

## AGENDA BOARD OF EDUCATION REGULAR MEETING

MONDAY, OCTOBER 20, 2025  
6:30 PM

HADLEY JR. HIGH SCHOOL,  
240 HAWTHORNE BLVD,  
GLEN ELLYN, IL 60137

I.	Call to Order	
II.	Celebrations and Recognitions	
	A. Seat Student Board Members	
III.	Public Hearing on the Transfer of Funds	
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	B. Board Reports	
	C. Student Board Reports	
VII.	Discussion	
	A. Five-Year Capital Project Plans	555
	B. Annual Chromebook Purchase	557
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	2. Monthly Financial Reports	
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	b. Freedom of Information Act (FOIA) Report	565
	c. Investment Schedule	567
	d. Monthly Revenue/Expenditure Summary Report	569
	e. School District Payment Order	571
	f. Summary of Bills and Payroll	581
	g. Treasurer's Report	582
	h. Vandalism	
	3. Board Meeting Minutes	583
	• Monday, September 22, 2025, Regular Meeting Minutes	
	B. Recommendations	
	1. Approve Board Member Expense	587
	2. 2026 Summer Capital Project Plan <sup>1</sup>	588

3. Fund Transfers
  4. Student transportation service contracts—Safeway and other potential vendors
- IX. Other/Board Governance - Learning Together
- A. Book Study Discussion
- X. Upcoming Meetings:
- Monday, November 3, 2025, Committee of the Whole Meeting, 6:30 p.m.; *Instructional Technology*
  - Monday, November 17, 2025, Regular Board of Education Meeting, 6:30 p.m.
    - The meeting will be held at the D41 Kindergarten Center (enter at 881 Bloomingdale Rd)
- XI. Adjourn to Closed Session
- XII. Return to Open Session
- XIII. Adjournment

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*Superintendent Dr. Jeff McHugh*

# 2025 Levy Parameters

Board of Education Meeting

October 20, 2025

# 2025 Levy Timeline

- 10/20/2025 Board of Education Meeting      Levy 101 Discussion
- 11/17/2025 Board of Education Meeting      Review Preliminary Levy  
Place Preliminary Levy on Display
- 11/17/2025 Communication      Levy Placed on Display
- 12/15/2025 Board of Education Meeting      Public Hearing on Levy  
Approval of the 2025 Levy

# The Levy Statutory Guidelines

- The Board of Education must estimate the levy at least 20 days prior to adoption.
- The Board of Education must adopt and file the final levy before the last Tuesday in December.
- A Truth in Taxation hearing is required if the levy will increase by 5% or more.
  - At D41 we offer a Truth in Taxation hearing every year regardless of the increase.

# Levy Calculation and Payment

- The increase potential of each year's levy calculation is determined by taking the previous year's extension multiplied by the Consumer Price Index (CPI).
  - The 2025 levy increase will be based on the 2024 CPI of 2.9% (2023 was 3.4%).
- After adding the CPI increment, you then add an estimate of the value of new property built within the calendar year.
- Payments are made via two equal installments; June 1st and September 1st.
  - Smaller payments are made periodically for off cycle tax payments the clerk receives.

# Tax Cap and the Consumer Price Index (CPI)

- Property Tax Extension Limitation Act (PTELL) - Public Act 87-17
  - PTELL limits the amount of any increase in taxes from year to year to the lesser of 5% or the prior year CPI, plus the value of new property added to the tax base.
- The value of new property is unknown at the time the levy is approved so it must be estimated.
- The County Clerk will limit/reduce the total levy increase to the statutory PTELL cap **regardless of the amount requested by a School District.**

# Timing Considerations

- The 2025 levy will fund the 2026-2027 school year. The first installment of taxes related to the 2025 levy are expected to be received during June of 2026. The remainder of the 2025 levy is expected to be received during September of 2026.
- The June tax receipts are commonly referred to as “Early Taxes” as they arrive just prior to the start of the fiscal year (New school year) which they will fund.

# Levy Considerations

- If a District levies less than the maximum permitted under PTELL, the District would forfeit that taxing capacity for all future years.
  - Each new levy begins where the prior levy was set. There is no option to add back for under levying in a prior year.
- In regards to new property growth, if the estimate used in the levy calculation is below the actual new property growth number, the district would forfeit that taxing capacity for all future years. That is why may districts estimate new property growth slightly higher than expected in order to capture all taxing capacity.

# Abatement vs. Under Levy

- If a district wishes to levy less than the maximum permitted under PTELL, there are generally two options:
  1. **Under levy:** Submit a levy request below the maximum. This would lower the district's taxing capacity by the amount of the under levy for the current year, as well as all future levy years.
  1. **Abatement:** Submit a levy at (or above) the maximum, and then direct the County Clerk to reduce (abate) a portion of the levy. This preserves the district's full taxing capacity for future years.

# Thank You

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Glen Ellyn School District 41  
 Kindergarten Center - School Improvement Plan  
 2025-2026

Glen Ellyn 41 will Ignite passion, Inspire excellence, Imagine possibilities

**Our Mission**

We embrace an optimistic future in partnership with families on behalf of our community’s children. We educate the whole child by developing intellect and curiosity, engaging creativity, fostering responsibility and citizenship while building positive and collaborative relationships. We establish a foundation for our students that leads to post-secondary opportunities and success.

**Our Values**

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**GOAL #1 Academic**

Current Performance	Measurable Goals	Connection to District Strategic Plan
<p><b>Baseline Data:</b>            Historically, 51% (2022–2023), 55% (2023–2024), and 53% (2024–2025) of half-day kindergarten students met their projected MAP Growth goal in mathematics from fall to spring.</p> <p>According to Fall 2025 MAP data, 26% (56 students) of full-day kindergarten students are performing at or above the 90th percentile in mathematics, while 6% (13 students) are performing below the 30th percentile. The Kindergarten Center aims to increase personal growth for all students by providing targeted support for those who are struggling and enrichment opportunities for those performing at higher levels.</p>	<p>By Spring of 2026, we will increase the percentage of Kindergarten students who meet their Fall to Spring projected MAP Growth goal in math to 58% or higher.</p>	<p>Goal 1: Foster Growth Focused Academic Excellence</p> <p>By 2027, the district will:</p> <ul style="list-style-type: none"> <li>● Maintain an academic growth level that ranks at or above the 95th percentile among Illinois public school districts in both math and ELA, meaning the district's growth will be equal to or higher than 95% of all public school districts across Illinois</li> </ul>

GOAL #2 Academic		
Current Performance	Measurable Goals	Connection to District Strategic Plan
<p><b>Baseline Data:</b> Historically, 72% (2022–2023), 63% (2023–2024), and 59% (2024–2025) of half-day kindergarten students met their projected MAP Growth goal in reading from fall to spring.</p> <p>According to Fall 2025 MAP data, 20% (44 students) of full-day kindergarten students are performing at or above the 90th percentile in mathematics, while 8% (17 students) are performing below the 30th percentile. The Kindergarten Center aims to increase personal growth for all students by providing targeted support for those who are struggling and enrichment opportunities for those performing at higher levels.</p>	<p>By Spring of 2026, we will increase the percentage of Kindergarten students who meet their Fall to Spring projected MAP Growth goal in math to 65% or higher.</p>	<p>Goal 1: Foster Growth Focused Academic Excellence</p> <p>By 2027, the district will:</p> <ul style="list-style-type: none"> <li>● Maintain an academic growth level that ranks at or above the 95th percentile among Illinois public school districts in both math and ELA, meaning the district's growth will be equal to or higher than 95% of all public school districts across Illinois</li> </ul>

GOAL #3 Belonging		
Current Performance	Measurable Goals	Connection to District Strategic Plan
<p><b>Baseline Data (Fall 2025):</b> According to the Fall 2025 parent survey, 90.2% of parents reported that they receive timely and transparent communication from the Kindergarten Center, and 93% reported that the Kindergarten Center provides opportunities for parental involvement.</p>	<p>By Spring 2026, the Kindergarten Center will increase the percentage of parents who report receiving timely and transparent communication to 95%, and the percentage of parents who report that the Kindergarten Center provides meaningful opportunities for parental involvement to 95%, as measured by the School Perceptions Survey.</p>	<p>Goal 4: Strengthen Community Connections.</p> <p>By 2027, the district will:</p> <ul style="list-style-type: none"> <li>● Increase the percentage of community stakeholders who are satisfied with district communication and involvement in decision making, as measured by a community perception survey</li> </ul>



**Glen Ellyn School District 41**  
*Abraham Lincoln Elementary - School Improvement Plan*  
 2025-2026

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**GOAL #1 Academic**

Current Performance	Measurable Goals	Connection to District Strategic Plan
2024-2025 Fall to Spring Math growth for Low income students was in the 43rd percentile on MAP.	By the Spring of 2026, Lincoln will increase the growth data of Low Income students from the 43rd percentile to 50th percentile.	<u>Goal 1: Foster Growth-focused Academic Excellence</u>  By 2027, the district will: Achieve a mean Student Growth Percentile (SGP) at or above 60 for students identified as low income in both math and ELA, as reported on the Illinois Report Card
2024-2025 Fall to Spring Math growth for all students K-5 was in the 53rd percentile in the area of math on MAP.	By the Spring of 2026, Lincoln will increase the growth data for all students K-5 in the area of math from the 53rd percentile to the 60th percentile.	

**GOAL #2 Belonging**

Current Performance	Measurable Goals	Connection to District Strategic Plan
2025 Spring 5Essentials data in the area of “Supportive Environment” was a score of 47. This is 3 points lower than the Spring of 2024 score of 50.	By Spring of 2026, Lincoln will increase the 5Essentials Survey data on Supportive Environments for students from a score of 50 to 60.	<u>Goal 2: Nurture a Culture of Belonging</u>  By 2027, the district will: Increase the 5Essentials survey data on supportive environments for students to at or above 70%

GOAL #3 Communication		
Current Performance	Measurable Goals	Connection to District Strategic Plan
<p>The Spring 2025 School Perception Survey results for the question, “I am updated on how my child is doing at school,” are as follows:</p> <ul style="list-style-type: none"> <li>● Strongly Agree- 21.5% (20)</li> <li>● Agree- 45.2% (42)</li> <li>● Disagree- 24.7% (23)</li> <li>● Strongly disagree- 6.5% (6)</li> <li>● Don’t know/doesn’t apply- 2.2% (2)</li> </ul>	<p>By the Spring of 2026, Lincoln will increase their School Perception Data in the area of “<u>I am updated on how my child is doing at school</u>” from an Average of 3.52 to 4.0.</p>	<p><u>Goal 4: Strengthen Community Connections</u>  By 2027, the district will: Increase the percentage of community stakeholders who are satisfied with district communication and involvement in decision making, as measured by a community perception survey</p> <p><u>District Measurement of Goals:</u>  “communicates with me effectively” -  2025: 84%  2027 Goal: at or above 90%</p>



**Glen Ellyn School District 41**  
*Ben Franklin Elementary - School Improvement Plan*  
 2025-2026

**Glen Ellyn 41 will Ignite passion, Inspire excellence, Imagine possibilities**

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- We cultivate a culture of inclusion, acceptance, and belonging in our classrooms.
- We assume all children can learn at high levels when provided with differentiated instruction and support.

**GOAL #1 Academic**

Current Performance	Measurable Goals	Connection to District Strategic Plan
2024-2025 Fall to Spring Math growth for Franklin’s Low income students was in the 31st percentile on MAP.	By the Spring of 2026, Franklin will increase the Math growth data of Low Income students from the 31st percentile to 40th percentile.	<u>Goal 1: Foster Growth-focused Academic Excellence</u>  By 2027, the district will: Achieve a mean Student Growth Percentile (SGP) at or above 60 for students identified as low income in both math and ELA, as reported on the Illinois Report Card
2024-2025 Fall to Spring Math growth for all Franklin students K-5 was in the 45th percentile in the area of math on MAP.	By the Spring of 2026, Franklin will increase the Math growth data for all students K-5 in the area of math from the 45th percentile to the 53rd percentile.	

**GOAL #2 Belonging**

Current Performance	Measurable Goals	Connection to District Strategic Plan
Franklin’s 2025 Spring 5 Essentials data in the area of “Supportive Environment” was a score of 57. This is 1 point higher than the Spring of 2024 score of 56. Both scores reflect the designation of “Neutral”.	By Spring of 2026, Franklin will increase the 5Essentials Survey data on Supportive Environments for students from a score of 57 to 63.	<u>Goal 2: Nurture a Culture of Belonging</u>  By 2027, the district will: Increase the 5Essentials survey data on supportive environments for students to at or above 70%

GOAL #3 Communication		
Current Performance	Measurable Goals	Connection to District Strategic Plan
<p>The Spring 2025 School Perception Survey results for the question, “I am updated on how my child is doing at school,” are as follows:</p> <ul style="list-style-type: none"> <li>● Strongly Agree- 27.5% (28)</li> <li>● Agree- 49% (50)</li> <li>● Disagree- 15.7% (16)</li> <li>● Strongly disagree-4.9% (5)</li> <li>● Don’t know/doesn’t apply- 2.9% (3)</li> </ul>	<p>By the Spring of 2026, Franklin will increase their School Perception Data in the area of “<u>I am updated on how my child is doing at school</u>” from an Average of 3.81 to 4.2.</p>	<p><u>Goal 4: Strengthen Community Connections</u>  By 2027, the district will: Increase the percentage of community stakeholders who are satisfied with district communication and involvement in decision making, as measured by a community perception survey</p> <p><u>District Measurement of Goals:</u>  “communicates with me effectively” -  2025: 84%  2027 Goal: at or above 90%</p>



**Glen Ellyn School District 41**  
*Churchill Elementary - School Improvement Plan*  
 2025-2026

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**GOAL #1 Academic**

Current Performance	Measurable Goals	Connection to District Strategic Plan
2024-2025: 61% of students achieved their Fall to Spring growth target in math on NWEA MAP	By Spring of 2026, Churchill will increase the percentage of students who meet their Fall to Spring growth target in math from 61% to 68%.	By 2027, D41 will implement instructional best practices within our general education and special education and language learner programs.

