



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

for Glen Ellyn District 41:  
Churchill - All





October 2017

Glen Ellyn District 41: Churchill - All Results (n=66)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Talent/Fit</b>	<b>4.09</b>	<b>4.24</b>							
11. I am in a role that allows me to maximize my talents and strengths.	4.23	4.48	0.0% n=0	4.5% n=3	10.6% n=7	42.4% n=28	42.4% n=28	0.0% n=0	↓
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.47	4.52	0.0% n=0	0.0% n=0	4.5% n=3	43.9% n=29	51.5% n=34	0.0% n=0	↓
7. I have encouraged someone to apply at Glen Ellyn District 41.	3.61	4.12	4.5% n=3	15.2% n=10	19.7% n=13	27.3% n=18	27.3% n=18	6.1% n=4	↓
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.03	3.95	0.0% n=0	3.0% n=2	21.2% n=14	34.8% n=23	30.3% n=20	10.6% n=7	↑
56. I feel Glen Ellyn District 41 is a great fit for me.	4.24	4.38	0.0% n=0	3.0% n=2	15.2% n=10	36.4% n=24	45.5% n=30	0.0% n=0	↓
72. Our school district selects highly talented individuals when hiring.	4.15	4.17	0.0% n=0	3.0% n=2	15.2% n=10	43.9% n=29	36.4% n=24	1.5% n=1	↓
63. Glen Ellyn District 41 selects the right people for the right job.	3.83	3.98	1.5% n=1	10.6% n=7	18.2% n=12	40.9% n=27	27.3% n=18	1.5% n=1	↓
<b>Support-Equip</b>	<b>4.01</b>	<b>4.16</b>							
3. I am provided the core needs necessary for me to excel in my role.	4.03	4.06	1.5% n=1	4.5% n=3	9.1% n=6	59.1% n=39	25.8% n=17	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.85	4.11	1.5% n=1	10.6% n=7	12.1% n=8	53.0% n=35	22.7% n=15	0.0% n=0	↓
34. My supervisor/administrator is actively responsive to my needs.	4.22	4.33	0.0% n=0	1.5% n=1	13.6% n=9	45.5% n=30	37.9% n=25	1.5% n=1	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.72	3.94	1.5% n=1	9.1% n=6	27.3% n=18	36.4% n=24	22.7% n=15	3.0% n=2	↓
33. My supervisor/administrator is available for me when needs arise.	4.12	4.35	0.0% n=0	3.0% n=2	15.2% n=10	47.0% n=31	33.3% n=22	1.5% n=1	↓
23. I have a supportive coaching relationship with my supervisor/administrator.	4.11	4.23	0.0% n=0	6.1% n=4	13.6% n=9	43.9% n=29	36.4% n=24	0.0% n=0	↓



October 2017

Glen Ellyn District 41: Churchill - All Results (n=66)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Relationships</b>	<b>4.06</b>	<b>4.25</b>							
5. I have at least one close friend at work.	4.42	4.55	0.0% n=0	4.5% n=3	9.1% n=6	25.8% n=17	59.1% n=39	1.5% n=1	↓
32. I have an open and trusting relationship with my supervisor/administrator.	3.94	4.38	0.0% n=0	10.6% n=7	18.2% n=12	37.9% n=25	33.3% n=22	0.0% n=0	↓
25. My supervisor/administrator cares about me as a person.	4.03	4.38	0.0% n=0	7.6% n=5	15.2% n=10	43.9% n=29	33.3% n=22	0.0% n=0	↓
31. I am provided personal coaching from my supervisor/administrator.	3.77	3.80	0.0% n=0	9.1% n=6	25.8% n=17	40.9% n=27	21.2% n=14	3.0% n=2	↓
51. My team has open and trusting relationships.	4.40	4.62	0.0% n=0	1.5% n=1	6.1% n=4	42.4% n=28	48.5% n=32	1.5% n=1	↓
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.48	4.59	0.0% n=0	0.0% n=0	4.5% n=3	40.9% n=27	51.5% n=34	3.0% n=2	↓
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.64	3.83	4.5% n=3	13.6% n=9	21.2% n=14	34.8% n=23	25.8% n=17	0.0% n=0	↓
54. Quality relationships are valued across our school district.	3.88	4.17	1.5% n=1	12.1% n=8	16.7% n=11	36.4% n=24	33.3% n=22	0.0% n=0	↓
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.98	3.94	0.0% n=0	1.5% n=1	27.3% n=18	40.9% n=27	28.8% n=19	1.5% n=1	↑
<b>Quality</b>	<b>4.41</b>	<b>4.54</b>							
47. I am on a team that encourages each member to surpass expectations.	4.42	4.51	0.0% n=0	0.0% n=0	7.6% n=5	42.4% n=28	48.5% n=32	1.5% n=1	↓
43. My associates demonstrate a commitment to quality work and excellence.	4.57	4.72	0.0% n=0	0.0% n=0	3.0% n=2	36.4% n=24	59.1% n=39	1.5% n=1	↓
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.26	4.38	1.5% n=1	1.5% n=1	7.6% n=5	48.5% n=32	40.9% n=27	0.0% n=0	↓



