CONFIDENTIAL



October 2015

InsighteX Cultural Assessment

for D41: Lincoln - Support Staff



Consulting | Training | Coaching | Research | Assessment | ImpacteX Technology

www.human exventures.com

DO NOT REPRODUCE © 2014 HUMANeX Ventures ®





D41: Lincoln - Support Staff Results (n=12)		~ .				~ .	
	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.00						
11. I am in a role that allows me to maximize my talents							
and strengths.	3.75						
		0.0%	16.7%	16.7%	41.7%	25.0%	0.0%
1. In murals I have the encodernity to de things that I		n=0	n=2	n=2	n=5	n=3	n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.58						
notil do well alla elijoji		0.0%	0.0%	0.0%	41.7%	58.3%	0.0%
		n=0	n=0	n=0	n=5	n=7	n=0
7. I have encouraged someone to apply at D41.							
	3.55	0.24/	0.24/	16 70/	43 50/	16 50/	0.00/
		8.3%	8.3%	16.7% n=2	41.7%	16.7% n=2	8.3%
39. My supervisor/administrator knows the talents to look		n=1	n=1	n-2	n=5	n-2	n=1
for in selecting new associates who will be successful.	3.73						
		0.0%	8.3%	16.7%	58.3%	8.3%	8.3%
		n =0	n=1	n=2	n=7	n=1	n=1
56. I feel D41 is a great fit for me.							
	4.42	0.0%	0.09/	0.20/	41 70/	50.00/	0.00/
		0.0% n=0	0.0% n=0	8.3% n=1	41.7% n=5	50.0% n=6	0.0% n=0
72. Our school district selects highly talented individuals		n=0	11-0	11-1	11-5	11-0	II-0
when hiring.	4.08						
5		0.0%	0.0%	25.0%	41.7%	33.3%	0.0%
		n=0	n=0	n=3	n=5	n=4	n=0
63. D41 selects the right people for the right job.	9.09						
	3.83	0.0%	0.0%	41.7%	33.3%	25.0%	0.0%
		n=0	n=0	n=5	n=4	23.070 n=3	n=0
Support-Equip	3.69						
3. I am provided the core needs necessary for me to excel in							
my role.	3.92						
		0.0%	16.7%	0.0%	58.3%	25.0%	0.0%
		n=0	n=2	n=0	n=7	n=3	n=0
19. I am provided the materials, equipment, and	3.67						
information necessary to effectively perform my job.	3.04	16.7%	0.0%	8.3%	50.0%	25.0%	0.0%
		n=2	n=0	n=1	n=6	n=3	n=0
34. My supervisor/administrator is actively responsive to my							
needs.	3.75						
		8.3%	8.3%	8.3%	50.0%	25.0%	0.0%
		n=1	n=1	n=1	n=6	n=3	n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.25						
with my supervisor/auministrator.	9,40	8.3%	8.3%	50.0%	16.7%	16.7%	0.0%
		n=1	n=1	n=6	n=2	n=2	n=0
33. My supervisor/administrator is available for me when							
needs arise.	3.50						
		8.3%	8.3%	25.0%	41.7%	16.7%	0.0%
23. I have a supportive coaching relationship with my		n=1	n=1	n=3	n=5	n=2	n=0
	4,08						
supervisor/administrator.	4.08	0.0%	8.3%	8.3%	50.0%	33.3%	0.0%





