>4.29</b>							
4. I feel great pride in the work I do.	4.69	4.56	0.4% n=1	0.0% n=0	2.2% n=5	25.1% n=56	72.2% n=161	0.0% n=0	↑
14. I feel great pride in being a part of Glen Ellyn District 41.	4.04	4.08	2.7% n=6	5.8% n=13	14.3% n=32	39.0% n=87	38.1% n=85	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.48	4.53	0.4% n=1	2.7% n=6	7.2% n=16	27.8% n=62	61.9% n=138	0.0% n=0	↓
64. I speak of Glen Ellyn District 41 with pride.	3.97	4.02	2.2% n=5	6.3% n=14	18.4% n=41	38.6% n=86	34.5% n=77	0.0% n=0	↓



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.42</b>	<b>4.44</b>							
52. My team strives to pursue excellence.	4.53	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	↓
21. I strive to find a better way every day.	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	↑
55. I am part of a school district that continues to pursue excellence every day.	4.20	4.23	1.8% n=4	2.2% n=5	8.5% n=19	48.9% n=109	38.6% n=86	0.0% n=0	↓
<b>Innovation</b>	<b>4.28</b>	<b>4.34</b>							
69. Glen Ellyn District 41 encourages innovation.	3.86	4.00	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	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	0.9% n=2	2.7% n=6	6.3% n=14	40.8% n=91	48.9% n=109	0.4% n=1	↑



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

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

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

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

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Glen Ellyn District 41: Certified Staff - All Results (n=223)

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

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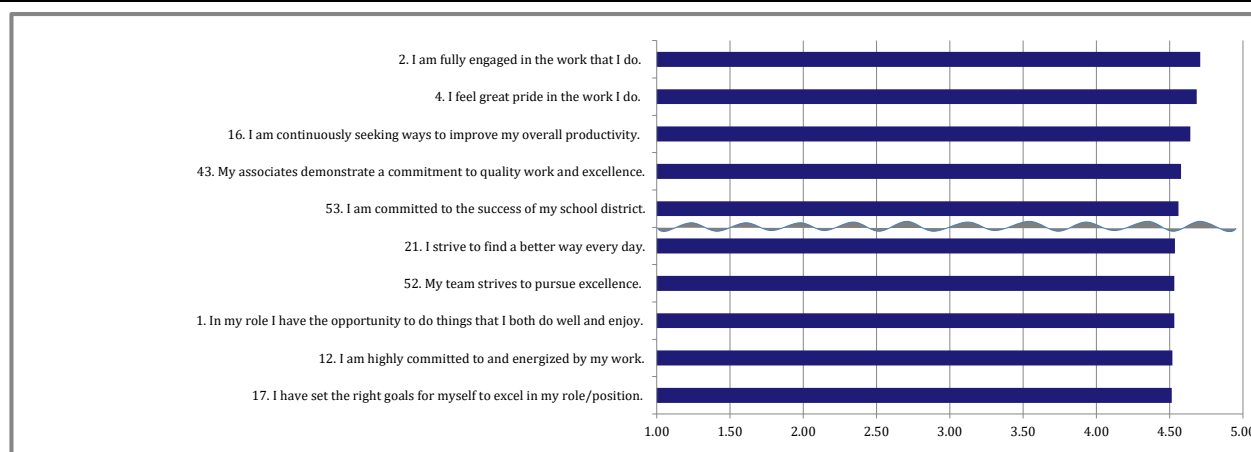
Glen Ellyn District 41: Certified Staff - All Results (n=223)

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

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Glen Ellyn District 41: Certified Staff - All Results (n=223)

Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.70	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	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	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	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	0.0% n=0	0.9% n=2	3.6% n=8	34.1% n=76	61.4% n=137	0.0% n=0		↓
<hr/>											
21. I strive to find a better way every day.	Continuous Improvement	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	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	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	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	0.9% n=2	0.9% n=2	3.1% n=7	35.9% n=80	59.2% n=132	0.0% n=0		↑