October 2017

Glen Ellyn District 41: Churchill - All Results (n=66)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Communication</b>	<b>4.13</b>	<b>4.27</b>							
36. I have the opportunity to communicate with my supervisor/administrator.	4.38	4.46	0.0% n=0	1.5% n=1	4.5% n=3	48.5% n=32	45.5% n=30	0.0% n=0	↓
24. My supervisor/administrator effectively communicates his/her expectations.	4.17	4.21	0.0% n=0	3.0% n=2	16.7% n=11	40.9% n=27	39.4% n=26	0.0% n=0	↓
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.08	4.08	0.0% n=0	6.1% n=4	16.7% n=11	37.9% n=25	36.4% n=24	3.0% n=2	=
27. My supervisor/administrator and I have effective two-way communication.	4.17	4.29	0.0% n=0	3.0% n=2	10.6% n=7	53.0% n=35	33.3% n=22	0.0% n=0	↓
65. I feel "in on things" that are happening at Glen Ellyn District 41.	3.56	3.92	3.0% n=2	15.2% n=10	25.8% n=17	34.8% n=23	21.2% n=14	0.0% n=0	↓
44. Our team effectively communicates with each other.	4.43	4.66	0.0% n=0	1.5% n=1	4.5% n=3	42.4% n=28	50.0% n=33	1.5% n=1	↓
<b>Recognition</b>	<b>4.13</b>	<b>4.18</b>							
29. My supervisor/administrator recognizes me for a job well done.	4.17	4.13	0.0% n=0	4.5% n=3	15.2% n=10	39.4% n=26	40.9% n=27	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.88	3.87	7.6% n=5	9.1% n=6	13.6% n=9	27.3% n=18	42.4% n=28	0.0% n=0	↑
66. Excellence is recognized in my school district.	3.92	4.04	3.0% n=2	4.5% n=3	16.7% n=11	48.5% n=32	27.3% n=18	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.23	4.40	0.0% n=0	4.5% n=3	10.6% n=7	42.4% n=28	42.4% n=28	0.0% n=0	↓
48. My team recognizes each other's efforts and impact.	4.46	4.47	0.0% n=0	0.0% n=0	4.5% n=3	43.9% n=29	50.0% n=33	1.5% 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>Performance Planning</b>	<b>4.21</b>	<b>4.28</b>							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.82	3.77	0.0% n=0	15.2% n=10	18.2% n=12	36.4% n=24	30.3% n=20	0.0% n=0	↑
17. I have set the right goals for myself to excel in my role/position.	4.52	4.63	0.0% n=0	0.0% n=0	6.1% n=4	36.4% n=24	57.6% n=38	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.28	4.38	0.0% n=0	1.5% n=1	12.1% n=8	42.4% n=28	42.4% n=28	1.5% n=1	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.29	4.46	0.0% n=0	6.1% n=4	7.6% n=5	37.9% n=25	48.5% n=32	0.0% n=0	↓
37. My supervisor/administrator motivates me to achieve my goals.	4.14	4.15	0.0% n=0	1.5% n=1	21.2% n=14	39.4% n=26	37.9% n=25	0.0% n=0	↓
<b>Training &amp; Development</b>	<b>4.08</b>	<b>4.15</b>							
35. My supervisor/administrator supports my personal and professional development.	4.19	4.29	0.0% n=0	1.5% n=1	15.2% n=10	43.9% n=29	36.4% n=24	3.0% n=2	↓
6. I am provided opportunities to further my growth and development.	4.12	4.27	0.0% n=0	4.5% n=3	10.6% n=7	53.0% n=35	31.8% n=21	0.0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.18	4.21	0.0% n=0	6.1% n=4	9.1% n=6	45.5% n=30	39.4% n=26	0.0% n=0	↓
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.82	3.81	0.0% n=0	16.7% n=11	15.2% n=10	37.9% n=25	30.3% n=20	0.0% n=0	↑
30. My supervisor/administrator encourages opportunities for my growth and development.	4.09	4.17	0.0% n=0	1.5% n=1	22.7% n=15	39.4% n=26	34.8% n=23	1.5% 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>Career Development</b>	<b>4.15</b>	<b>4.24</b>							
70. I would like to work at Glen Ellyn District 41 long term.	4.25	4.52	0.0% n=0	3.0% n=2	16.7% n=11	31.8% n=21	47.0% n=31	1.5% n=1	↓
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	4.06	4.10	1.5% n=1	3.0% n=2	21.2% n=14	36.4% n=24	37.9% n=25	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	4.09	4.09	0.0% n=0	3.0% n=2	15.2% n=10	51.5% n=34	30.3% n=20	0.0% n=0	=
59. I value the career opportunities that I have at Glen Ellyn District 41.	4.29	4.40	0.0% n=0	4.5% n=3	10.6% n=7	36.4% n=24	48.5% n=32	0.0% n=0	↓
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	4.06	4.09	0.0% n=0	6.1% n=4	18.2% n=12	37.9% n=25	36.4% n=24	1.5% n=1	↓
<b>Engage-Inspire</b>	<b>4.40</b>	<b>4.53</b>							
2. I am fully engaged in the work that I do.	4.61	4.73	0.0% n=0	0.0% n=0	3.0% n=2	33.3% n=22	63.6% n=42	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.44	4.57	0.0% n=0	1.5% n=1	4.5% n=3	42.4% n=28	51.5% n=34	0.0% n=0	↓
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.52	4.57	0.0% n=0	0.0% n=0	7.6% n=5	33.3% n=22	59.1% n=39	0.0% n=0	↓
53. I am committed to the success of my school district.	4.59	4.69	0.0% n=0	0.0% n=0	3.0% n=2	34.8% n=23	62.1% n=41	0.0% n=0	↓
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.83	4.06	6.1% n=4	4.5% n=3	19.7% n=13	39.4% n=26	30.3% n=20	0.0% n=0	↓