**GOAL #2 Academic**

Current Performance	Measurable Goals	Connection to District Strategic Plan
2024-25: 65% of students achieved their Fall to Spring growth target in reading on NWEA MAP.	By Spring of 2026, Churchill will increase the percentage of students who meet their Fall to Spring growth target in reading from 65% to 70%.	By 2027, D41 will implement instructional best practices within our general education and special education and language learner programs.

**GOAL #3 Belonging**

<b>Current Performance</b>	<b>Measurable Goals</b>	<b>Connection to District Strategic Plan</b>
<p>According to the 5Essentials Survey in 24-25, 78% of our 5th grade students believe their peers “treat each other with respect”</p> <p>According to the 5Essentials Survey in 23-24, 73% of our 5th grade students believe their peers “treat each other with respect”.</p>	<p>According to the 5Essentials Survey in 25-26, 83% of our 5th grade students will state they believe their peers “Treat Each other with Respect”.</p>	<p>By 2027, D41 will utilize SEL education resources and evaluate the district's progress according to the SEL state standards.</p>



Glen Ellyn School District 41  
*Forest Glen Elementary - School Improvement Plan*  
 2025-2026

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**GOAL #1 Academic**

Current Performance	Measurable Goals	Connection to District Strategic Plan
<p>In 24-25, 64% of Forest Glen K-5 students met their fall to spring MAP reading growth target.</p> <p>In 24-25, 63% of Forest Glen K-5 students met their fall to spring MAP math growth target.</p>	<p>By spring of 2026, 64% of Forest Glen K-5 students will meet their Fall to Spring MAP growth target in reading and 63% will meet their growth target in math.</p>	<p>Goal 1: Foster Growth-Focused Academic Excellence:</p> <p>Maintain an academic growth level that ranks at or above the 95th percentile among Illinois public school districts in both math and ELA, meaning the district's growth will be equal to or higher than 95% of all public school districts across Illinois</p>

**GOAL #2 Supportive Environment**

<b>Current Performance</b>	<b>Measurable Goals</b>	<b>Connection to District Strategic Plan</b>
<p>The 2025 5 Essentials data results for Forest Glen showed that the student essential of Supportive Environment was 56%. In 2024, this score was 51%.</p>	<p>By spring of 2026, Forest Glen staff will increase the Supportive Environment score on 5 Essentials to at least 63%.</p>	<p>Goal 2: Nurture A Culture of Belonging</p> <p>By 2027: Increase the 5Essentials survey data on supportive environments for students to at or above 70%</p>

**GOAL #3 Belonging**

<b>Current Performance</b>	<b>Measurable Goals</b>	<b>Connection to District Strategic Plan</b>
<p>According to our HumanEx 2025 data, the statement “I have received positive recognition in the last ten days” received a score of 3.72 which was a 0.09 increase from our 2024 score.</p>	<p>According to our HumanEx 2026 data, we will increase our score on the statement “I have received positive recognition in the last ten days” by 0.20.</p>	<p>Goal 2: Nurture A Culture of Belonging</p> <p>By 2027: Increase Humanex survey data on culture and climate for highly engaged and highly satisfied staff to at or above 78%</p>



Glen Ellyn School District 41  
*Hadley Jr. High - School Improvement Plan*  
 2025-2026

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Our Values

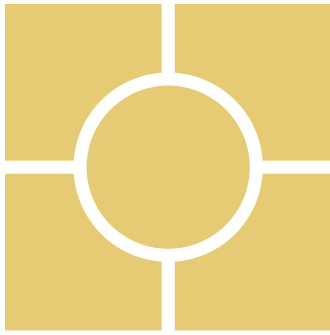
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GOAL #1 Academic

Current Performance	Measurable Goals	Connection to District Strategic Plan
<p>Hadley Cycle of Inquiry</p> <p>The Hadley Jr. High BLT continues its second year of researching and implementing instructional strategies that try to answer the question of why 24% of students responded on 5Essentials that what they learn does not connect to their daily life.</p> <p>We believe:            Students will find more relevance in their daily learning through an increased use of launching and connecting new material to their lives during instruction. We continue to focus on student engagement in the content area material.</p> <p>5Essentials:            2023 - 2024 - 24%            2024 - 2025 - 24%</p>	<p>By June 2026, Hadley students will report a stronger connection between what they learn in the classroom and the real world.</p> <p>This will be measured using the 5Essentials survey and a growth of 76% to 80% on the prompt: “Often connects learning to life outside of the classroom.”</p>	<p>By 2027, D41 will implement instructional best practices within our general education and special education and language learner programs.</p> <p>D41 will continue to support and improve the implementation of the D41 Inclusionary Principles.</p> <p>D41 will lessen the achievement gaps between student groups</p> <p>D41 will prepare every student to experience success in high school and beyond.</p>

GOAL #2 Academic		
Current Performance	Measurable Goals	Connection to District Strategic Plan
<p>35% of FRL (78.4/224) students at Hadley Junior High are in the <u>low achievement</u> category in NWEA MAP Reading in Fall 2025.</p> <p>65% of FRL students are in the “slightly below” to “high average” achievement band.</p>	<p>By Spring 2026, Hadley Junior High will increase the reading achievement data of Low Income students.</p> <p>Students within the category of FRL and in the ranges of "slightly below" to “high average” will show an increase of 4% from the 65th percentile to the 69th percentile, as measured by NWEA Reading.</p>	<p>By 2027, D41 will implement instructional best practices within our general education and special education and language learner programs.</p> <p>D41 will continue to support and improve the implementation of the D41 Inclusionary Principles.</p> <p>D41 will lessen the achievement gaps between student groups</p> <p>D41 will prepare every student to experience success in high school and beyond</p>

GOAL #3 Belonging		
Current Performance	Measurable Goals	Connection to District Strategic Plan
<p>The Hadley Junior High 5Essentials data from 2025:</p> <p>Supportive Environment (52%)</p> <p>4 components make up Supportive Environment:</p> <ol style="list-style-type: none"> <li>1. Safety (55%)</li> <li>2. Academic Personalism (43%)</li> <li>3. Student/Teacher Trust (51%)</li> <li>4. Peer Support for Academic Work (60%)</li> </ol>	<p>By the 2026 5Essentials survey, Hadley students will report a 3-point increase from 43 to 46 in the area of Academic Personalism, under the Supportive Environment Category.</p>	<p>This Hadley goal directly supports Strategic Priority 2, “Nurture a Culture of Belonging.”</p> <p>The district aims to increase supportive-environment scores on the 5Essentials survey.</p>



# Glen Ellyn SD 41

## 2025 5Essentials Report

The 5Essentials School Reports for the State of Illinois are derived from 20 years of research on improving schools. The raw data for these reports are based on a comprehensive core of more than 80 student and 150 teacher questions compiled into 22 measures of school climate and practice and formed into five essentials. As measured by the Illinois 5Essentials Survey, those five essentials are leading indicators of school improvement. The power of 5Essentials comes from their prediction of school success, the intuitiveness of the overall framework components (Instruction, Environment, Leaders, Teachers, and Families), and the reliability of the survey measures.

As detailed in the seminal book, *Organizing Schools for Improvement: Lessons from Chicago*, UEI researchers determined that there are five essential supports for school success. These “5Essentials” detail the perspectives and processes central to the delivery and support of student learning.

The 5Essentials framework as measured by our survey instruments is a leading indicator of school performance now and predictive of the future. Data from over 650 schools (elementary and high schools) have found our survey measures to predict many aspects of student and school success, before and after controlling for school type, demographic composition, test scores, and socio-economic status. Our principal indication of the power of the 5Essentials is that University of Chicago analysis of two natural experiments spanning a total of 15 years each found that they mattered considerably: Schools strong in 3-5 Essentials were 10 times more likely to improve student learning substantially compared to schools weak in 3-5 Essentials. This evidence came from over 400 elementary schools representing the best and worst in Illinois. Following those natural experiments, we have found our survey measures reliably predict school success on a variety of outcomes for both high school and elementary schools, including:

- ITBS improvement
- ISAT value-add
- EXPLORE to ACT gains
- EXPLORE to PLAN gains
- PLAN to ACT gains
- Attendance rates
- College enrollment
- High school graduation
- Freshman grades
- Teacher mobility
- Grades in college-preparatory classes

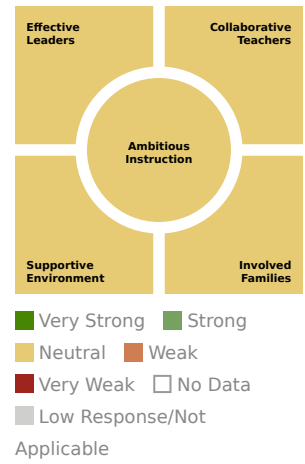
#### References:

(Bryk, et al. 2010)(Selected by Education Next as one of the best education books of the decade: <http://educationnext.org/the-best-books-of-the-past-decade-according-to-ed-next-readers/>)  
(Bryk, et al. 2010); (Easton, Ponisciak and Luppescu 2008); (Easton, Ponisciak and Luppescu 2008); (Allensworth, Correa and Ponisciak 2008); (Bryk, et al. 2010); (Roderick, Nagaoka, et al. 2008); (Allensworth and Easton 2007); (Allensworth, Ponisciak and Mazzeo 2009); (Allensworth, Nomi, et al. 2009); (Montgomery, Allensworth and Correa 2010)

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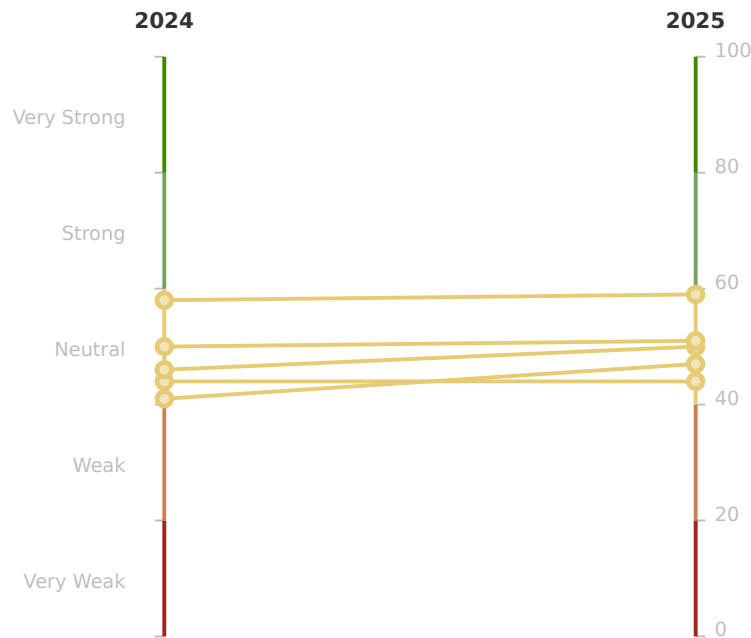
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Overall, Glen Ellyn SD 41 are moderately organized for improvement on average.



## The 5Essentials

How is Glen Ellyn SD 41 performing on each of the 5Essentials in 2025?



