



Insight^eX 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
Talent/Fit	4.09	4.24							
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	↓
Support-Equip	4.01	4.16							
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
Relationships									
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	↑
Quality									
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	↓

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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication									
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	↓
Recognition									
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
Performance Planning									
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	↓
Training & Development									
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
Career Development									
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	↓
Engage-Inspire									
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	↓



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction									
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	↓
Mission Conscious									
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	↓
Pride									
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
Continuous Improvement									
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	↓
Innovation									
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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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

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



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
46.	I am satisfied being a part of my team.	4.46	Satisfaction 4.17
12.	I am highly committed to and energized by my work.	4.44	Engage-Inspire 4.40
44.	Our team effectively communicates with each other.	4.43	Communication 4.13
5.	I have at least one close friend at work.	4.42	Relationships 4.06
47.	I am on a team that encourages each member to surpass expectations.	4.42	Quality 4.41
51.	My team has open and trusting relationships.	4.40	Relationships 4.06
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.40	Mission Conscious 4.08
36.	I have the opportunity to communicate with my supervisor/administrator.	4.38	Communication 4.13
42.	Our team encourages innovation.	4.31	Innovation 4.28
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.29	Performance Planning 4.21
59.	I value the career opportunities that I have at Glen Ellyn District 41.	4.29	Career Development 4.15
49.	Our team effectively sets goals to further enhance our performance.	4.28	Performance Planning 4.21
57.	Glen Ellyn District 41 is committed to quality work and excellence.	4.26	Quality 4.41
70.	I would like to work at Glen Ellyn District 41 long term.	4.25	Career Development 4.15
56.	I feel Glen Ellyn District 41 is a great fit for me.	4.24	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.	4.24	Continuous Improvement 4.43
18.	I have provided meaningful recognition to others in the past 10 days.	4.23	Recognition 4.13
11.	I am in a role that allows me to maximize my talents and strengths.	4.23	Talent/Fit 4.09
34.	My supervisor/administrator is actively responsive to my needs.	4.22	Support-Equip 4.01
35.	My supervisor/administrator supports my personal and professional development.	4.19	Training & Development 4.08
15.	I am properly trained to achieve excellence in my work.	4.18	Training & Development 4.08
27.	My supervisor/administrator and I have effective two-way communication.	4.17	Communication 4.13
29.	My supervisor/administrator recognizes me for a job well done.	4.17	Recognition 4.13
24.	My supervisor/administrator effectively communicates his/her expectations.	4.17	Communication 4.13
13.	I am satisfied with my role/work.	4.17	Satisfaction 4.17
72.	Our school district selects highly talented individuals when hiring.	4.15	Talent/Fit 4.09
37.	My supervisor/administrator motivates me to achieve my goals.	4.14	Performance Planning 4.21
33.	My supervisor/administrator is available for me when needs arise.	4.12	Support-Equip 4.01
6.	I am provided opportunities to further my growth and development.	4.12	Training & Development 4.08
14.	I feel great pride in being a part of Glen Ellyn District 41.	4.11	Pride 4.30



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



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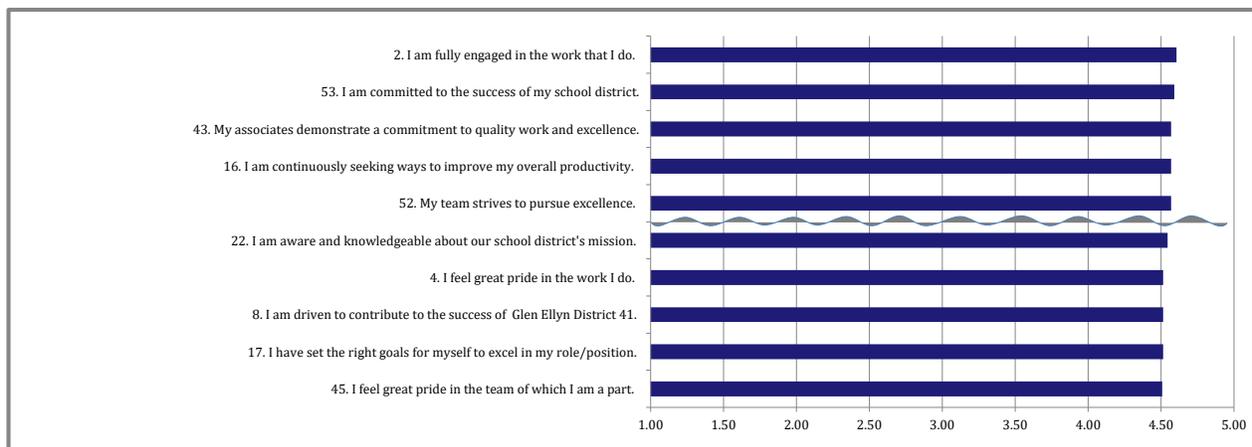
Glen Ellyn District 41: Churchill - All Results (n=66)