October 2017

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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>4.17</b>	<b>4.37</b>							
13. I am satisfied with my role/work.	4.17	4.23	0.0% n=0	6.1% n=4	13.6% n=9	37.9% n=25	42.4% n=28	0.0% n=0	↓
46. I am satisfied being a part of my team.	4.46	4.64	0.0% n=0	0.0% n=0	7.6% n=5	37.9% n=25	53.0% n=35	1.5% n=1	↓
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.03	4.33	1.5% n=1	6.1% n=4	15.2% n=10	42.4% n=28	34.8% n=23	0.0% n=0	↓
20. I look forward to coming to work every day.	4.02	4.27	1.5% n=1	4.5% n=3	15.2% n=10	48.5% n=32	30.3% n=20	0.0% n=0	↓
<b>Mission Conscious</b>	<b>4.08</b>	<b>4.06</b>							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.40	3.94	0.0% n=0	0.0% n=0	10.6% n=7	37.9% n=25	50.0% n=33	1.5% n=1	↑
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	4.06	4.15	0.0% n=0	4.5% n=3	18.2% n=12	42.4% n=28	33.3% n=22	1.5% n=1	↓
22. I am aware and knowledgeable about our school district's mission.	4.55	4.48	0.0% n=0	0.0% n=0	0.0% n=0	45.5% n=30	54.5% n=36	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.30	3.65	6.1% n=4	19.7% n=13	24.2% n=16	30.3% n=20	15.2% n=10	4.5% n=3	↓
<b>Pride</b>	<b>4.30</b>	<b>4.44</b>							
4. I feel great pride in the work I do.	4.52	4.70	1.5% n=1	0.0% n=0	4.5% n=3	33.3% n=22	60.6% n=40	0.0% n=0	↓
14. I feel great pride in being a part of Glen Ellyn District 41.	4.11	4.21	1.5% n=1	4.5% n=3	16.7% n=11	36.4% n=24	40.9% n=27	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.51	4.68	0.0% n=0	0.0% n=0	6.1% n=4	36.4% n=24	56.1% n=37	1.5% n=1	↓
64. I speak of Glen Ellyn District 41 with pride.	4.09	4.19	1.5% n=1	7.6% n=5	12.1% n=8	37.9% n=25	40.9% n=27	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>4.43</b>	<b>4.57</b>							
52. My team strives to pursue excellence.	4.57	4.68	0.0% n=0	0.0% n=0	0.0% n=0	42.4% n=28	56.1% n=37	1.5% n=1	↓
21. I strive to find a better way every day.	4.48	4.65	0.0% n=0	0.0% n=0	6.1% n=4	39.4% n=26	53.0% n=35	1.5% n=1	↓
55. I am part of a school district that continues to pursue excellence every day.	4.24	4.38	1.5% n=1	1.5% n=1	10.6% n=7	43.9% n=29	42.4% n=28	0.0% n=0	↓
<b>Innovation</b>	<b>4.28</b>	<b>4.47</b>							
69. Glen Ellyn District 41 encourages innovation.	3.95	4.27	3.0% n=2	4.5% n=3	16.7% n=11	45.5% n=30	30.3% n=20	0.0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.57	4.71	0.0% n=0	0.0% n=0	4.5% n=3	33.3% n=22	60.6% n=40	1.5% n=1	↓
42. Our team encourages innovation.	4.31	4.43	0.0% n=0	1.5% n=1	12.1% n=8	39.4% n=26	45.5% n=30	1.5% n=1	↓