Essentials	Performance Across Years		
	2024	2025	
Involved Families	58	59	Neutral
Supportive Environment	50	51	Neutral
Collaborative Teachers	46	50	Neutral
Effective Leaders	41	47	Neutral
Ambitious Instruction	44	44	Neutral

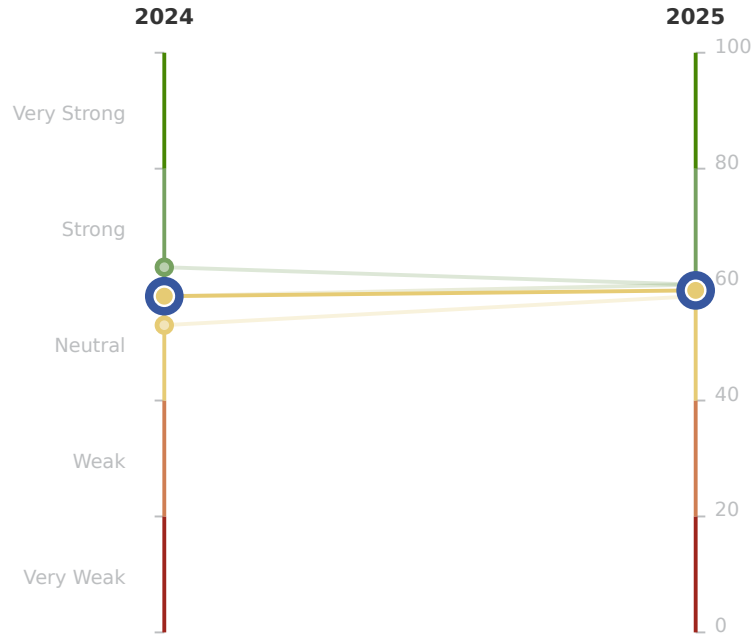
# Involved Families

## How is Glen Ellyn SD 41 performing on Involved Families?

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Parent Involvement in School	63	60	Teacher
Teacher-Parent Trust	58	60	Teacher
Parent Influence on Decision Making in Schools	53	58	Teacher

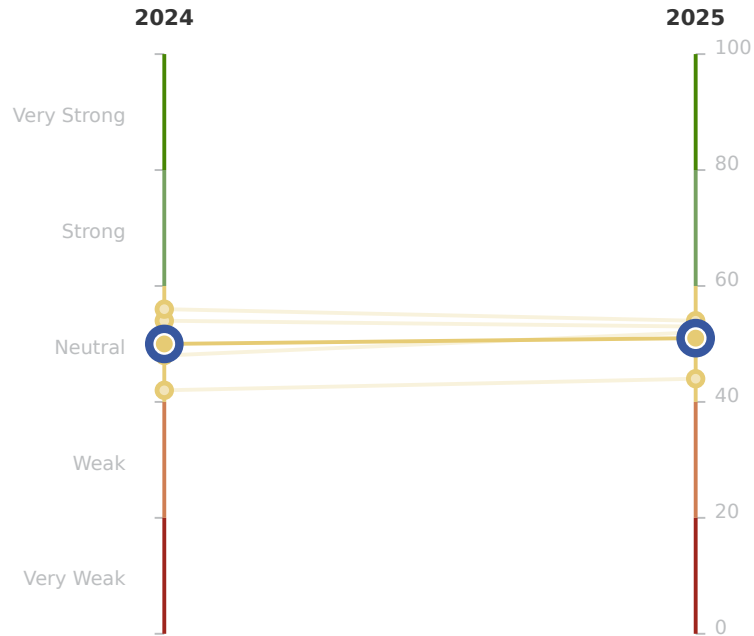
# Supportive Environment

## How is Glen Ellyn SD 41 performing on Supportive Environment?

In schools with a Supportive Environment, the school is safe, demanding, and supportive. In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- all students value hard work, and
- teachers push all students toward high academic performance.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Safety	56	54	Student
Peer Support for Academic Work	54	53	Student
Student-Teacher Trust	48	52	Student
Academic Personalism	42	44	Student

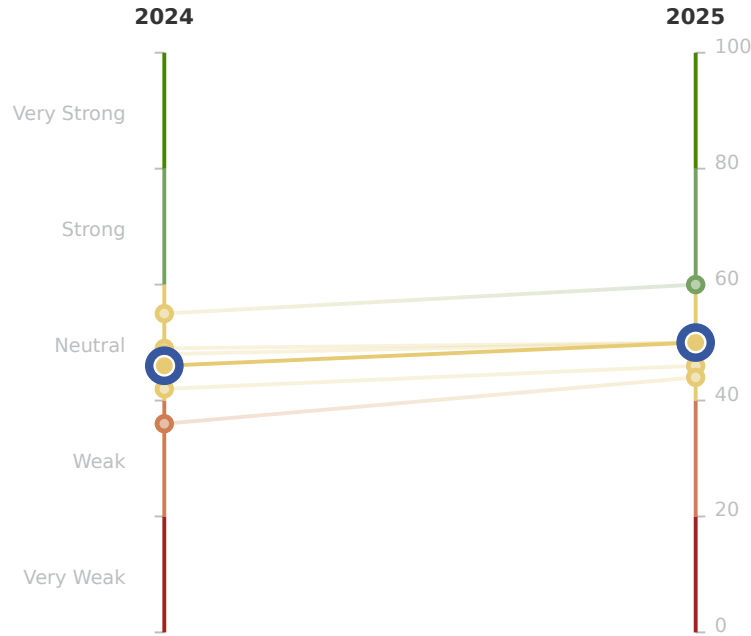
# Collaborative Teachers

## How is Glen Ellyn SD 41 performing on Collaborative Teachers?

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Collaborative Practices	55	60	Teacher
School Commitment	49	50	Teacher
Teacher-Teacher Trust	48	50	Teacher
Collective Responsibility	42	46	Teacher
Quality Professional Development	36	44	Teacher

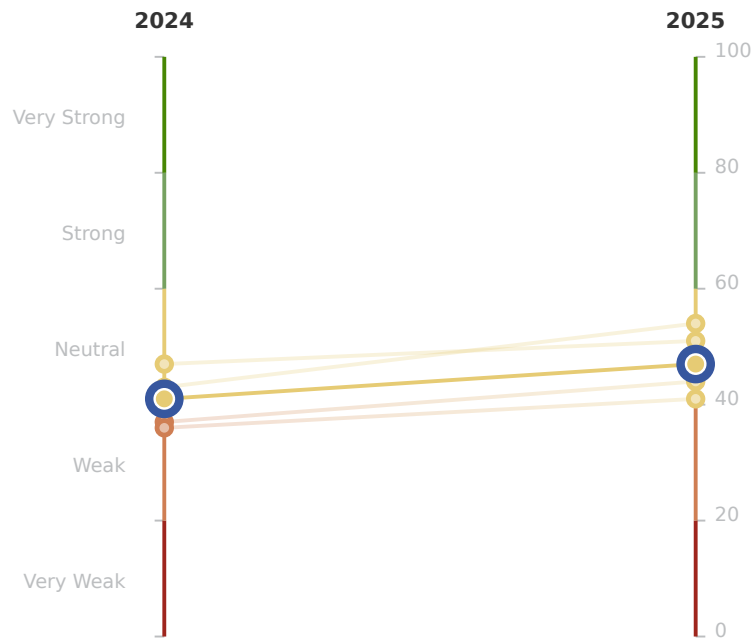
# Effective Leaders

## How is Glen Ellyn SD 41 performing on Effective Leaders?

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement. Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Program Coherence	43	54	Teacher
Teacher-Principal Trust	47	51	Teacher
Instructional Leadership	37	44	Teacher
Teacher Influence	36	41	Teacher

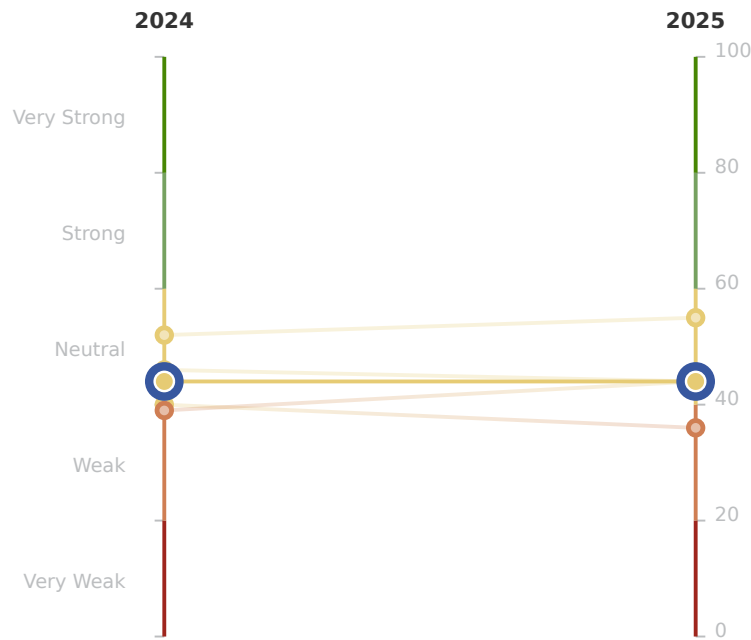
# Ambitious Instruction

## How is Glen Ellyn SD 41 performing on Ambitious Instruction?

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning. It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).





















### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Quality of Student Discussion	52	55	Teacher
English Instruction	39	44	Student
Math Instruction	46	44	Student
Academic Press	40	36	Student

# All 5Essentials Measures

How is Glen Ellyn SD 41 performing on all 5Essentials measures in 2025?


Page	Measure	Change	Performance	Essential	Respondent
9	Collaborative Practices	+ 5	60 <b>Strong</b>	 Collaborative Teachers	Teacher
10	Parent Involvement in School	- 3	60 <b>Strong</b>	 Involved Families	Teacher
11	Teacher-Parent Trust	+ 2	60 <b>Strong</b>	 Involved Families	Teacher
12	Parent Influence on Decision Making in Schools	+ 5	58 <b>Neutral</b>	 Involved Families	Teacher
13	Quality of Student Discussion	+ 3	55 <b>Neutral</b>	 Ambitious Instruction	Teacher
14	Program Coherence	+ 11	54 <b>Neutral</b>	 Effective Leaders	Teacher
15	Safety	- 2	54 <b>Neutral</b>	 Supportive Environment	Student
16	Peer Support for Academic Work	- 1	53 <b>Neutral</b>	 Supportive Environment	Student
17	Student-Teacher Trust	+ 4	52 <b>Neutral</b>	 Supportive Environment	Student
18	Teacher-Principal Trust	+ 4	51 <b>Neutral</b>	 Effective Leaders	Teacher
20	School Commitment	+ 1	50 <b>Neutral</b>	 Collaborative Teachers	Teacher
21	Teacher-Teacher Trust	+ 2	50 <b>Neutral</b>	 Collaborative Teachers	Teacher
22	Collective Responsibility	+ 4	46 <b>Neutral</b>	 Collaborative Teachers	Teacher
23	Academic Personalism	+ 2	44 <b>Neutral</b>	 Supportive Environment	Student
24	English Instruction	+ 5	44 <b>Neutral</b>	 Ambitious Instruction	Student
25	Instructional Leadership	+ 7	44 <b>Neutral</b>	 Effective Leaders	Teacher
27	Math Instruction	- 2	44 <b>Neutral</b>	 Ambitious Instruction	Student
28	Quality Professional Development	+ 8	44 <b>Neutral</b>	 Collaborative Teachers	Teacher
29	Teacher Influence	+ 5	41 <b>Neutral</b>	 Effective Leaders	Teacher
30	Academic Press	- 4	36 <b>Weak</b>	 Ambitious Instruction	Student

# Collaborative Practices

## Collaborative Practices

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

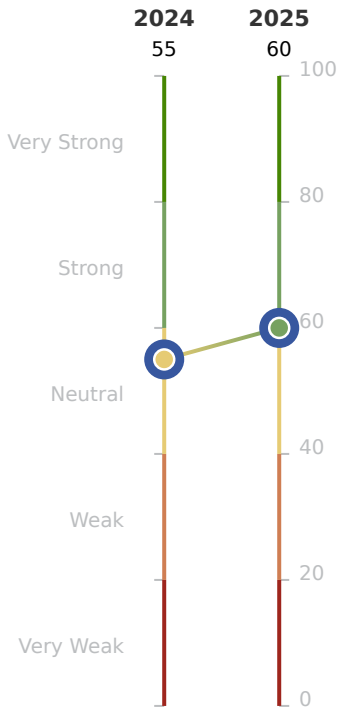
### Essential

 Collaborative Teachers

### Respondent

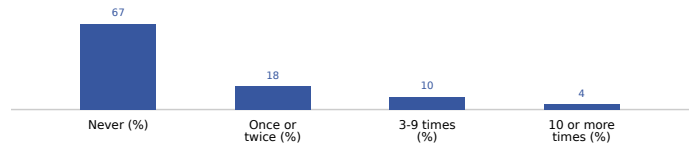
Teacher

### Performance

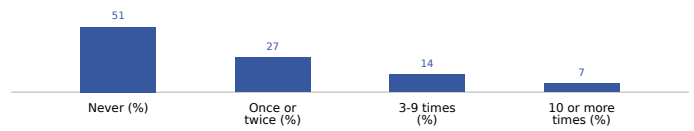


## Teachers report how often they have done the following:

Observed another teacher's classroom to offer feedback.



Observed another teacher's classroom to get ideas for your own instruction.



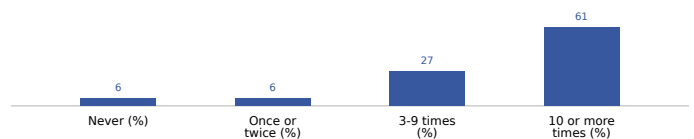
Gone over student assessment data with other teachers to make instructional decisions.



Worked with other teachers to develop materials or activities for particular classes.



Worked on instructional strategies with other teachers.

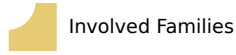


# Parent Involvement in School

## Parent Involvement in School

Parents are active participants in their child's schooling.

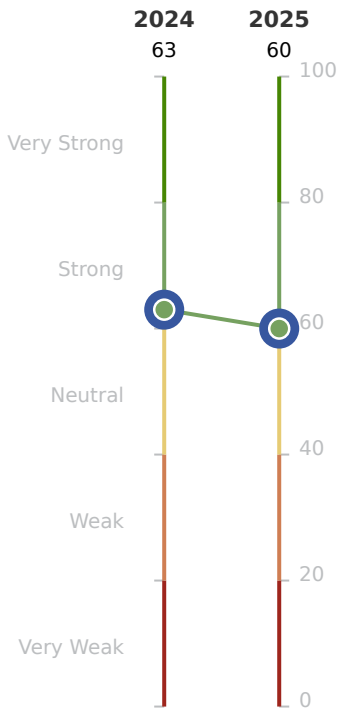
### Essential



### Respondent

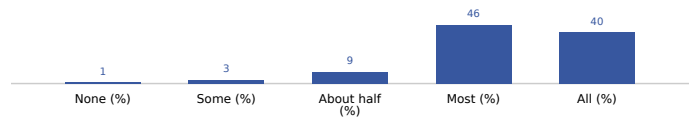
Teacher

### Performance

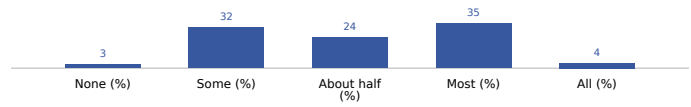


## Teachers report that students' parents:

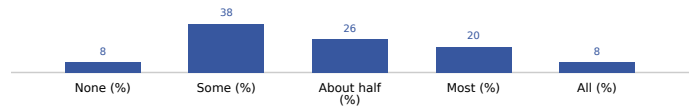
Attended parent-teacher conferences when you requested them.