D41: Lincoln - Support Staff Results (n=12)		~ .				~ .	
	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	3.78						
5. I have at least one close friend at work.							
	4.42						
		0.0% n=0	0.0% n=0	16.7% n=2	25.0% n=3	58.3% n=7	0.0% n=0
32. I have an open and trusting relationship with my		11-0	11-0	11-2	11-3	II-7	II-0
supervisor/administrator.	3.75						
		0.0%	8.3%	25.0%	50.0%	16.7%	0.0%
		n=0	n=1	n=3	n=6	n=2	n=0
25. My supervisor/administrator cares about me as a person.	4.17						
	4.17	0.0%	8.3%	16.7%	25.0%	50.0%	0.0%
		n=0	n=1	n=2	n=3	n=6	n=0
31. I am provided personal coaching from my							
supervisor/administrator.	3.08						
		8.3%	16.7%	41.7%	25.0%	8.3%	0.0%
		n=1	n=2	n=5	n=3	n=1	n=0
51. My team has open and trusting relationships.	4.00						
	1.00	0.0%	8.3%	16.7%	33.3%	33.3%	8.3%
		n=0	n=1	n=2	n=4	n=4	n=1
50. Based on relationships demonstrated on my team, I							
would recommend someone to join this team.	4.09						
		0.0%	8.3%	16.7%	25.0%	41.7%	8.3%
		n=0	n=1	n=2	n=3	n=5	n=1
61. D41 has a genuine concern and interest about me as a	3.42						
person.	0.12	8.3%	8.3%	41.7%	16.7%	25.0%	0.0%
		n=1	n=1	n=5	n=2	n=3	n=0
54. Quality relationships are valued across our school							
district.	3.92						
		8.3%	16.7%	0.0%	25.0%	50.0%	0.0%
38. My supervisor/administrator demonstrates effort in		n=1	n=2	n=0	n=3	n=6	n=0
establishing and reinforcing a coaching relationship with	3.25						
coublishing and remotening a couclining rotationship with		8.3%	8.3%	41.7%	33.3%	8.3%	0.0%
		n=1	n=1	n=5	n=4	n=1	n=0
Quality	4.21						
47. I am on a team that encourages each member to surpass	0.00						
expectations.	3.80	0.94/	0.00/	05 00/	16 50/	22.24/	16 50/
		8.3% n=1	0.0% n=0	25.0% n=3	16.7% n=2	33.3% n=4	16.7% n=2
43. My associates demonstrate a commitment to quality		п-1	n-0	п-э	<u>n</u> –2	n-4	<u>11</u> -2
work and excellence.	4.36						
		0.0%	0.0%	25.0%	8.3%	58.3%	8.3%
		n=0	n=0	n=3	n=1	n=7	n=1
57. D41 is committed to quality work and excellence.							
	4.42	0.00/	0.00/	0.00/	43 - 64		0.00/
		0.0%	0.0%	8.3%	41.7%	50.0%	0.0%
		n=0	n=0	n=1	n=5	n=6	n=0





D41: Lincoln - Support Staff Results (n=12)		Strongly	D.	NT . 1		Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A
Communication	3.86						
36. I have the opportunity to communicate with my							
supervisor/administrator.	3.75	0.20/	0.20/	0.20/	50.00/	25 00/	0.00/
		8.3% n=1	8.3% n=1	8.3% n=1	50.0% n=6	25.0% n=3	0.0% n=0
24. My supervisor/administrator effectively communicates							
his/her expectations.	4.00						
		0.0%	8.3%	16.7%	41.7%	33.3%	0.0%
26 Mar ann am ionn/a las inistrator airros mo constructivo		n=0	n=1	n=2	n=5	n=4	n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.00						
teedback about my work performance.		0.0%	16.7%	0.0%	50.0%	33.3%	0.0%
		n=0	n=2	n=0	n=6	n=4	n=0
27. My supervisor/administrator and I have effective two-							
way communication.	3.92	0.00/	0.00/	16 70/	50.00/	27 0.0/	0.00/
		0.0% n=0	8.3% n=1	16.7% n=2	50.0% n=6	25.0% n=3	0.0% n=0
65. I feel "in on things" that are happening at D41.		II =0	<u>n-1</u>	11-2	11-0	11-5	II-0
sorries in on enings chast are nuppoining at 2 mi	3.58						
		8.3%	0.0%	41.7%	25.0%	25.0%	0.0%
		n=1	n=0	n=5	n=3	n=3	n=0
44. Our team effectively communicates with each other.	9.01						
	3.91	0.0%	8.3%	25.0%	25.0%	33.3%	8.3%
		n=0	n=1	n=3	n=3	n=4	n=1
Recognition	4.05						
29. My supervisor/administrator recognizes me for a job well							
done.	3.83						
		8.3%	8.3%	16.7%	25.0%	41.7%	0.0%
		n=1	n=1	n=2	n=3	n=5	n=0
9. I have received meaningful recognition in the past 10	3.83						
days.	5.05	8.3%	8.3%	16.7%	25.0%	41.7%	0.0%
		n=1	n=1	n=2	n=3	n=5	n=0
66. Excellence is recognized in my school district.							
	4.33						
		0.0%	0.0%	16.7%	33.3%	50.0%	0.0%
18. I have provided meaningful recognition to others in the		n=0	n=0	n=2	n=4	n=6	n=0
past 10 days.	4.30						
		0.0%	0.0%	16.7%	25.0%	41.7%	16.7%
		n=0	n=0	n=2	n=3	n=5	n=2
48. My team recognizes each other's efforts and impact.							
	4.00	0.20/	0.00/	0 20/	41 70/	99 90/	0.20/
		8.3% n=1	0.0% n=0	8.3% n=1	41.7% n=5	33.3% n=4	8.3% n=1
		11-1	n-0	n-1	п-э	n-4	n-1