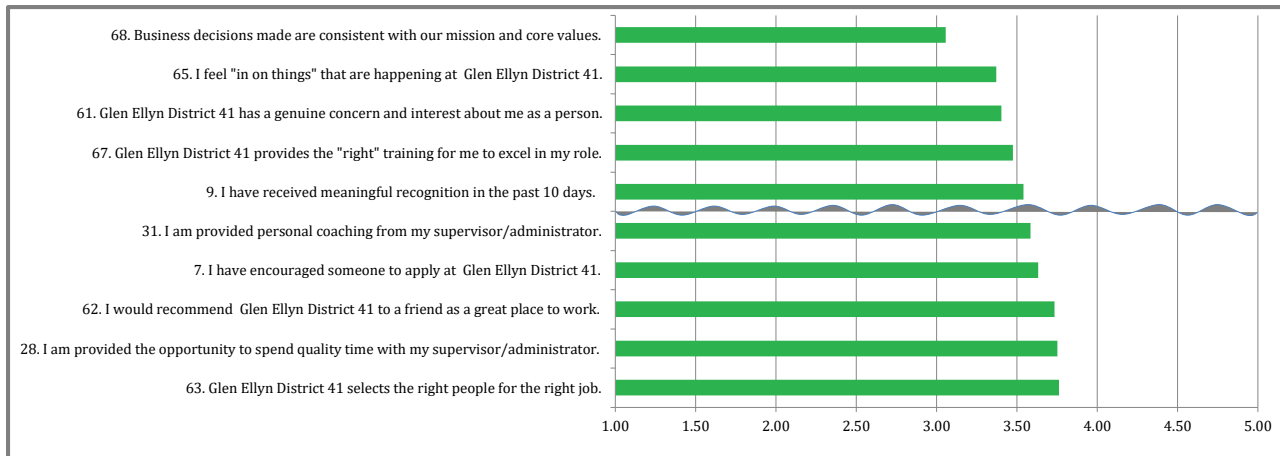




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Glen Ellyn District 41: Certified Staff - All Results (n=223)