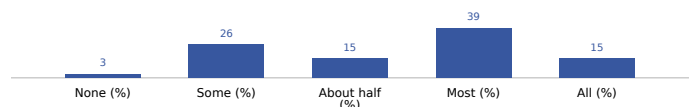
Volunteered time to support the school/center (e.g., volunteer in classrooms, help with school/center-wide events, etc.).



Contacted you about their child's performance.



Responded to your suggestions for helping their child.

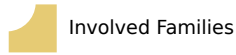


# Teacher-Parent Trust

## Teacher-Parent Trust

Teachers and parents are partners in improving student learning.

### Essential

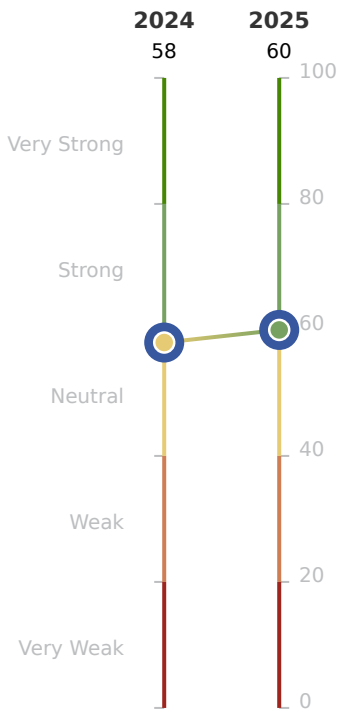


Involved Families

### Respondent

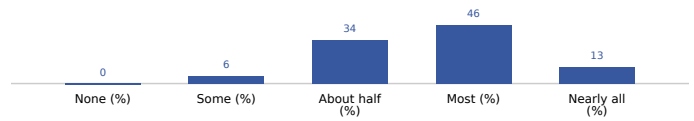
Teacher

### Performance

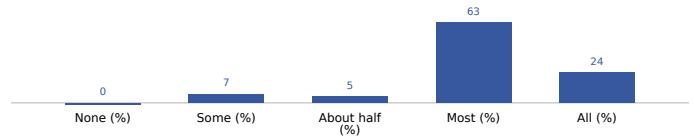


### Teachers report the following:

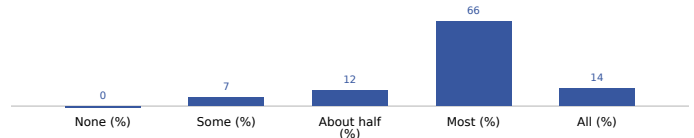
Teachers feel good about parents' support for their work.



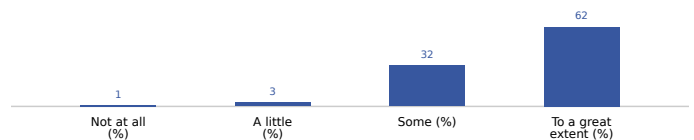
Parents support teachers' teaching efforts.



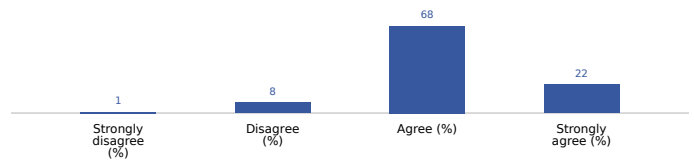
Parents do their best to help their children learn.



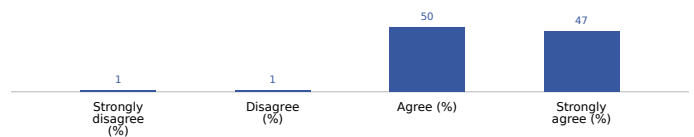
Teachers feel respected by the parents of the students



Teachers and parents at this school think of each other as partners in educating children.



Staff at this school work hard to build trusting relationships with parents.

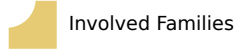


# Parent Influence on Decision Making in Schools

## Parent Influence on Decision Making in Schools

The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

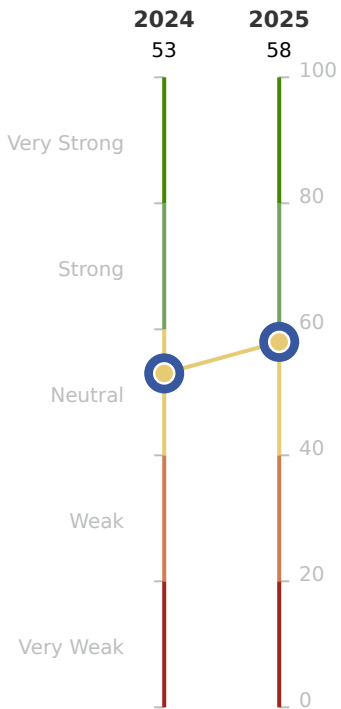
### Essential



### Respondent

Teacher

### Performance

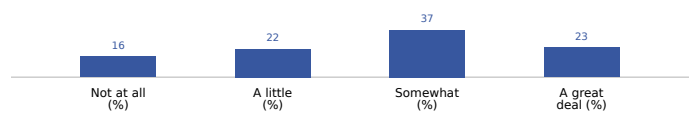


### Teachers report that the school:

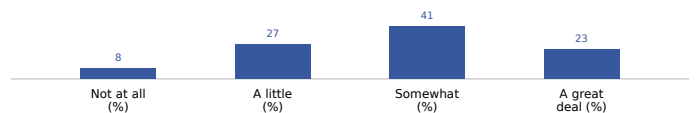
Involves parents in the development of programs aimed at improving students' academic outcomes.



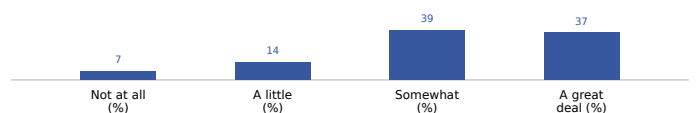
Involves parents in commenting on school curricula.



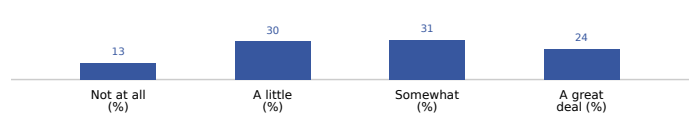
Includes parent leaders from all backgrounds in school improvement efforts.



Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).



Encourage more involved parents/guardians to reach out to less involved parents/guardians?




# Quality of Student Discussion

## Quality of Student Discussion

Students participate in classroom discussions that build their critical thinking skills.

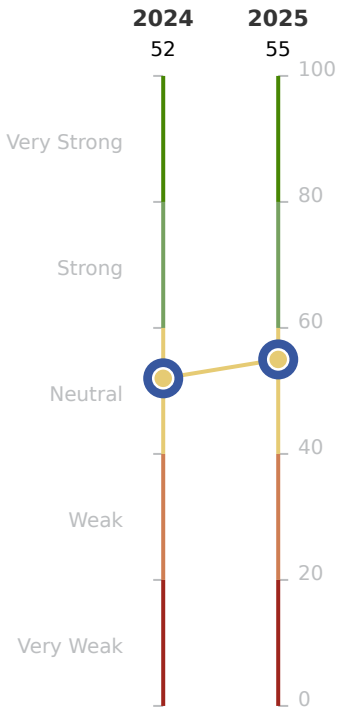
### Essential

 Ambitious Instruction

### Respondent

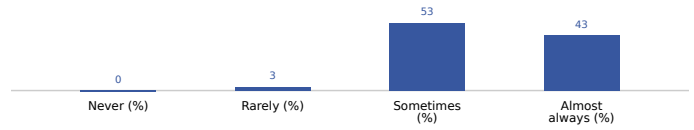
Teacher

### Performance

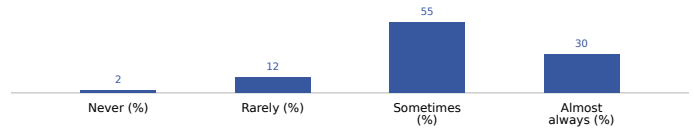


## Teachers report the following about classroom discussions:

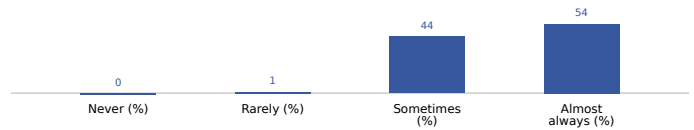
Students build on each other's ideas during discussion.



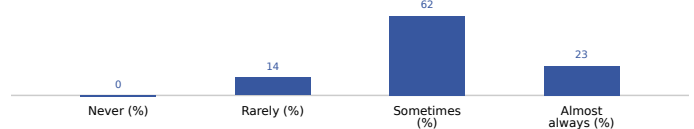
Students use data and text references to support their ideas.



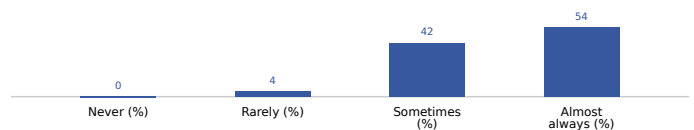
Students show each other respect.



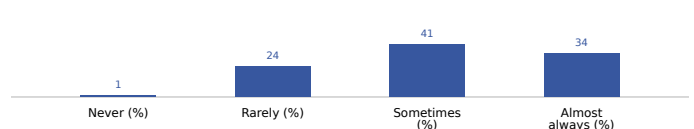
Students provide constructive feedback to their peers and to me.



Most students participate in the discussion at some point.



Students encourage each other to participate in discussion.



# Program Coherence

## Program Coherence

School programs are coordinated and consistent with its goals for student learning.

### Essential

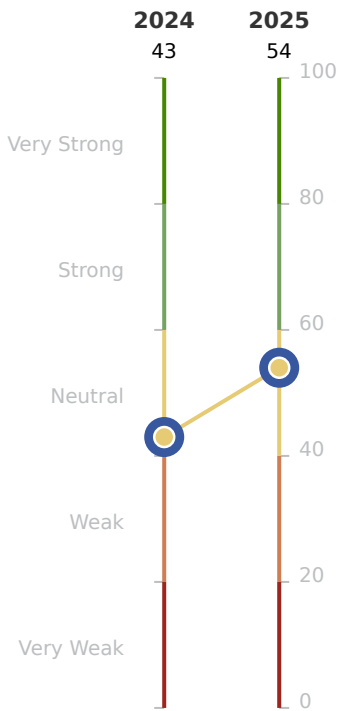


Effective Leaders

### Respondent

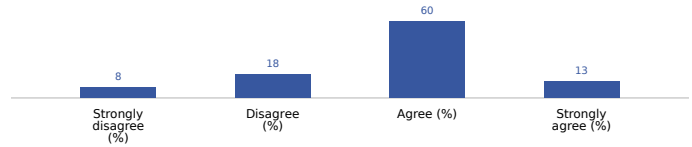
Teacher

### Performance

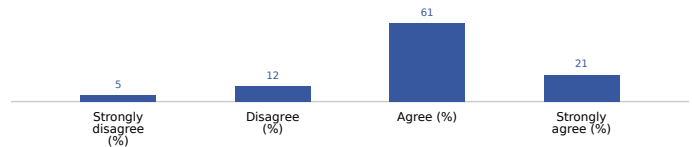


### Teachers report the following:

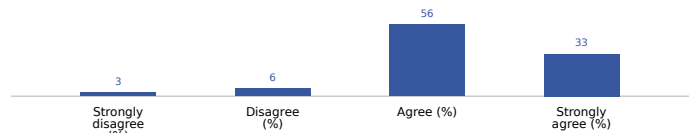
Once we start a new program in this school, we follow up to make sure that it's working.



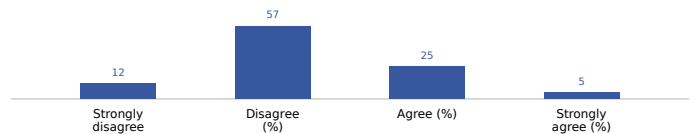
Curriculum, instruction, and learning materials are well coordinated across different grade levels at this school.



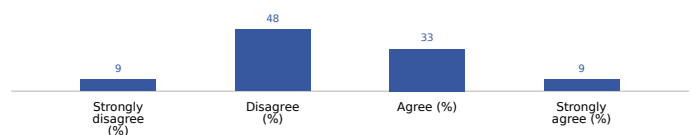
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.



We have so many different programs in this school that I can't keep track of them all.



Many special programs come and go at this school.



# Safety

## Safety

Students feel safe both in and around the school building.