D41: Lincoln - Support Staff Results (n=12)		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A
Performance Planning	3.55						
40. In the past three months, my supervisor/administrator							
has discussed my successes and progress with me.	3.27						
		8.3%	8.3%	41.7%	16.7%	16.7%	8.3%
		n=1	n=1	n=5	n=2	n=2	n=1
17. I have set the right goals for myself to excel in my	4 17						
role/position.	4.17	0.0%	0.0%	16.7%	50.0%	33.3%	0.0%
		0.0% n=0	0.0% n=0	n=2	50.0% n=6	55.5% n=4	0.0% n=0
49. Our team effectively sets goals to further enhance our		II-0	11-0	II-2	11-0	11-4	11-0
performance.	3.36						
performance.		8.3%	16.7%	25.0%	16.7%	25.0%	8.3%
		n=1	n=2	n=3	n=2	n=3	n=1
10. In my current role, I am encouraged to set							
motivational/stretch goals for myself.	3.42						
		8.3%	25.0%	8.3%	33.3%	25.0%	0.0%
		n=1	n=3	n=1	n=4	n=3	n=0
37. My supervisor/administrator motivates me to achieve							
my goals.	3.50	0.00/	0.00/				
		8.3% n=1	8.3%	25.0% n=3	41.7%	16.7% n=2	0.0% n=0
Training & Development	3.60	<u>n=1</u>	n=1	n-5	n=5	n-2	n=0
	3.60						
35. My supervisor/administrator supports my personal and	3.58						
professional development.	5.50	8.3%	8.3%	25.0%	33.3%	25.0%	0.0%
		n=1	n=1	n=3	n=4	n=3	n=0
6. I am provided opportunities to further my growth and				•			
development.	3.67						
		0.0%	16.7%	16.7%	50.0%	16.7%	0.0%
		n=0	n=2	n=2	n=6	n=2	n=0
15. I am properly trained to achieve excellence in my work.							
	3.92						
		0.0%	16.7%	8.3%	41.7%	33.3%	0.0%
2 - 1041 - 11 - 11 - 11 - 11 - 11 - 11 - 11		n=0	n=2	n=1	n=5	n=4	n=0
67. D41 provides the "right" training for me to excel in my	3.33						
role.	9.99	8.3%	16.7%	25.0%	33.3%	16.7%	0.0%
		n=1	n=2	23.076 n=3	n=4	n=2	n=0
30. My supervisor/administrator encourages opportunities		n _1	11 4	n_0	11 - T	n-4	H = 0
for my growth and development.	3.50						
50 I		8.3%	16.7%	16.7%	33.3%	25.0%	0.0%
		n=1	n=2	n=2	n=4	n=3	n=0
						по	11 0





D41: Lincoln - Support Staff Results (n=12)	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	3.73						
70. I would like to work at D41 long term.							
	4.18						
		0.0%	0.0%	25.0%	25.0%	41.7%	8.3%
50 D41		n=0	n=0	n=3	n=3	n=5	n=1
58. D41 provides the experience and development for me to further my career here.	3.64						
further my career nere.	5.01	8.3%	0.0%	41.7%	8.3%	33.3%	8.3%
		n=1	n=0	n=5	n=1	n=4	n=1
71. I am aware of the career opportunities that are available							
for me at D41.	3.64						
		8.3%	0.0%	33.3%	25.0%	25.0%	8.3%
		n=1	n=0	n=4	n=3	n=3	n=1
59. I value the career opportunities that I have at D41.							
	3.91				~~~~		
		0.0%	0.0%	33.3%	33.3%	25.0%	8.3%
		n=0	n=0	n=4	n=4	n=3	n=1
60. I have the opportunity to express my career interests at D41.	3.27						
D41.	5.21	16.7%	8.3%	25.0%	16.7%	25.0%	8.3%
		n=2	n=1	n=3	n=2	n=3	n=1
Engage-Inspire	4.28						
2. I am fully engaged in the work that I do.							
7 6 6	4.67						
		0.0%	0.0%	0.0%	33.3%	66.7%	0.0%
		n=0	n=0	n=0	n=4	n=8	n=0
12. I am highly committed to and energized by my work.							
	4.08						
		0.0%	8.3%	8.3%	50.0%	33.3%	0.0%
		n=0	n=1	n=1	n=6	n=4	n=0
8. I am driven to contribute to the success of D41.	4.25						
	4.20	0.0%	0.0%	25.0%	25.0%	50.0%	0.0%
		n=0	n=0	n=3	n=3	n=6	n=0
53. I am committed to the success of my school district.		•	•	0	•	•	•
	4.58						
		0.0%	0.0%	0.0%	41.7%	58.3%	0.0%
		n=0	n=0	n=0	n=5	n=7	n=0
62. I would recommend D41 to a friend as a great place to							
work.	3.83						
		0.0%	0.0%	50.0%	16.7%	33.3%	0.0%
		n=0	n=0	n=6	n=2	n=4	n=0