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Glen Ellyn District 41: Churchill - All Results (n=66)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	<b>4.61</b>	Engage-Inspire 4.40
53.	I am committed to the success of my school district.	<b>4.59</b>	Engage-Inspire 4.40
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.57</b>	Quality 4.41
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.57</b>	Innovation 4.28
52.	My team strives to pursue excellence.	<b>4.57</b>	Continuous Improvement 4.43
22.	I am aware and knowledgeable about our school district's mission.	<b>4.55</b>	Mission Conscious 4.08
4.	I feel great pride in the work I do.	<b>4.52</b>	Pride 4.30
8.	I am driven to contribute to the success of Glen Ellyn District 41.	<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 4.21
45.	I feel great pride in the team of which I am a part.	<b>4.51</b>	Pride 4.30
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.48</b>	Relationships 4.06
21.	I strive to find a better way every day.	<b>4.48</b>	Continuous Improvement 4.43
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.47</b>	Talent/Fit 4.09
48.	My team recognizes each other's efforts and impact.	<b>4.46</b>	Recognition 4.13

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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>4.46</b>	Satisfaction 4.17
12.	I am highly committed to and energized by my work.	<b>4.44</b>	Engage-Inspire 4.40
44.	Our team effectively communicates with each other.	<b>4.43</b>	Communication 4.13
5.	I have at least one close friend at work.	<b>4.42</b>	Relationships 4.06
47.	I am on a team that encourages each member to surpass expectations.	<b>4.42</b>	Quality 4.41
51.	My team has open and trusting relationships.	<b>4.40</b>	Relationships 4.06
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>4.40</b>	Mission Conscious 4.08
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.38</b>	Communication 4.13
42.	Our team encourages innovation.	<b>4.31</b>	Innovation 4.28
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.29</b>	Performance Planning 4.21
59.	I value the career opportunities that I have at Glen Ellyn District 41.	<b>4.29</b>	Career Development 4.15
49.	Our team effectively sets goals to further enhance our performance.	<b>4.28</b>	Performance Planning 4.21
57.	Glen Ellyn District 41 is committed to quality work and excellence.	<b>4.26</b>	Quality 4.41
70.	I would like to work at Glen Ellyn District 41 long term.	<b>4.25</b>	Career Development 4.15
56.	I feel Glen Ellyn District 41 is a great fit for me.	<b>4.24</b>	Talent/Fit 4.09

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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.24</b>	Continuous Improvement 4.43
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.23</b>	Recognition 4.13
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.23</b>	Talent/Fit 4.09
34.	My supervisor/administrator is actively responsive to my needs.	<b>4.22</b>	Support-Equip 4.01
35.	My supervisor/administrator supports my personal and professional development.	<b>4.19</b>	Training & Development 4.08
15.	I am properly trained to achieve excellence in my work.	<b>4.18</b>	Training & Development 4.08
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.17</b>	Communication 4.13
29.	My supervisor/administrator recognizes me for a job well done.	<b>4.17</b>	Recognition 4.13
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>4.17</b>	Communication 4.13
13.	I am satisfied with my role/work.	<b>4.17</b>	Satisfaction 4.17
72.	Our school district selects highly talented individuals when hiring.	<b>4.15</b>	Talent/Fit 4.09
37.	My supervisor/administrator motivates me to achieve my goals.	<b>4.14</b>	Performance Planning 4.21
33.	My supervisor/administrator is available for me when needs arise.	<b>4.12</b>	Support-Equip 4.01
6.	I am provided opportunities to further my growth and development.	<b>4.12</b>	Training & Development 4.08
14.	I feel great pride in being a part of Glen Ellyn District 41.	<b>4.11</b>	Pride 4.30

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Glen Ellyn District 41: Churchill - All Results (n=66)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.11</b>	Support-Equip 4.01
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>4.09</b>	Training & Development 4.08
64.	I speak of Glen Ellyn District 41 with pride.	<b>4.09</b>	Pride 4.30
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	<b>4.09</b>	Career Development 4.15
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.08</b>	Communication 4.13
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	<b>4.06</b>	Mission Conscious 4.08
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	<b>4.06</b>	Career Development 4.15
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	<b>4.06</b>	Career Development 4.15
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.03</b>	Talent/Fit 4.09
3.	I am provided the core needs necessary for me to excel in my role.	<b>4.03</b>	Support-Equip 4.01
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	<b>4.03</b>	Satisfaction 4.17
25.	My supervisor/administrator cares about me as a person.	<b>4.03</b>	Relationships 4.06
20.	I look forward to coming to work every day.	<b>4.02</b>	Satisfaction 4.17
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.98</b>	Relationships 4.06
69.	Glen Ellyn District 41 encourages innovation.	<b>3.95</b>	Innovation 4.28