### Essential

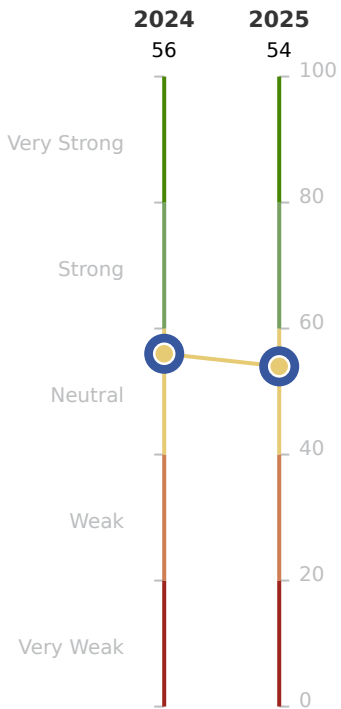


Supportive Environment

### Respondent

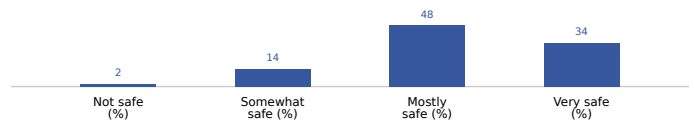
Student

### Performance

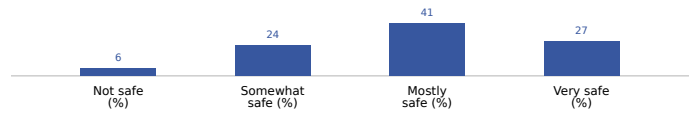


## Students report how safe they feel:

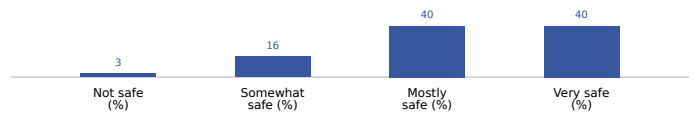
In the hallways of the school?



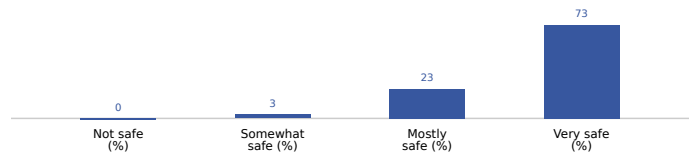
In the bathrooms of the school?



Outside around the school?



In your classes?




# Peer Support for Academic Work

## Peer Support for Academic Work

Students demonstrate behaviors that lead to academic achievement.

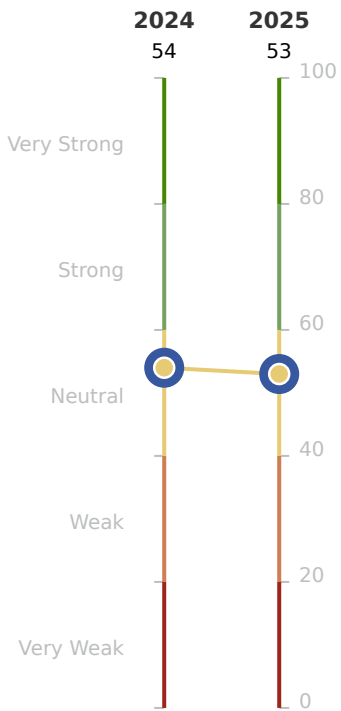
### Essential

 Supportive Environment

### Respondent

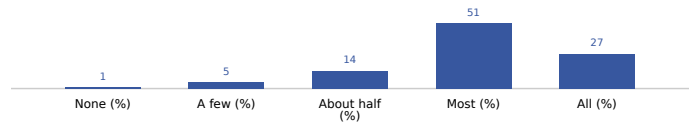
Student

### Performance

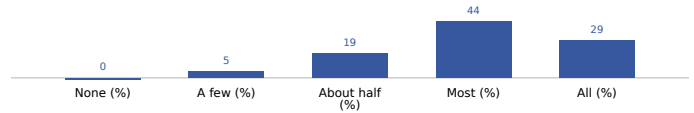


## Students report that their classroom peers:

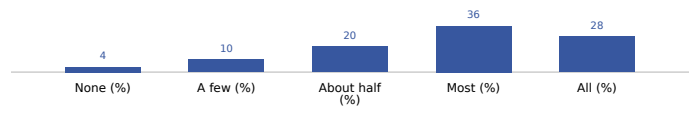
Feel it is important to attend school every day?



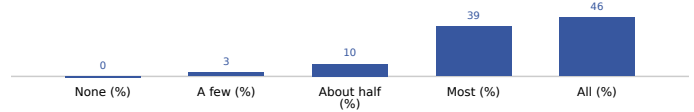
Feel it is important to pay attention in class?



Think doing homework is important?



Try hard to get good grades?




# Student-Teacher Trust

## Student-Teacher Trust

Students and teachers share a high level of mutual trust and respect.

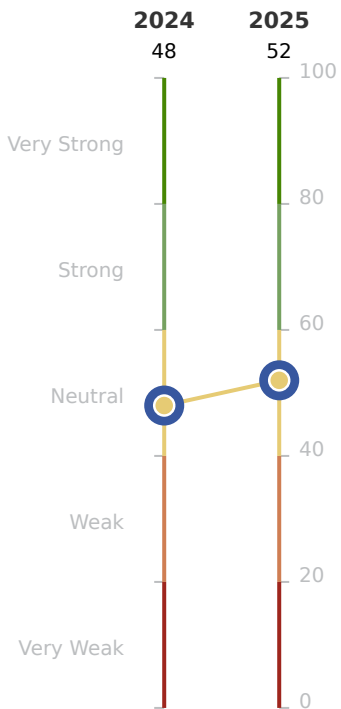
### Essential

 Supportive Environment

### Respondent

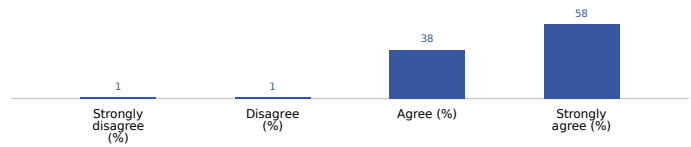
Student

### Performance

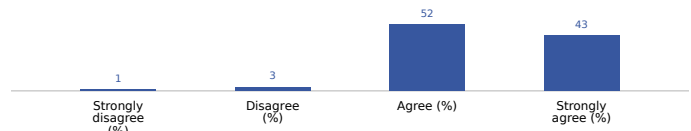


### Students report:

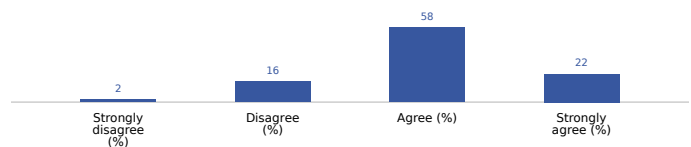
I feel safe with my teachers at this school.



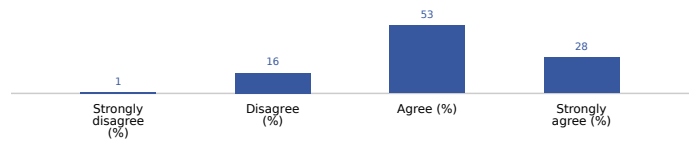
I feel comfortable with my teachers at this school.



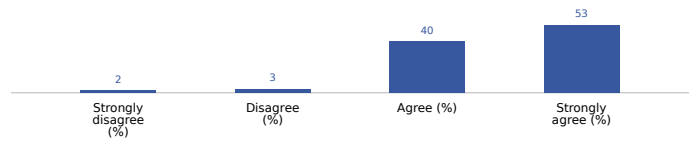
My teachers always keep their promises.



My teachers always listen to students' ideas.



My teachers treat me with respect.



# Teacher-Principal Trust

## Teacher-Principal Trust

Teachers and parents are partners in improving student learning.

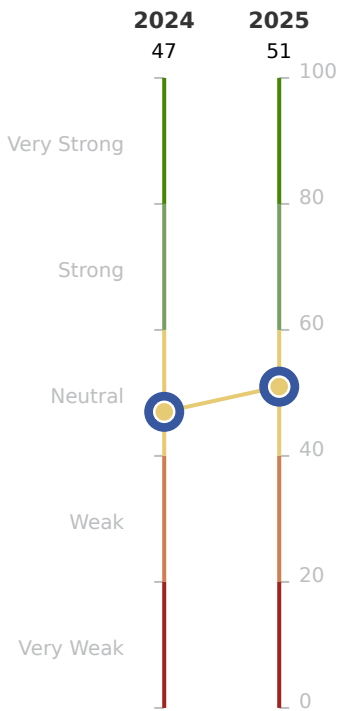
### Essential



### Respondent

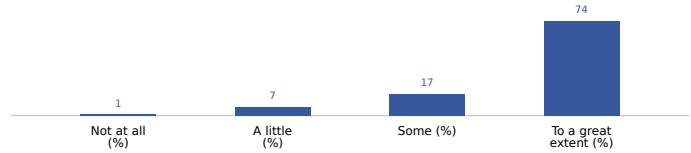
Teacher

### Performance

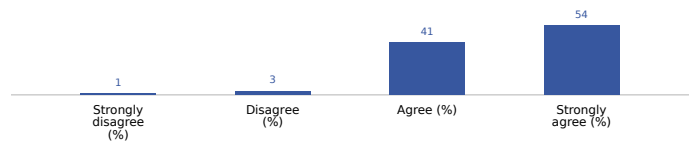


## Teachers report the following:

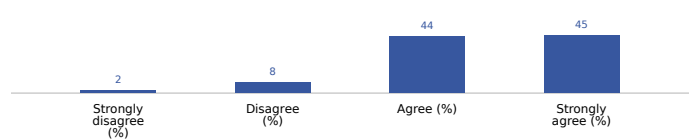
Teachers feel respected by the principal



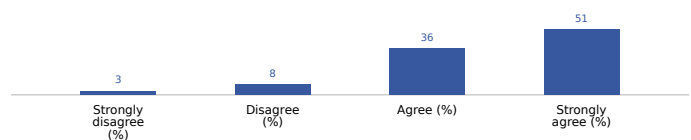
The principal has confidence in the expertise of the teachers.



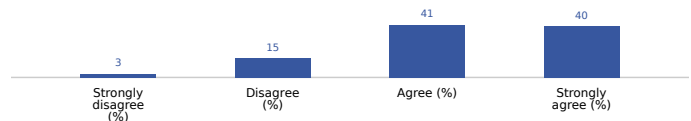
I trust the principal at his or her word.



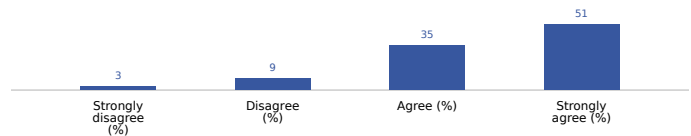
It's OK in this school to discuss feelings, worries, and frustrations with the principal.



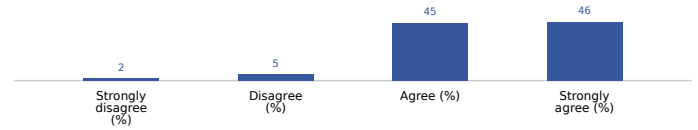
The principal takes a personal interest in the professional development of teachers.



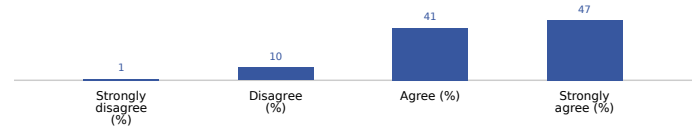
The principal looks out for the personal welfare of the faculty members.



The principal places the needs of children ahead of personal and political interests.



The principal at this school is an effective manager who makes the school run smoothly.

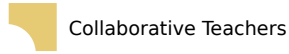


# School Commitment

## School Commitment

Teachers are deeply committed to the school.

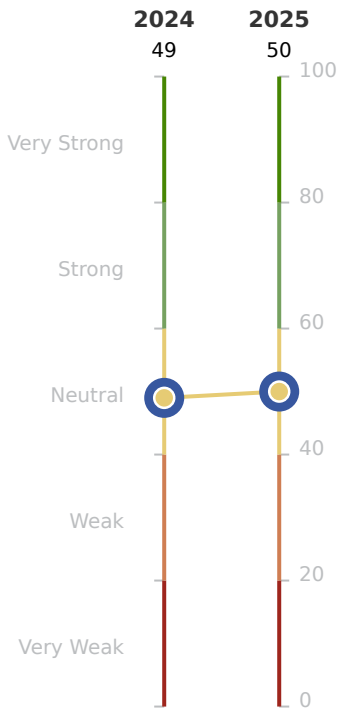
### Essential



### Respondent

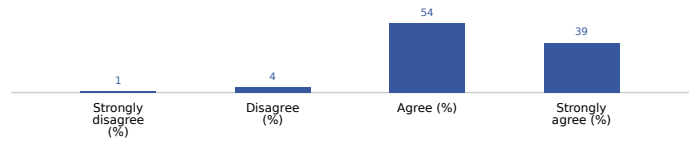
Teacher

### Performance

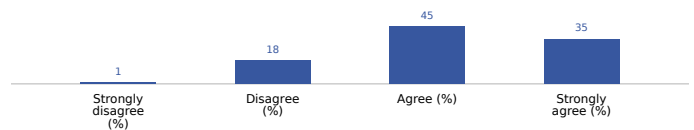


## Teachers report the following:

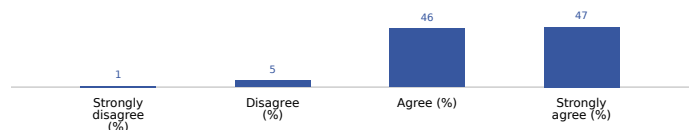
I usually look forward to each working day at this school.



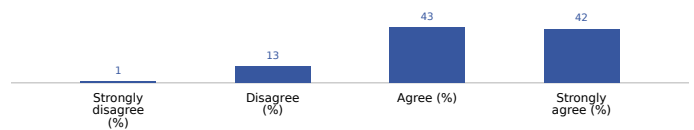
I wouldn't want to work in any other school.



I feel loyal to this school.



I would recommend this school to parents seeking a place for their child.



This school would be my first choice for my own child.