D41: Lincoln - Support Staff Results (n=12)		~ .				~ .	
	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.11						
3. I am satisfied with my role/work.							
	4.17	0.00/	0.00/			00.00/	0.00/
		0.0% n=0	0.0% n=0	16.7% n=2	50.0% n=6	33.3% n=4	0.0% n=0
6. I am satisfied being a part of my team.		11-0	11-0	II-2	11-0	11-4	11-0
S I I I I I I I I I I I I I I I I I I I	3.91						
		8.3%	0.0%	16.7%	33.3%	33.3%	8.3%
		n=1	n=0	n=2	n=4	n=4	n=1
3. Overall, I am very satisfied with D41 as a place to work.	4.08						
	4.00	0.0%	0.0%	16.7%	58.3%	25.0%	0.0%
		n=0	n=0	n=2	n=7	n=3	n=0
20. I look forward to coming to work every day.							
	4.25	0.00/	0.00/		1 < =0 /	-0.00/	0.00/
		0.0% n=0	8.3% n=1	16.7% n=2	16.7% n=2	58.3% n=7	0.0% n=0
Mission Conscious	3.78	II-0	II-1	II-2	11-2	n- (11-0
1. My supervisor/administrator effectively communicates	0.10						
our school district's mission to me.	3.45						
		8.3%	8.3%	25.0%	33.3%	16.7%	8.3%
		n=1	n=1	n=3	n=4	n=2	n=1
74. D41 effectively aligns our day-to-day activities with the chool district's mission.							
	3.92	0.00/	0.00/	25 00/	50.00/	16 50/	0.00/
		0.0% n=0	0.0% n=0	25.0% n=3	58.3% n=7	16.7% n=2	0.0% n=0
2. I am aware and knowledgeable about our school		n –0	n =0	11-5	n-,	11-2	n =0
listrict's mission.	4.17						
		0.0%	8.3%	8.3%	41.7%	41.7%	0.0%
		n=0	n=1	n=1	n=5	n=5	n=0
8. Business decisions made are consistent with our mission	3.55						
and core values.	9.99	0.0%	8.3%	50.0%	8.3%	25.0%	8.3%
		n=0	n=1	n=6	n=1	n=3	n=1
Pride	4.28						
. I feel great pride in the work I do.							
	4.58			0.00/			
		0.0%	0.0%	8.3%	25.0%	66.7%	0.0%
4. I feel great pride in being a part of D41.		n=0	n=0	n=1	n=3	n=8	n=0
a part of DTI.	4.33						
		0.0%	0.0%	8.3%	50.0%	41.7%	0.0%
		n=0	n=0	n=1	n=6	n=5	n=0
5. I feel great pride in the team of which I am a part.	4.00						
		8.3%	0.0%	16.7%	25.0%	41.7%	8.3%
		n=1	n=0	n=2	n=3	n=5	n=1
4. I speak of D41 with pride.	4.17						
	4.17	0.0%	0.0%	16.7%	50.0%	33.3%	0.0%