	<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.	3.94	Relationships 4.06
66.	Excellence is recognized in my school district.	3.92	Recognition 4.13
54.	Quality relationships are valued across our school district.	3.88	Relationships 4.06
9.	I have received meaningful recognition in the past 10 days.	3.88	Recognition 4.13
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.85	Support-Equip 4.01
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.83	Engage-Inspire 4.40
63.	Glen Ellyn District 41 selects the right people for the right job.	3.83	Talent/Fit 4.09
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.82	Training & Development 4.08
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.82	Performance Planning 4.21
31.	I am provided personal coaching from my supervisor/administrator.	3.77	Relationships 4.06
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.72	Support-Equip 4.01
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.64	Relationships 4.06
7.	I have encouraged someone to apply at Glen Ellyn District 41.	3.61	Talent/Fit 4.09
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	3.56	Communication 4.13
68.	Business decisions made are consistent with our mission and core values.	3.30	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	Response Distribution					N/A	(+/-) Change
				Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)		
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	↓

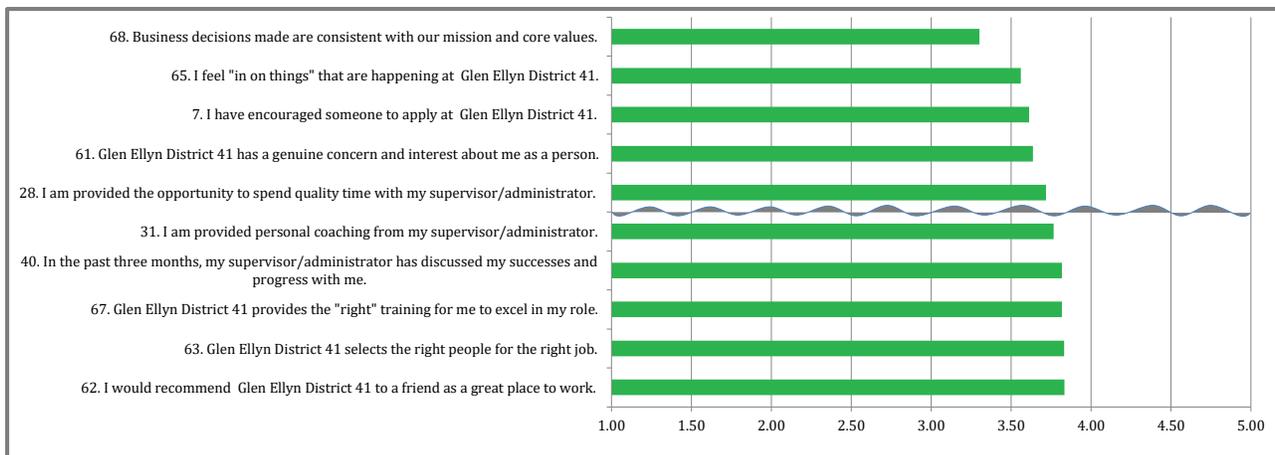




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Glen Ellyn District 41: Churchill - All Results (n=66)