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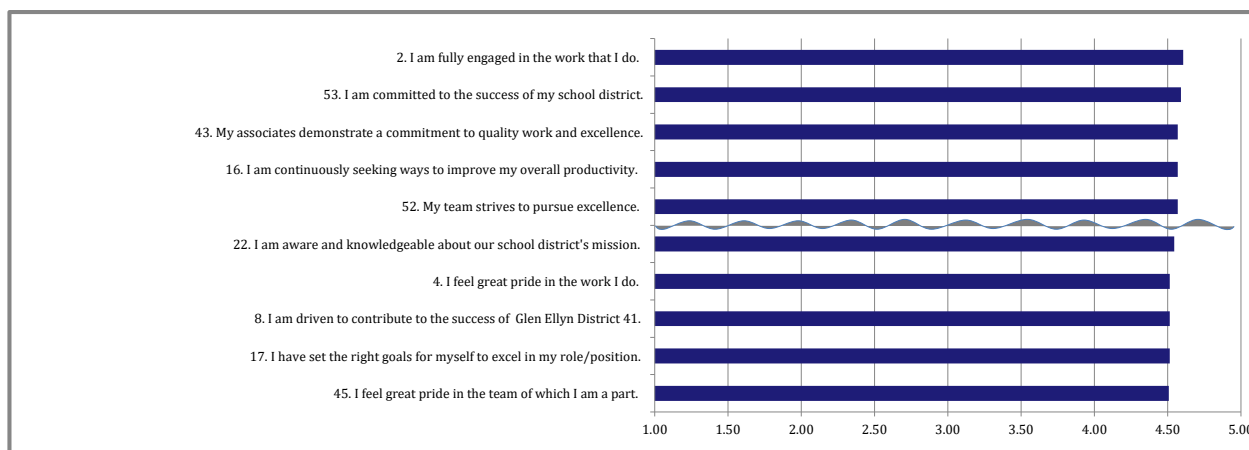
Glen Ellyn District 41: Churchill - All Results (n=66)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>3.94</b>	Relationships 4.06
66.	Excellence is recognized in my school district.	<b>3.92</b>	Recognition 4.13
54.	Quality relationships are valued across our school district.	<b>3.88</b>	Relationships 4.06
9.	I have received meaningful recognition in the past 10 days.	<b>3.88</b>	Recognition 4.13
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.85</b>	Support-Equip 4.01
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	<b>3.83</b>	Engage-Inspire 4.40
63.	Glen Ellyn District 41 selects the right people for the right job.	<b>3.83</b>	Talent/Fit 4.09
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	<b>3.82</b>	Training & Development 4.08
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.82</b>	Performance Planning 4.21
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.77</b>	Relationships 4.06
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>3.72</b>	Support-Equip 4.01
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	<b>3.64</b>	Relationships 4.06
7.	I have encouraged someone to apply at Glen Ellyn District 41.	<b>3.61</b>	Talent/Fit 4.09
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	<b>3.56</b>	Communication 4.13
68.	Business decisions made are consistent with our mission and core values.	<b>3.30</b>	Mission Conscious 4.08

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Glen Ellyn District 41: Churchill - All Results (n=66)

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	4.61	4.73	0.0% n=0	0.0% n=0	3.0% n=2	33.3% n=22	63.6% n=42	0.0% n=0	↓
53. I am committed to the success of my school district.	Engage-Inspire	4.59	4.69	0.0% n=0	0.0% n=0	3.0% n=2	34.8% n=23	62.1% n=41	0.0% n=0	↓
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.57	4.72	0.0% n=0	0.0% n=0	3.0% n=2	36.4% n=24	59.1% n=39	1.5% n=1	↓
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.57	4.71	0.0% n=0	0.0% n=0	4.5% n=3	33.3% n=22	60.6% n=40	1.5% n=1	↓
52. My team strives to pursue excellence.	Continuous Improvement	4.57	4.68	0.0% n=0	0.0% n=0	0.0% n=0	42.4% n=28	56.1% n=37	1.5% n=1	↓
22. I am aware and knowledgeable about our school district's mission.	Mission Conscious	4.55	4.48	0.0% n=0	0.0% n=0	0.0% n=0	45.5% n=30	54.5% n=36	0.0% n=0	↑
4. I feel great pride in the work I do.	Pride	4.52	4.70	1.5% n=1	0.0% n=0	4.5% n=3	33.3% n=22	60.6% n=40	0.0% n=0	↓
8. I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.52	4.57	0.0% n=0	0.0% n=0	7.6% n=5	33.3% n=22	59.1% n=39	0.0% n=0	↓
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.52	4.63	0.0% n=0	0.0% n=0	6.1% n=4	36.4% n=24	57.6% n=38	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	Pride	4.51	4.68	0.0% n=0	0.0% n=0	6.1% n=4	36.4% n=24	56.1% n=37	1.5% n=1	↓