	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.26						
52. My team strives to pursue excellence.							
	4.18						
		0.0%	0.0%	25.0%	25.0%	41.7%	8.3%
		n=0	n=0	n=3	n=3	n=5	n=1
21. I strive to find a better way every day.							
	4.25	0.00/	0.00/	1 < = 0 (43 - 67	43 - 64	0.00/
		0.0%	0.0%	16.7%	41.7%	41.7%	0.0%
		n=0	n=0	n=2	n=5	n=5	n=0
55. I am part of a school district that continues to pursue	4.33						
excellence every day.	4.00	0.0%	8.3%	8.3%	25.0%	58.3%	0.0%
		0.0% n=0	0.370 n=1	0.5% n=1	23.0% n=3	n=7	n=0
Innovation	4.09	по		n i	по	ш	n o
69. D41 encourages innovation.							
	4.00						
		0.0%	0.0%	33.3%	33.3%	33.3%	0.0%
		n=0	n=0	n=4	n=4	n=4	n=0
16. I am continuously seeking ways to improve my overall							
productivity.	4.25						
		0.0%	0.0%	16.7%	41.7%	41.7%	0.0%
		n =0	n=0	n=2	n=5	n=5	n=0
42. Our team encourages innovation.							
	4.00						
		8.3%	0.0%	16.7%	25.0%	41.7%	8.3%
		n=1	n=0	n=2	n=3	n=5	n=1





Dimension/Mean

<u>Mean</u>

Rank Ordered Questions According to Mean

2.	I am fully engaged in the work that I do.	4.67	Engage-Inspire 4.28
53.	I am committed to the success of my school district.	4.58	Engage-Inspire 4.28
4.	I feel great pride in the work I do.	4.58	Pride 4.28
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.58	Talent/Fit 4.00
5.	I have at least one close friend at work.	4.42	Relationships 3.78
57.	D41 is committed to quality work and excellence.	4.42	Quality 4.21
56.	I feel D41 is a great fit for me.	4.42	Talent/Fit 4.00
43.	My associates demonstrate a commitment to quality work and excellence.	4.36	Quality 4.21
55.	I am part of a school district that continues to pursue excellence every day.	4.33	Continuous Improvement 4.26
66.	Excellence is recognized in my school district.	4.33	Recognition 4.05
14.	I feel great pride in being a part of D41.	4.33	Pride 4.28
18.	I have provided meaningful recognition to others in the past 10 days.	4.30	Recognition 4.05
16.	I am continuously seeking ways to improve my overall productivity.	4.25	Innovation 4.09
8.	I am driven to contribute to the success of D41.	4.25	Engage-Inspire 4.28





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
21.	I strive to find a better way every day.	4.25	Continuous Improvement 4.26
20.	I look forward to coming to work every day.	4.25	Satisfaction 4.11
52.	My team strives to pursue excellence.	4.18	Continuous Improvement 4.26
70.	I would like to work at D41 long term.	4.18	Career Development 3.73
22.	I am aware and knowledgeable about our school district's mission.	4.17	Mission Conscious 3.78
17.	I have set the right goals for myself to excel in my role/position.	4.17	Performance Planning 3.55
13.	I am satisfied with my role/work.	4.17	Satisfaction 4.11
64.	I speak of D41 with pride.	4.17	Pride 4.28
25.	My supervisor/administrator cares about me as a person.	4.17	Relationships 3.78
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.09	Relationships 3.78
12.	I am highly committed to and energized by my work.	4.08	Engage-Inspire 4.28
72.	Our school district selects highly talented individuals when hiring.	4.08	Talent/Fit 4.00
73.	Overall, I am very satisfied with D41 as a place to work.	4.08	Satisfaction 4.11
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.08	Support-Equip 3.69
42.	Our team encourages innovation.	4.00	Innovation 4.09





	Rank Ordered Questions According to Mean	<u>Mean</u>	<u>Dimension/Mean</u>
45.	I feel great pride in the team of which I am a part.	4.00	Pride 4.28
69.	D41 encourages innovation.	4.00	Innovation 4.09
48.	My team recognizes each other's efforts and impact.	4.00	Recognition 4.05
51.	My team has open and trusting relationships.	4.00	Relationships 3.78
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.00	Communication 3.86
24.	My supervisor/administrator effectively communicates his/her expectations.	4.00	Communication 3.86
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.92	Mission Conscious 3.78
15.	I am properly trained to achieve excellence in my work.	3.92	Training & Development 3.60
54.	Quality relationships are valued across our school district.	3.92	Relationships 3.78
27.	My supervisor/administrator and I have effective two-way communication.	3.92	Communication 3.86
3.	I am provided the core needs necessary for me to excel in my role.	3.92	Support-Equip 3.69
46.	I am satisfied being a part of my team.	3.91	Satisfaction 4.11
59.	I value the career opportunities that I have at D41.	3.91	Career Development 3.73
44.	Our team effectively communicates with each other.	3.91	Communication 3.86
63.	D41 selects the right people for the right job.	3.83	Talent/Fit 4.00