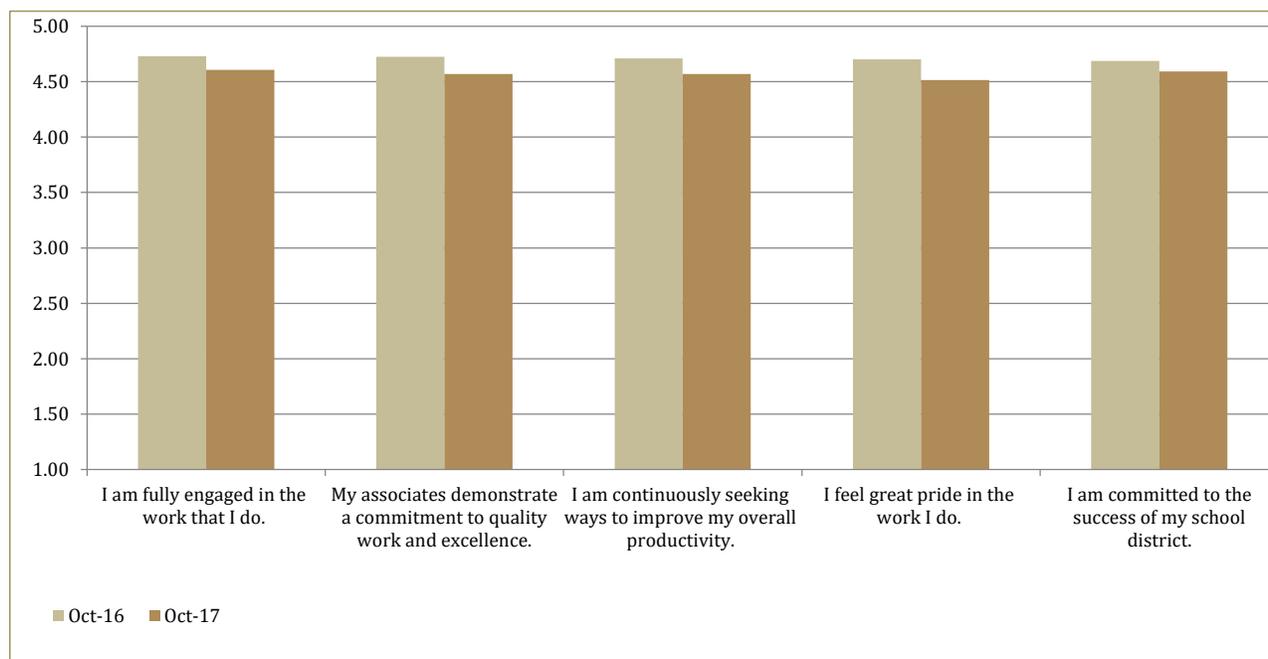
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.30	3.65	6.1% n=4	19.7% n=13	24.2% n=16	30.3% 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)

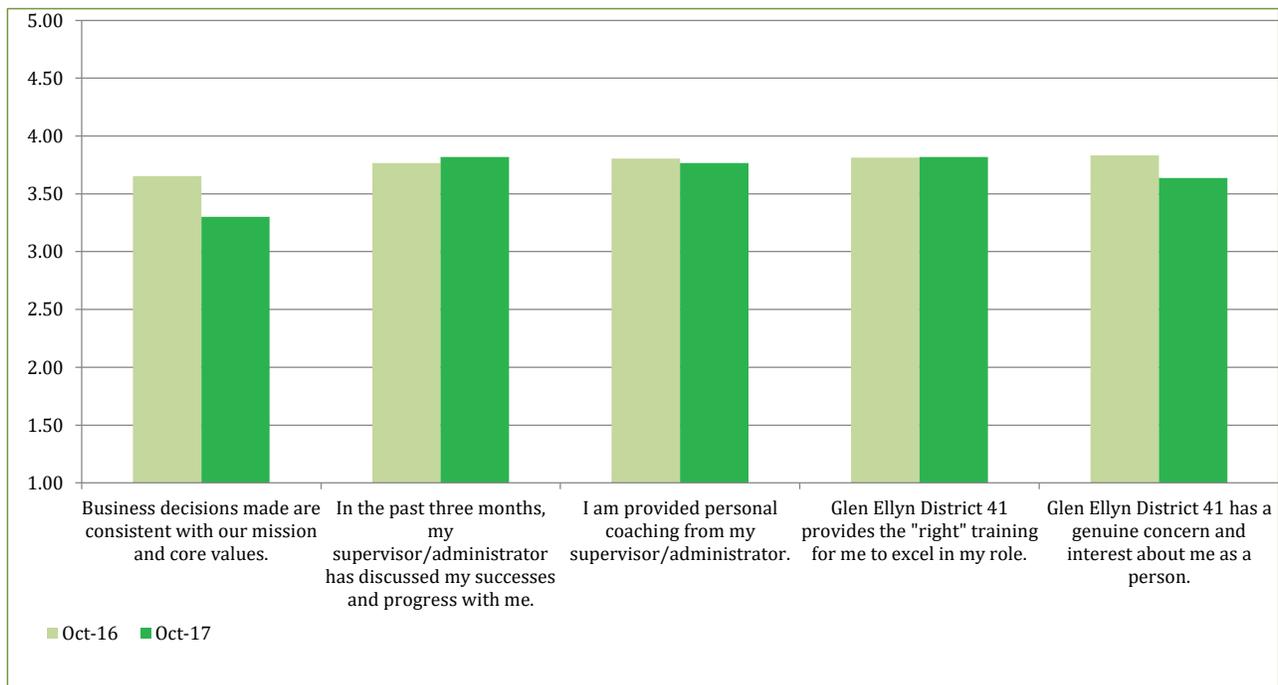
		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.73	4.61	↓
43.	My associates demonstrate a commitment to quality work and excellence.	Quality	4.72	4.57	↓
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>(+/-)</u> <u>Change</u>
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
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	↓