# Teacher-Teacher Trust

## Teacher-Teacher Trust

Teachers are supportive and respectful of one another, personally and professionally.

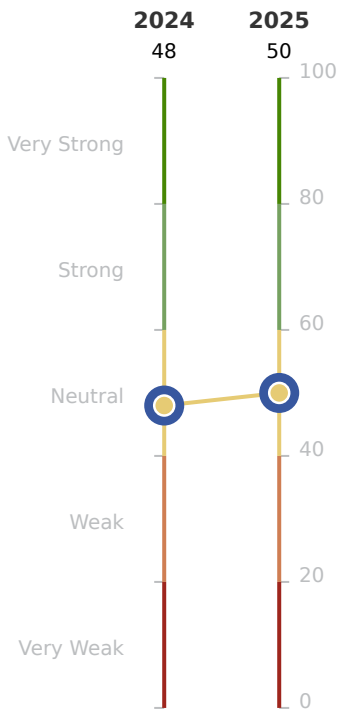
### Essential

 Collaborative Teachers

### Respondent

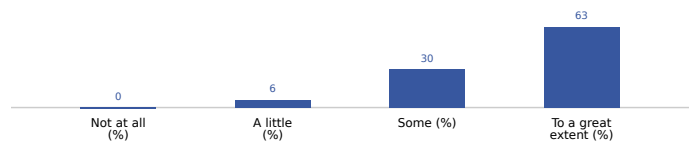
Teacher

### Performance

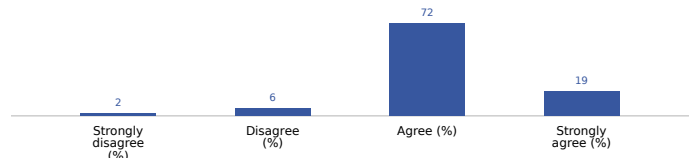


## Teachers report the following:

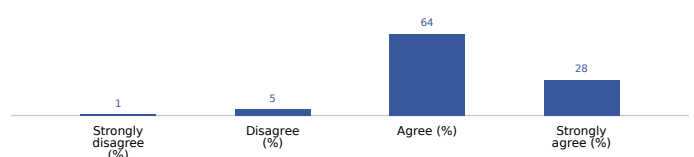
Teachers feel respected by other teachers



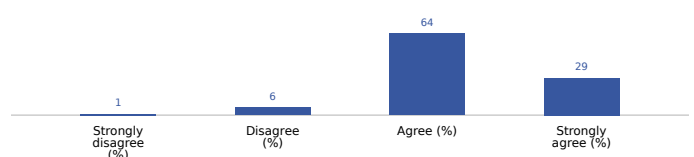
Teachers in this school trust each other.



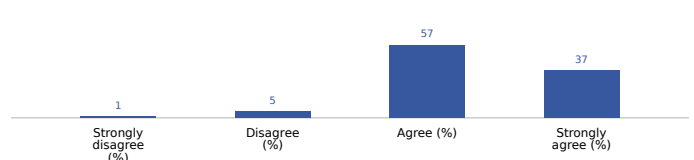
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.



Teachers respect other teachers who take the lead in school improvement efforts.



Teachers at this school respect those colleagues who are experts at their craft.




# Collective Responsibility

## Collective Responsibility

Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

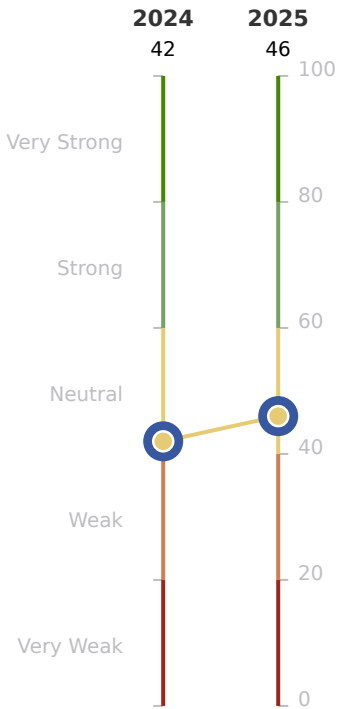
### Essential

 Collaborative Teachers

### Respondent

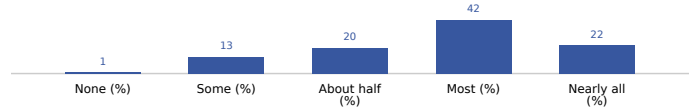
Teacher

### Performance

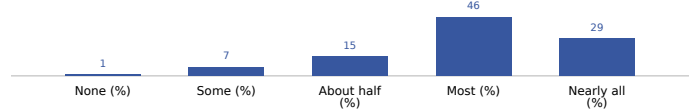


## Teachers report that other teachers in the school:

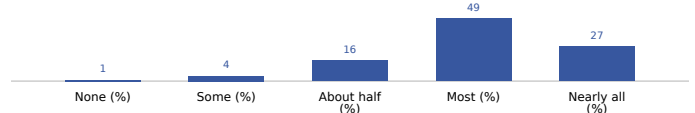
Help maintain discipline in the entire school, not just their classroom?



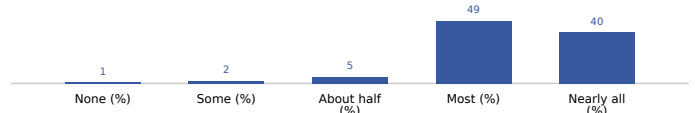
Take responsibility for improving the school.



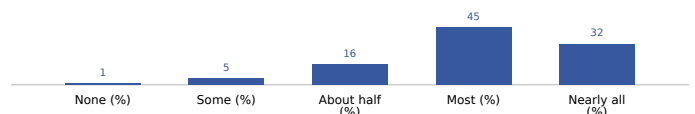
Feel responsible to help each other do their best.



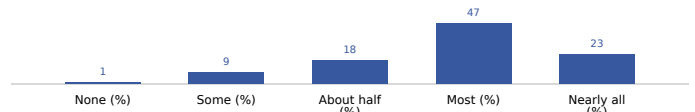
Feel responsible that all students learn.



Feel responsible for helping students develop self-control.



Feel responsible when students in this school fail.

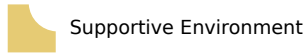


# Academic Personalism

## Academic Personalism

Teachers connect with students in the classroom and support them in achieving academic goals.

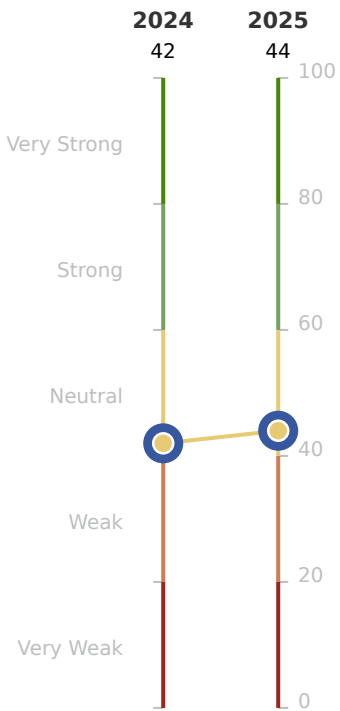
### Essential



### Respondent

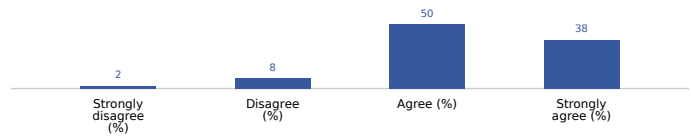
Student

### Performance

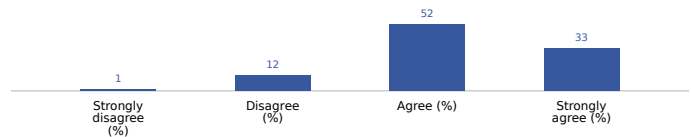


## Students report that their teacher:

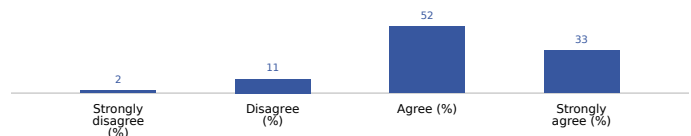
Helps me catch up if I am behind.



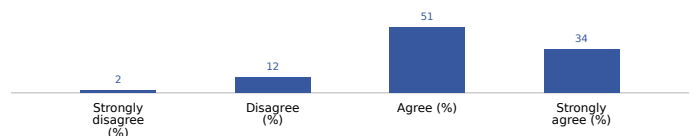
Is willing to give extra help on schoolwork if I need it.



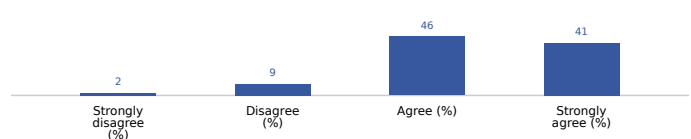
Notifies if I have trouble learning something.



Gives me specific suggestions about how I can improve my work in this class.



Explains things in a different way if I don't understand something in class.




# English Instruction

## English Instruction

Students interact with course material and one another to build and apply critical reading and writing skills.

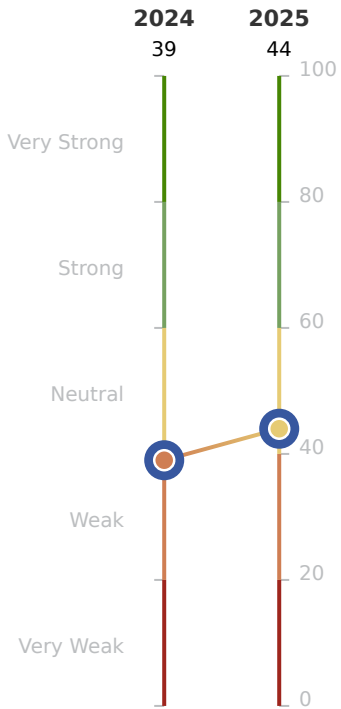
### Essential

 Ambitious Instruction

### Respondent

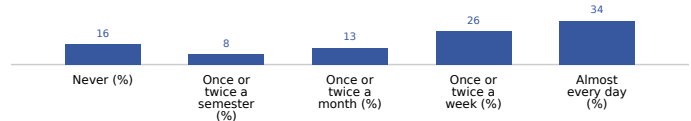
Student

### Performance

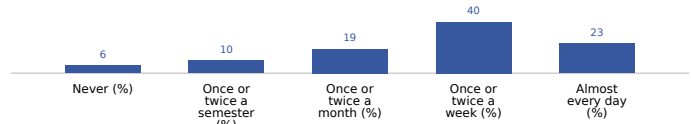


## Students report doing the following in English class:

Debate the meaning of a reading.



Discuss connections between a reading and real life people or situations.



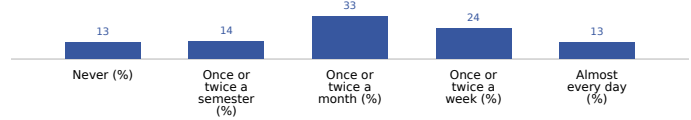
Discuss how culture, time, or place affects an author's writing.



Improve a piece of writing as a class or with partners.



Rewrite a paper or essay in response to comments.



# Instructional Leadership

## Instructional Leadership

The school leadership team sets high standards for teaching and student learning.

### Essential

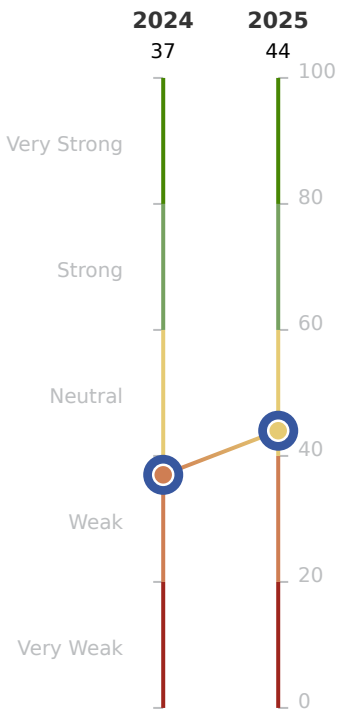


Effective Leaders

### Respondent

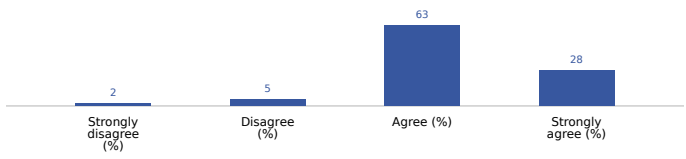
Teacher

### Performance

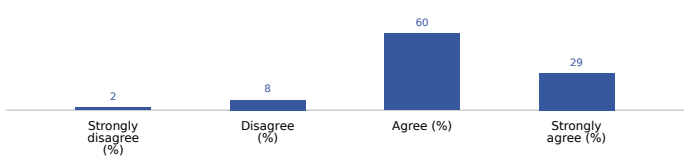


## Teachers report that a member of the school leadership team:

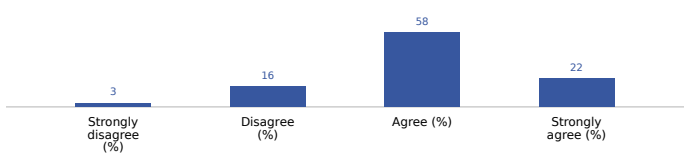
Makes clear to the staff the leadership's expectations for meeting instructional goals.