D41: Lincoln - Support Staff Results (n=12) Rank Ordered Questions According to Me

	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
62.	I would recommend D41 to a friend as a great place to work.	3.83	Engage-Inspire 4.28
29.	My supervisor/administrator recognizes me for a job well done.	3.83	Recognition 4.05
9.	I have received meaningful recognition in the past 10 days.	3.83	Recognition 4.05
47.	I am on a team that encourages each member to surpass expectations.	3.80	Quality 4.21
36.	I have the opportunity to communicate with my supervisor/administrator.	3.75	Communication 3.86
11.	I am in a role that allows me to maximize my talents and strengths.	3.75	Talent/Fit 4.00
34.	My supervisor/administrator is actively responsive to my needs.	3.75	Support-Equip 3.69
32.	I have an open and trusting relationship with my supervisor/administrator.	3.75	Relationships 3.78
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.73	Talent/Fit 4.00
6.	I am provided opportunities to further my growth and development.	3.67	Training & Development 3.60
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.67	Support-Equip 3.69
58.	D41 provides the experience and development for me to further my career here.	3.64	Career Development 3.73
71.	I am aware of the career opportunities that are available for me at D41.	3.64	Career Development 3.73
35.	My supervisor/administrator supports my personal and professional development.	3.58	Training & Development 3.60
65.	I feel "in on things" that are happening at D41.	3.58	Communication 3.86





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
7.	I have encouraged someone to apply at D41.	3.55	Talent/Fit 4.00
68.	Business decisions made are consistent with our mission and core values.	3.55	Mission Conscious 3.78
33.	My supervisor/administrator is available for me when needs arise.	3.50	Support-Equip 3.69
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.50	Training & Development 3.60
37.	My supervisor/administrator motivates me to achieve my goals.	3.50	Performance Planning 3.55
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.45	Mission Conscious 3.78
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.42	Performance Planning 3.55
61.	D41 has a genuine concern and interest about me as a person.	3.42	Relationships 3.78
49.	Our team effectively sets goals to further enhance our performance.	3.36	Performance Planning 3.55
67.	D41 provides the "right" training for me to excel in my role.	3.33	Training & Development 3.60
60.	I have the opportunity to express my career interests at D41.	3.27	Career Development 3.73
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.27	Performance Planning 3.55
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.25	Relationships 3.78
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.25	Support-Equip 3.69
31.	I am provided personal coaching from my supervisor/administrator.	3.08	Relationships 3.78





Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
2. I am fully engaged in the work that I do.	Engage-Inspire	4.67	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%
53. I am committed to the success of my school district.	[n=0	n=0	n=0	n=4	n=8	n=0
	Engage-Inspire	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.58	0.0%	0.0%	8.3%	25.0%	66.7%	0.0%
I. In my role I have the opportunity to do things that I both do			n=0	n=0	n=1	n=3	n=8	n=0
well and enjoy.	Talent/Fit	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0
5. I have at least one close friend at work.	Relationships	4.42						
			0.0% n=0	0.0% n=0	16.7% n=2	25.0% n=3	58.3% n=7	0.0% n=0
57. D41 is committed to quality work and excellence.	Quality	4.42	0.0%	0.0%	8.3%	41.7%	50.0%	0.0%
56. I feel D41 is a great fit for me.	Talent/Fit	4.42	n=0	n=0	n=1	n=5	n=6	n=0
		1	0.0% n=0	0.0% n=0	8.3% n=1	41.7% n=5	50.0% n=6	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.36	0.0%	0.0%	25.0%	8.3%	58.3%	8.3%
5. I am part of a school district that continues to pursue excellence very day.	Continuous Improvement	4.33	n=0	n=0	n=3	n=1	n =7	n=1
			0.0% n=0	8.3% n=1	8.3% n=1	25.0% n=3	58.3% n=7	0.0% n=0
66. Excellence is recognized in my school district.	Recognition	4.33	0.0%	0.0%	16.7%	33.3%	50.0%	0.0%
			n=0	n=0	n=2	n=4	n=6	n=0
2. I am fully engaged in	the work that I do.							
53. I am committed to the success of my school district.		-						
	le in the work I do.	-						
 In my role I have the opportunity to do things that I both I have at least one c 								
57. D41 is committed to quality w			\sim					
	is a great fit for me.							
43. My associates demonstrate a commitment to quality w	ork and excellence.							
55. I am part of a school district that continues to pursue ex	cellence every day.							
66. Excellence is recognized in	my school district.							
Not Pictured: One additional item tied with mean = 4.33; see previous section.	1	.00 1.5	0 2.00	2.50	3.00	3.50 4.	00 4.50	5.00