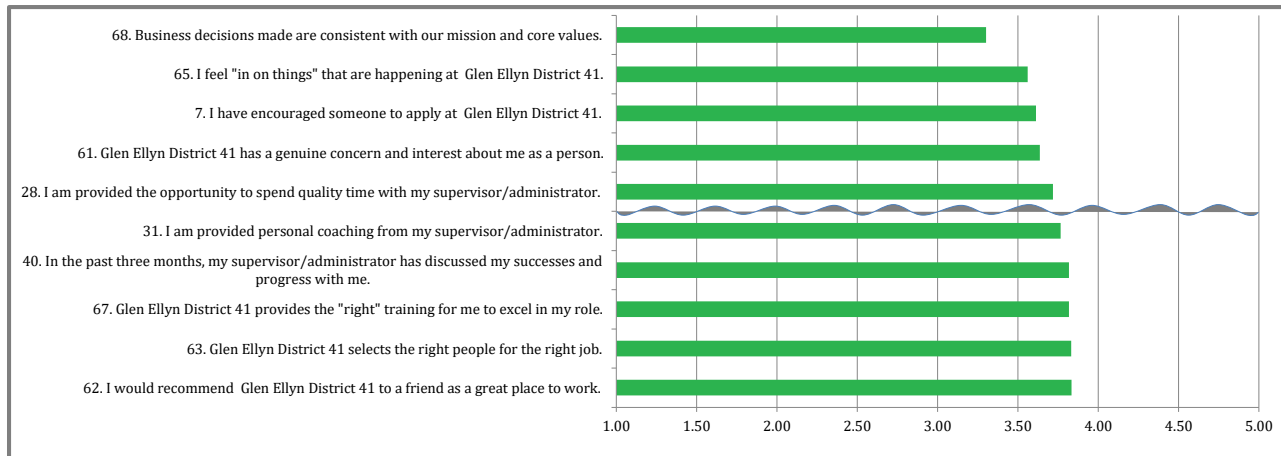




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Glen Ellyn District 41: Churchill - All Results (n=66)

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	3.30	3.65	6.1% n=4	19.7% n=13	24.2% n=16	30.3% n=20	15.2% n=10	4.5% n=3	↓
65. I feel "in on things" that are happening at Glen Ellyn District 41.		Communication	3.56	3.92	3.0% n=2	15.2% n=10	25.8% n=17	34.8% n=23	21.2% n=14	0.0% n=0	↓
7. I have encouraged someone to apply at Glen Ellyn District 41.		Talent/Fit	3.61	4.12	4.5% n=3	15.2% n=10	19.7% n=13	27.3% n=18	27.3% n=18	6.1% n=4	↓
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.		Relationships	3.64	3.83	4.5% n=3	13.6% n=9	21.2% n=14	34.8% n=23	25.8% n=17	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.		Support-Equip	3.72	3.94	1.5% n=1	9.1% n=6	27.3% n=18	36.4% n=24	22.7% n=15	3.0% n=2	↓
31. I am provided personal coaching from my supervisor/administrator.		Relationships	3.77	3.80	0.0% n=0	9.1% n=6	25.8% n=17	40.9% n=27	21.2% n=14	3.0% n=2	↓
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.		Performance Planning	3.82	3.77	0.0% n=0	15.2% n=10	18.2% n=12	36.4% n=24	30.3% n=20	0.0% n=0	↑
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.		Training & Development	3.82	3.81	0.0% n=0	16.7% n=11	15.2% n=10	37.9% n=25	30.3% n=20	0.0% n=0	↑
63. Glen Ellyn District 41 selects the right people for the right job.		Talent/Fit	3.83	3.98	1.5% n=1	10.6% n=7	18.2% n=12	40.9% n=27	27.3% n=18	1.5% n=1	↓
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.		Engage-Inspire	3.83	4.06	6.1% n=4	4.5% n=3	19.7% n=13	39.4% n=26	30.3% n=20	0.0% n=0	↓