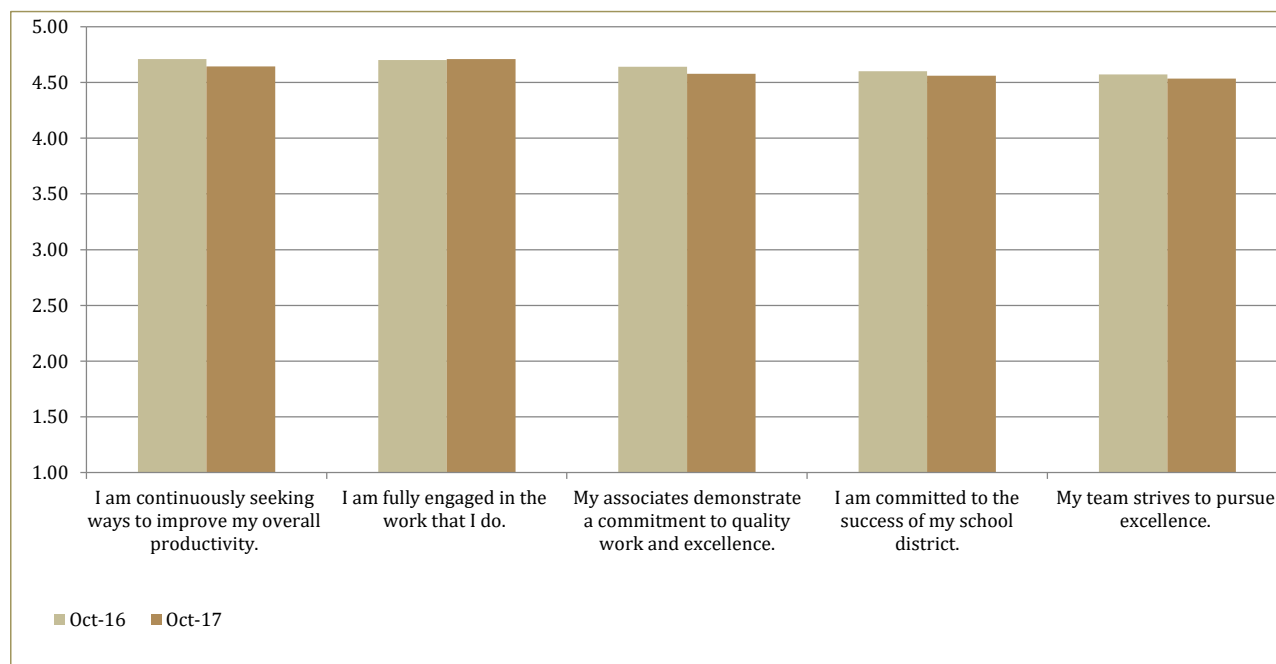
Bottom 10 Rank Ordered By Mean									
Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	3.06	3.32							↓
			11.7% n=26	21.1% n=47	27.4% n=61	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.	3.37	3.46							↓
			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.	3.40	3.52							↓
			9.0% n=20	13.5% n=30	23.8% n=53	35.9% n=80	17.9% n=40	0.0% n=0	
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.48	3.49							↓
			7.6% n=17	13.9% n=31	21.1% n=47	38.1% n=85	19.3% n=43	0.0% n=0	
9. I have received meaningful recognition in the past 10 days.	3.54	3.31							↑
			11.7% n=26	14.8% n=33	10.3% n=23	33.6% n=75	29.1% n=65	0.4% n=1	
31. I am provided personal coaching from my supervisor/administrator.	3.59	3.46							↑
			4.0% n=9	15.2% n=34	21.1% n=47	33.6% n=75	23.3% n=52	2.7% n=6	
7. I have encouraged someone to apply at Glen Ellyn District 41.	3.63	3.77							↓
			6.7% n=15	9.4% n=21	19.7% n=44	32.3% n=72	24.7% n=55	7.2% n=16	
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.73	3.76							↓
			5.4% n=12	6.3% n=14	23.8% n=53	38.1% n=85	26.0% n=58	0.4% n=1	
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.75	3.65							↑
			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.	3.76	3.79							↓
			3.6% n=8	7.2% n=16	22.4% n=50	42.6% n=95	23.8% n=53	0.4% n=1	



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Glen Ellyn District 41: Certified Staff - All Results (n=223)