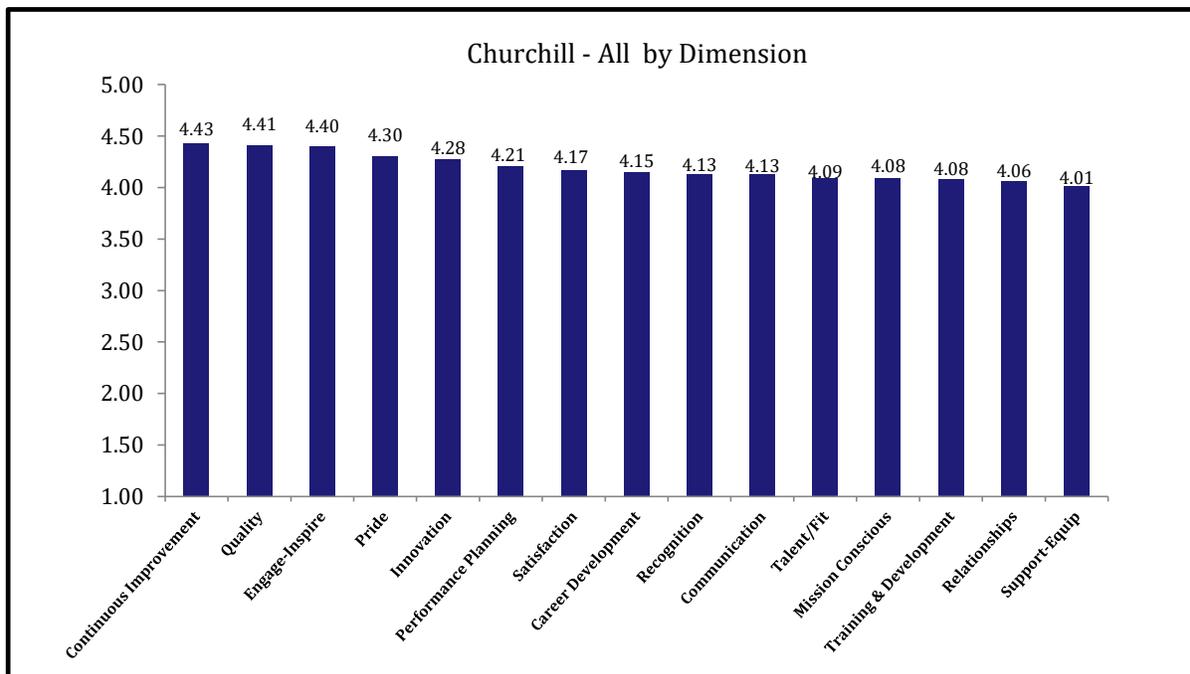




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Glen Ellyn District 41: Churchill - All Results (n=66)

<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	↓



HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