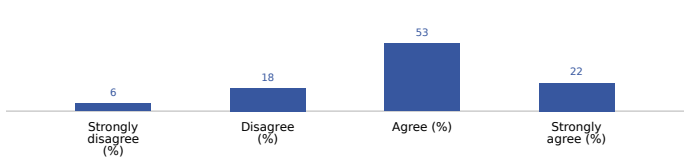
Communicates a clear vision for our school.



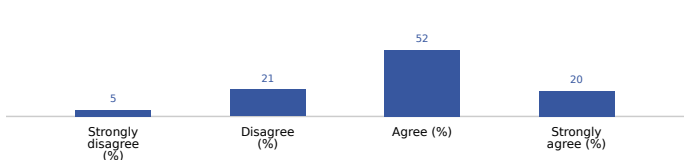
Presses teachers to implement what they have learned in professional development.



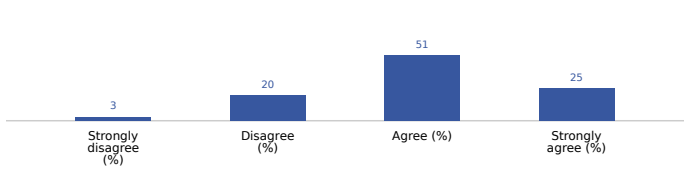
Knows what's going on in my classroom.



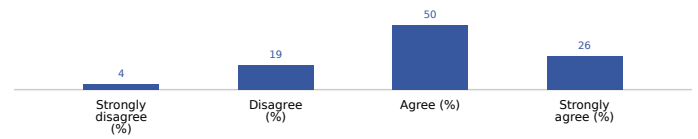
Provides me with useful feedback to improve my teaching.



Has provided me with the support I need to improve my teaching.



Makes sure teachers receive the coaching and support they need to implement new practices.




# Math Instruction

## Math Instruction

Students interact with course material and one another to build and apply knowledge in their math classes.

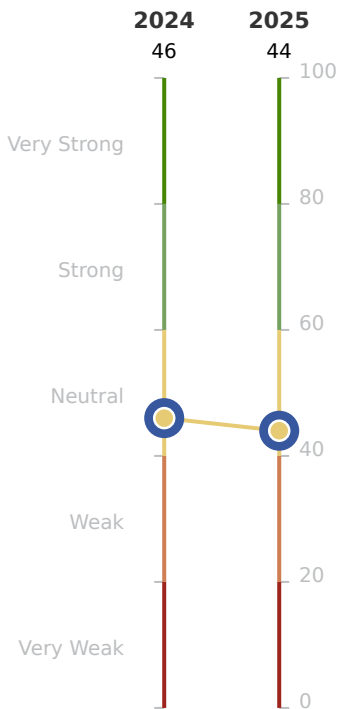
### Essential

 Ambitious Instruction

### Respondent

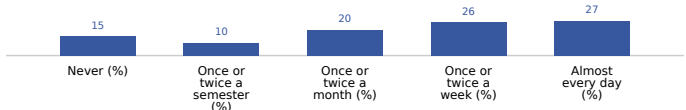
Student

### Performance

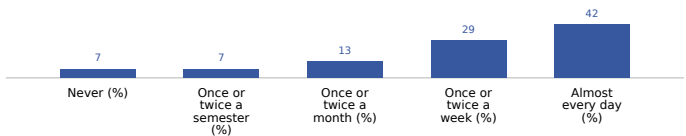


## Students report that they do the following in math class:

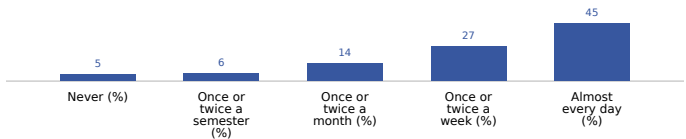
Apply math to situations in life outside of school.



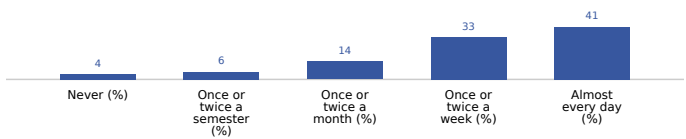
Discuss possible solutions to problems with other students.



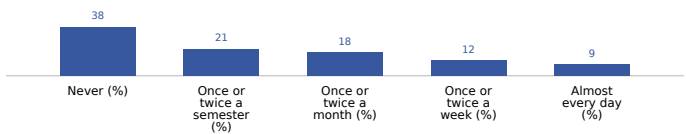
Explain how you solved a problem to the class.



Write a few sentences to explain how you solved a math problem.



Write a math problem for other students to solve.




# Quality Professional Development

## Quality Professional Development

Professional development is rigorous and focused on student learning.

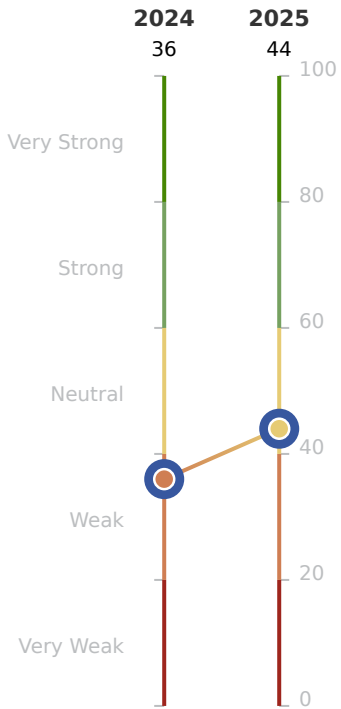
### Essential

 Collaborative Teachers

### Respondent

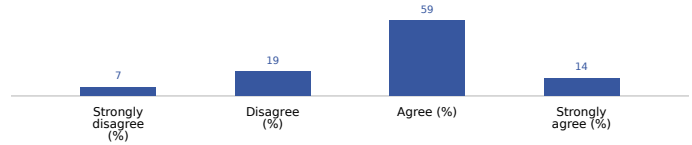
Teacher

### Performance

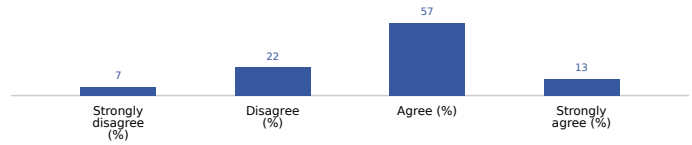


## Teachers report that professional development this year has:

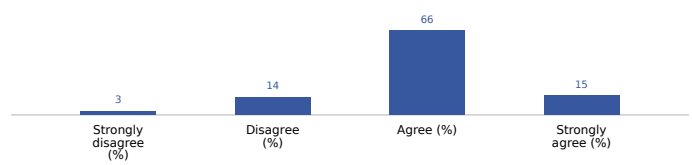
Been sustained and coherently focused, rather than short-term and unrelated.



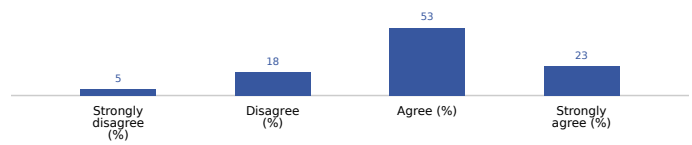
Included enough time to think carefully about, try, and evaluate new ideas.



Been closely connected to my school's improvement plan.



Included opportunities to work productively with colleagues in my school.



# Teacher Influence

## Teacher Influence

Teachers have influence in a broad range of decisions regarding school policies and practices.

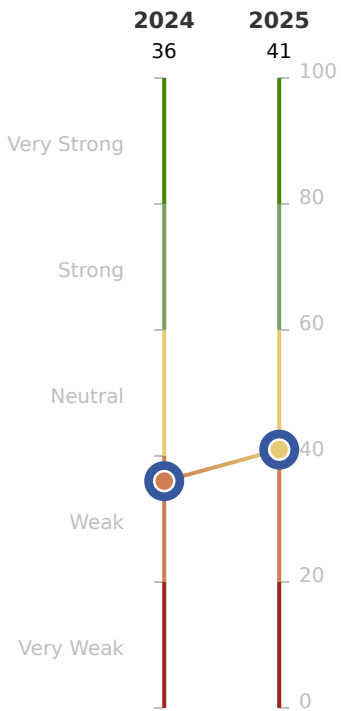
### Essential

 Effective Leaders

### Respondent

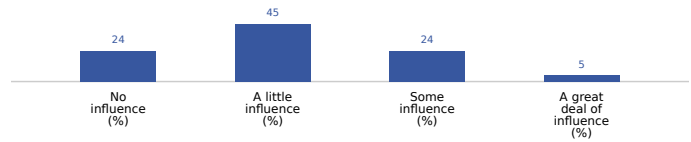
Teacher

### Performance

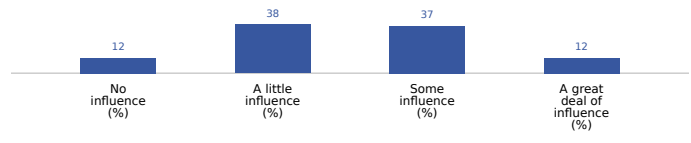


## Teachers report having influence on:

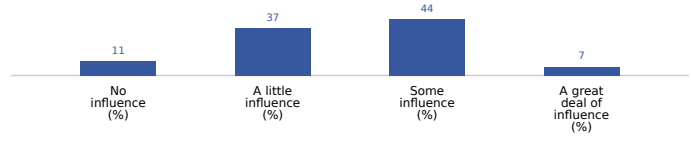
Planning how discretionary school funds should be used.



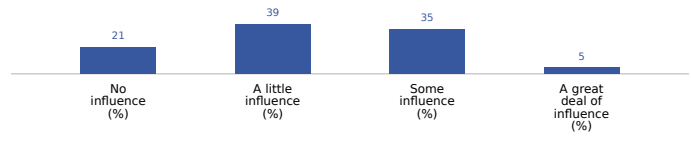
Determining which books and other instructional materials are used in classrooms.



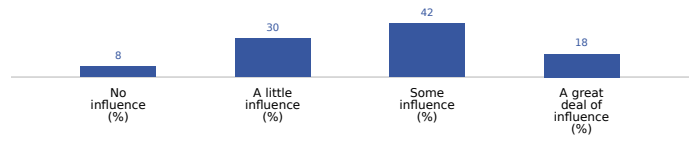
Establishing the curriculum and instructional program.



Determining the content of in-service programs.




Setting standards for student behavior.



# Academic Press

**Academic Press**  
Teachers expect students to do their best and to meet academic demands.

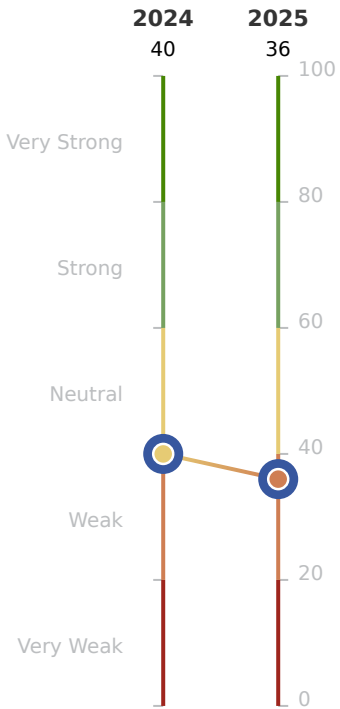
## Essential

 Ambitious Instruction

## Respondent

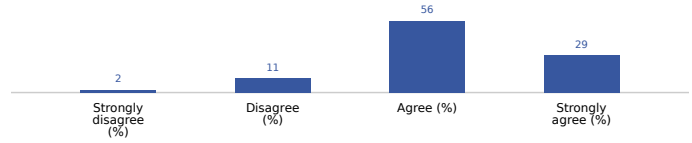
Student

## Performance

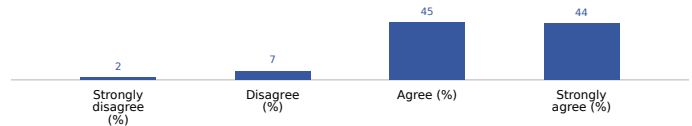


## Students report the following about one specific class:

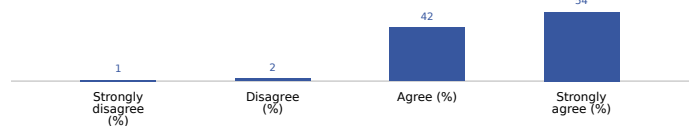
This class really makes me think.