Bottom 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
I. I am provided personal coaching from my pervisor/administrator.	Relationships	3.08						
		-	8.3% n=1	16.7% n=2	41.7% n=5	25.0% n=3	8.3% n=1	0.0% n=0
28. I am provided the opportunity to spend quality time with my upervisor/administrator.	Support-Equip	3.25						
			8.3% n=1	8.3% n=1	50.0% n=6	16.7% n=2	16.7% n=2	0.0% n=0
8. My supervisor/administrator demonstrates effort in establishing nd reinforcing a coaching relationship with me.	Relationships	3.25	0.00/	0.00/		22.24/	0.00/	
			8.3% n=1	8.3% n=1	41.7% n=5	33.3% n=4	8.3% n=1	0.0% n=0
10. In the past three months, my supervisor/administrator has liscussed my successes and progress with me.	Performance Planning	3.27						
			8.3% n=1	8.3% n=1	41.7% n=5	16.7% n=2	16.7% n=2	8.3% n=1
0. I have the opportunity to express my career interests at D41.	Career Development	3.27						
			16.7% n=2	8.3% n=1	25.0% n=3	16.7% n=2	25.0% n=3	8.3% n=1
7. D41 provides the "right" training for me to excel in my role.								
7. D41 provides the fight framing for the to excer in my role.	Training & Development	3.33	8.3%	16.7%	25.0%	33.3%	16.7%	0.0%
	-	1	n=1	n=2	n=3	n=4	n=2	n=0
9. Our team effectively sets goals to further enhance our erformance.	Performance Planning	3.36	8.3%	16.7%	25.0%	16.7%	25.0%	8.3%
			0.3% n=1	n=2	23.0% n=3	n=2	23.0% n=3	0.570 n=1
51. D41 has a genuine concern and interest about me as a person.	Relationships	3.42						
			8.3% n=1	8.3% n=1	41.7% n=5	16.7% n=2	25.0% n=3	0.0% n=0
0. In my current role, I am encouraged to set motivational/stretch oals for myself.	Performance Planning	3.42						
			8.3% n=1	25.0% n=3	8.3% n=1	33.3% n=4	25.0% n=3	0.0% n=0
1. My supervisor/administrator effectively communicates our chool district's mission to me.	Mission Conscious	3.45		1 0			n o	1 0
			8.3% n=1	8.3% n=1	25.0% n=3	33.3% n=4	16.7% n=2	8.3% n=1
31. I am provided personal coaching from my supervisor/a	dministrator.							
28. I am provided the opportunity to spend quality t	ime with my							
supervisor/administrator. 38. My supervisor/administrator demonstrates effort in establishing and coaching relationship with me.	reinforcing a							
40. In the past three months, my supervisor/administrator has successes and progress with me.	discussed my							
60. I have the opportunity to express my career inte	rests at D41.							
67. D41 provides the "right" training for me to exc	el in my role.							
49. Our team effectively sets goals to further enhance our pe	erformance.							
61. D41 has a genuine concern and interest about m	e as a person.							
10. In my current role, I am encouraged to set motivational/stretch goals	s for myself.							
41. My supervisor/administrator effectively communicates our sc mission to me.	hool district's							
	+		1	-				





Rank Ordered Dimensions by Mean	Dimension Mean
Engage-Inspire	4.28
Pride	4.28
Continuous Improvement	4.26
Quality	4.21
Satisfaction	4.11
Innovation	4.09
Recognition	4.05
Talent/Fit	4.00
Communication	3.86
Relationships	3.78
Mission Conscious	3.78
Career Development	3.73
Support-Equip	3.69
Training & Development	3.60
Performance Planning	3.55