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



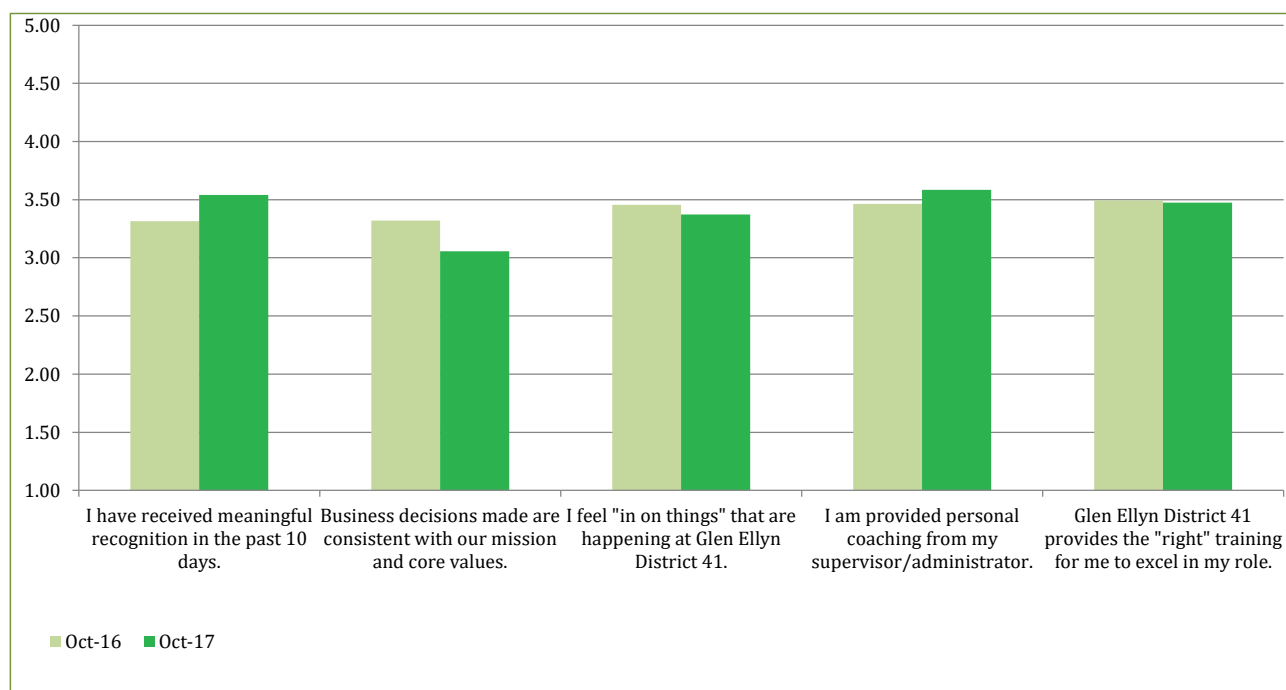




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Glen Ellyn District 41: Certified Staff - All Results (n=223)

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

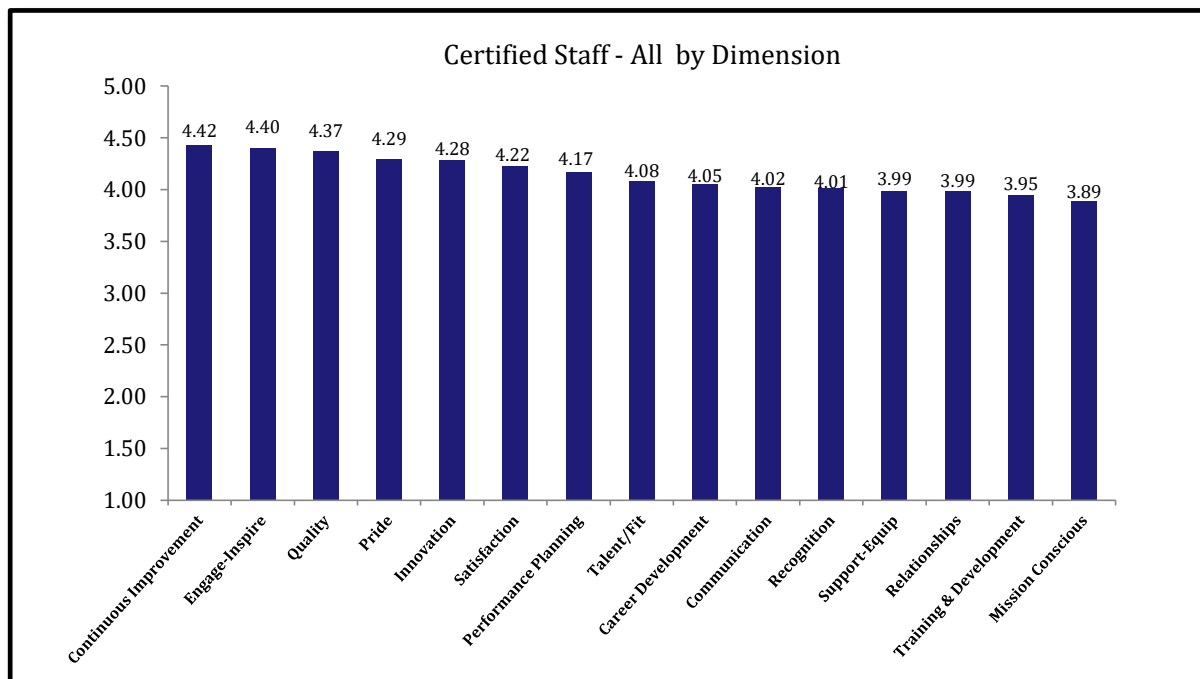




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Glen Ellyn District 41: Certified Staff - All Results (n=223)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
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



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Glen Ellyn District 41: Certified Staff - All Results (n=223)

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

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