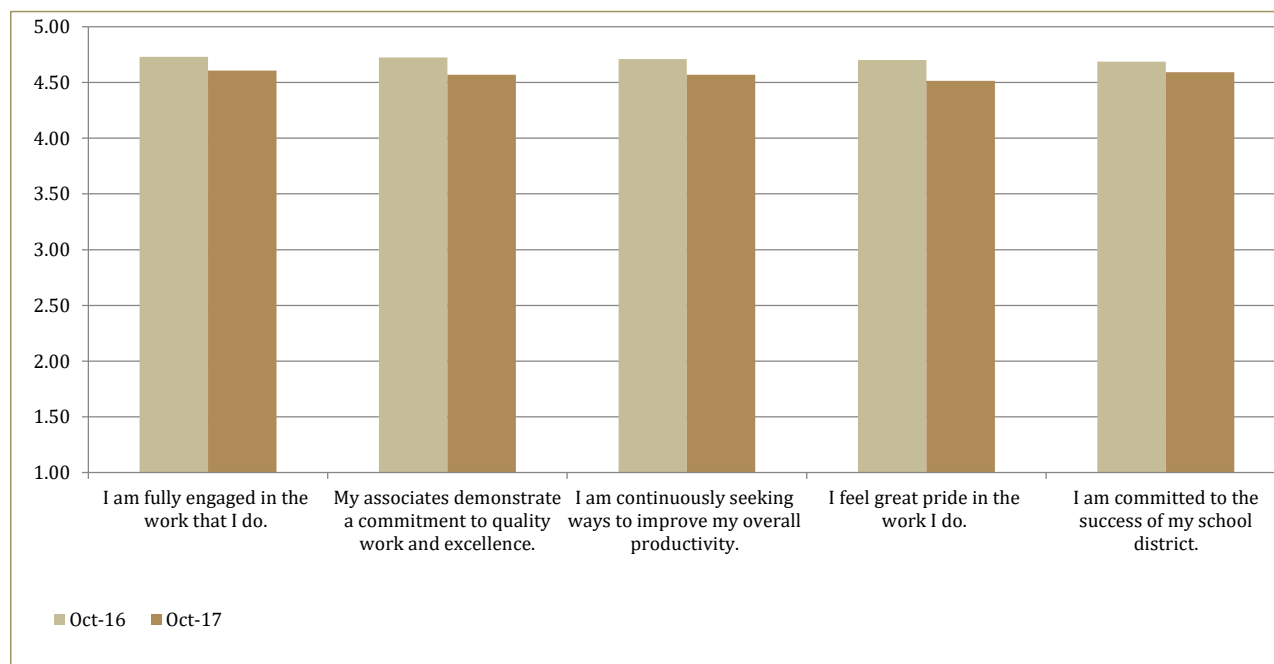




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Glen Ellyn District 41: Churchill - All Results (n=66)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-)</u> <u>Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.73	4.61	↓
43.	My associates demonstrate a commitment to quality work and excellence.	Quality	4.72	4.57	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.71	4.57	↓
4.	I feel great pride in the work I do.	Pride	4.70	4.52	↓
53.	I am committed to the success of my school district.	Engage-Inspire	4.69	4.59	↓



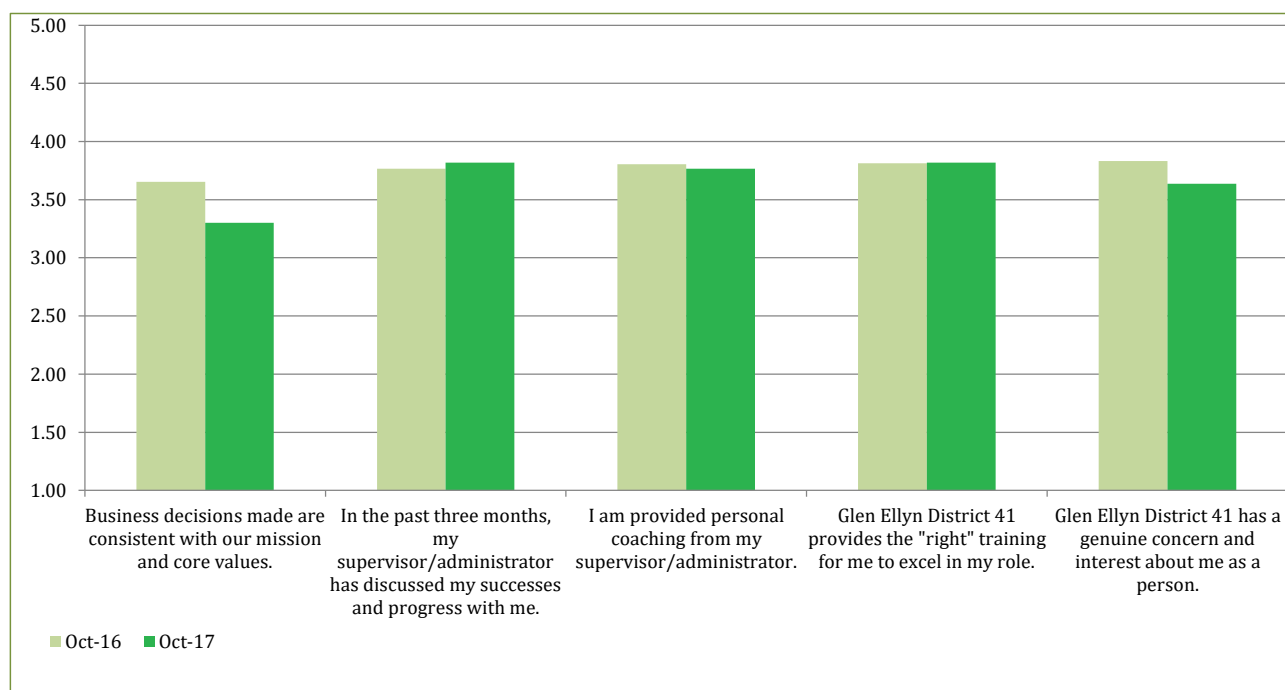




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Glen Ellyn District 41: Churchill - All Results (n=66)

		<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>					
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.65	3.30	↓
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.77	3.82	↑
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.80	3.77	↓
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.81	3.82	↑
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	3.83	3.64	↓

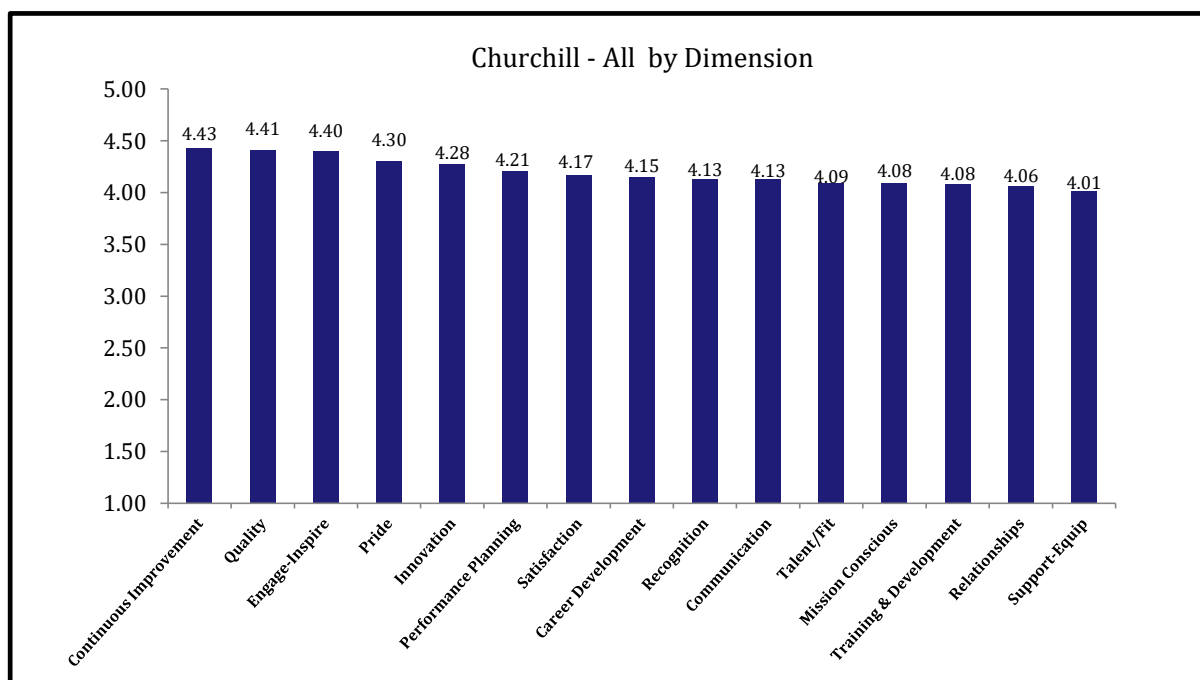




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Glen Ellyn District 41: Churchill - All Results (n=66)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.43
Quality	4.41
Engage-Inspire	4.40
Pride	4.30
Innovation	4.28
Performance Planning	4.21
Satisfaction	4.17
Career Development	4.15
Recognition	4.13
Communication	4.13
Talent/Fit	4.09
Mission Conscious	4.08
Training & Development	4.08
Relationships	4.06
Support-Equip	4.01



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Glen Ellyn District 41: Churchill - All Results (n=66)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-16 Mean</u>	<u>Oct-17 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.57	4.43	↓
Quality	4.54	4.41	↓
Engage-Inspire	4.53	4.40	↓
Pride	4.44	4.30	↓
Innovation	4.47	4.28	↓
Performance Planning	4.28	4.21	↓
Satisfaction	4.37	4.17	↓
Career Development	4.24	4.15	↓
Recognition	4.18	4.13	↓
Communication	4.27	4.13	↓
Talent/Fit	4.24	4.09	↓
Mission Conscious	4.06	4.08	↑
Training & Development	4.15	4.08	↓
Relationships	4.25	4.06	↓
Support-Equip	4.16	4.01	↓



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Glen Ellyn District 41: Churchill - All Results (n=66)



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