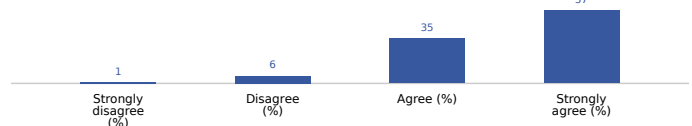
I really learn a lot in this class



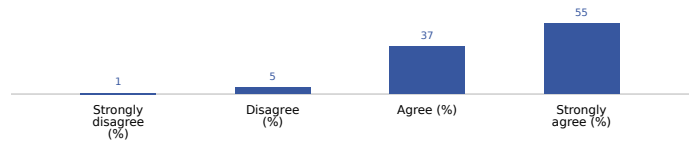
The teacher expects everyone to work hard



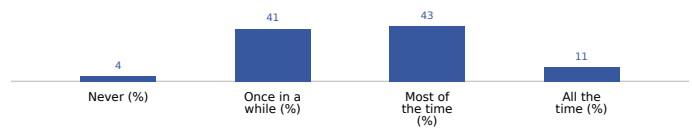
The teacher expects me to do my best all the time



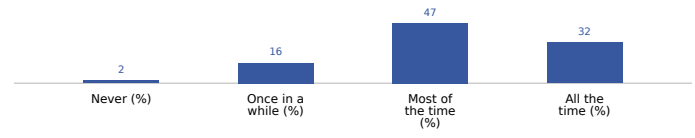
The teacher wants us to become better thinkers, not just memorize things



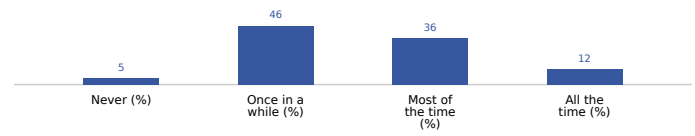
This class challenges me



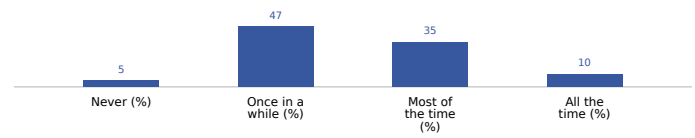
This class requires me to work hard to do well



The teacher asks difficult questions on tests

















The teacher asks difficult questions in class



# All Supplemental Measures

How is Glen Ellyn SD 41 performing on all supplemental measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
33	Inquiry-Based Science Instruction	+ 0	66 <b>Strong</b>	 Supplemental Measures	Student
34	Reflective Dialogue	+ 0	64 <b>Strong</b>	 Supplemental Measures	Teacher
35	Human & Social Resources in the Community	+ 0	62 <b>Strong</b>	 Supplemental Measures	Student
36	Parent Supportiveness	- 1	61 <b>Strong</b>	 Supplemental Measures	Student
37	Rigorous Study Habits	+ 7	56 <b>Neutral</b>	 Supplemental Measures	Student
38	Classroom Disruptions	- 5	53 <b>Neutral</b>	 Supplemental Measures	Teacher
39	Student Peer Relationships	- 2	53 <b>Neutral</b>	 Supplemental Measures	Student
40	Student Responsibility	- 6	52 <b>Neutral</b>	 Supplemental Measures	Teacher
41	Course Clarity	+ 0	49 <b>Neutral</b>	 Supplemental Measures	Student
42	Teacher Safety	- 6	48 <b>Neutral</b>	 Supplemental Measures	Teacher
43	Innovation	+ 5	47 <b>Neutral</b>	 Supplemental Measures	Teacher
44	Socialization of New Teachers	+ 6	47 <b>Neutral</b>	 Supplemental Measures	Teacher
45	Classroom Rigor	+ 3	44 <b>Neutral</b>	 Supplemental Measures	Student
46	Academic Engagement	+ 5	41 <b>Neutral</b>	 Supplemental Measures	Student

# Inquiry-Based Science Instruction

## Inquiry-Based Science Instruction

Students conduct scientific investigations, including generating and testing hypotheses, writing lab reports and using laboratory equipment.

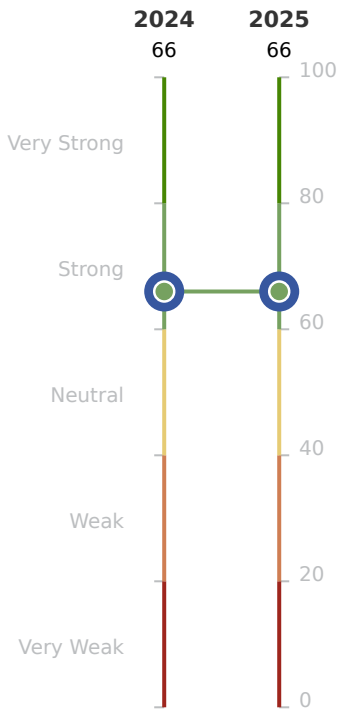
### Essential

Supplemental Measures

### Respondent

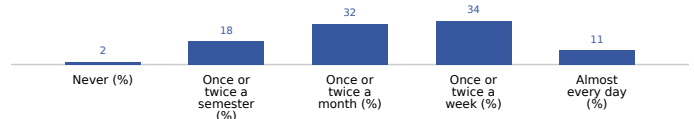
Student

### Performance

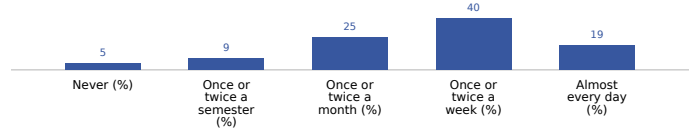


## Students report doing the following in science class:

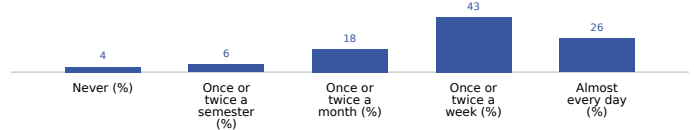
Use laboratory equipment or specimens.



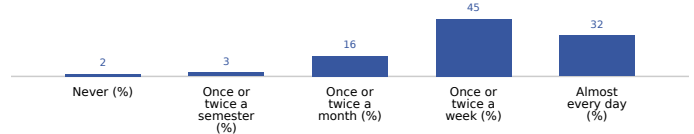
Write lab reports.



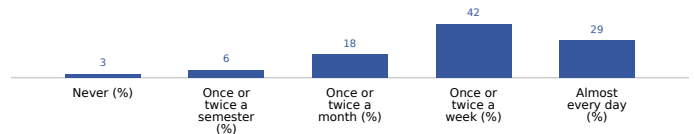
Generate your own hypotheses.



Use evidence/data to support an argument or hypothesis.



Find information from graphs and tables.



# Reflective Dialogue

## Reflective Dialogue

Teachers frequently talk with each other about curriculum, instruction, and student learning.

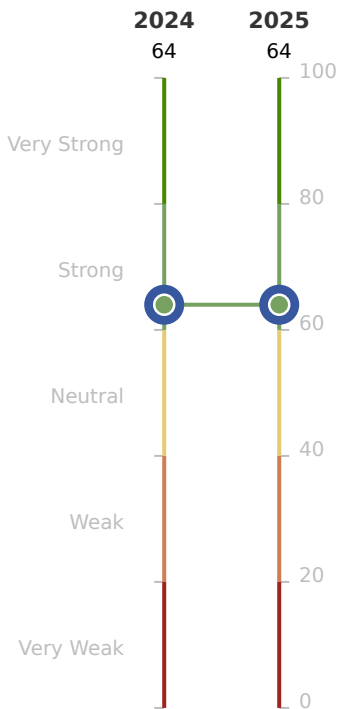
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report having conversations with colleagues about:

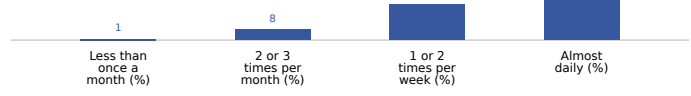
Instruction in the teachers' lounge, faculty meetings, etc.



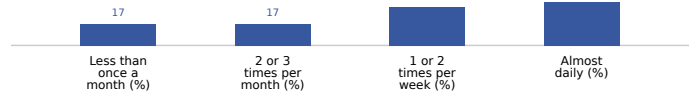
Student work



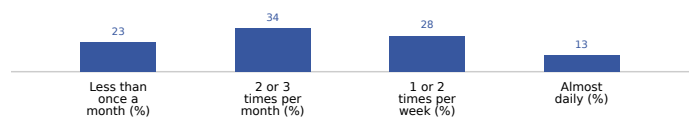
What helps students learn the best



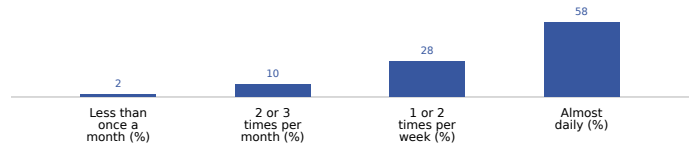
The development of new curriculum



The goals of this school.



Managing classroom behavior



# Human & Social Resources in the Community

## Human & Social Resources in the Community

Students come from communities where there are adults they can trust who provide a safe environment.

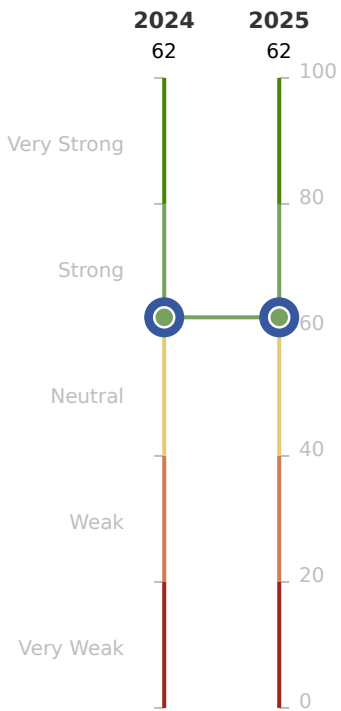
### Essential

Supplemental Measures

### Respondent

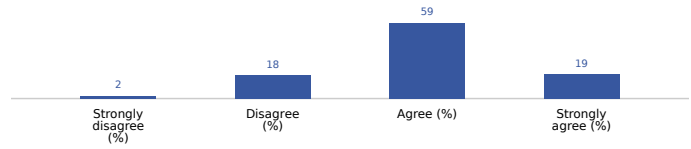
Student

### Performance

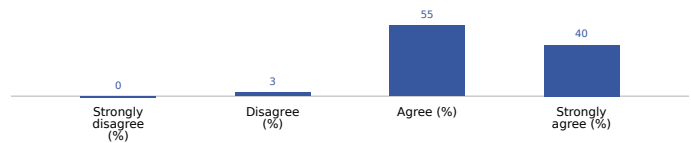


## Students report the following about their community:

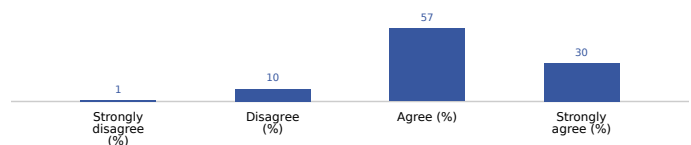
Adults in this neighborhood know who the local children are.



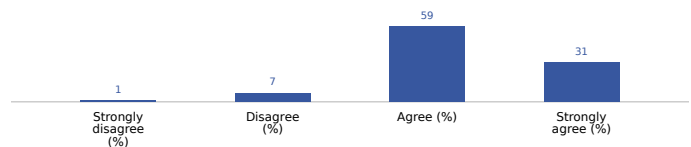
During the day, it is safe for children to play in the local park or playground.



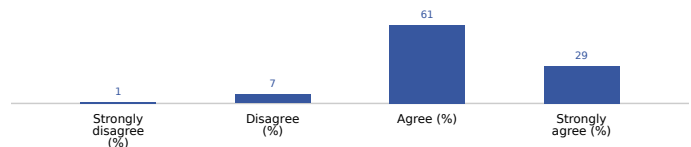
People in this neighborhood can be trusted.



There are adults in this neighborhood that children can look up to.



The equipment and buildings in the neighborhood, park, or playground are well kept.



# Parent Supportiveness

## Parent Supportiveness

Parents support their children emotionally and developmentally.

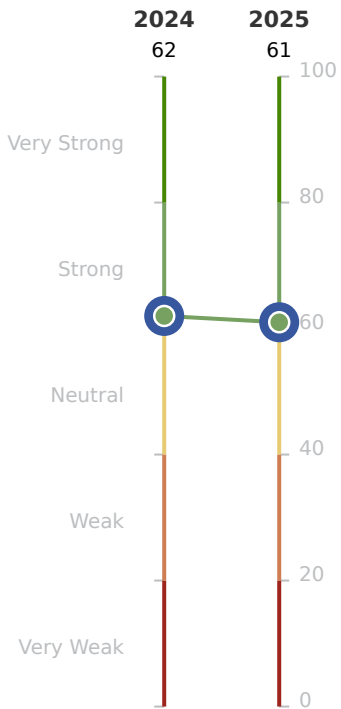
### Essential

Supplemental Measures

### Respondent

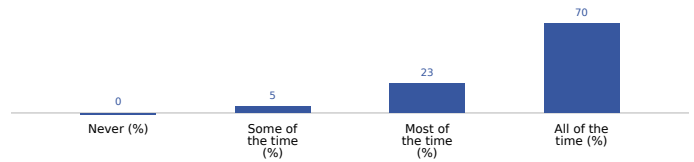
Student

### Performance

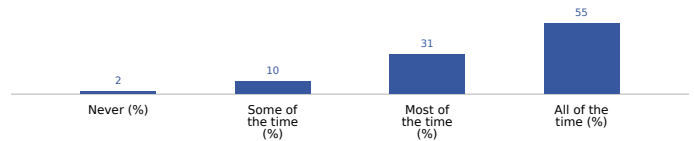


## Students report the following about their parents. My parents:

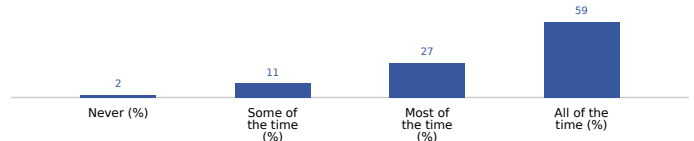
Encourage you to work hard at school.



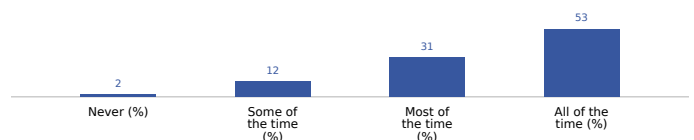
Listen to you when you need to talk.



Show they are proud of you.



Take time to help you make decisions.



# Rigorous Study Habits

## Rigorous Study Habits

Students set aside time for schoolwork and give priority to studying.

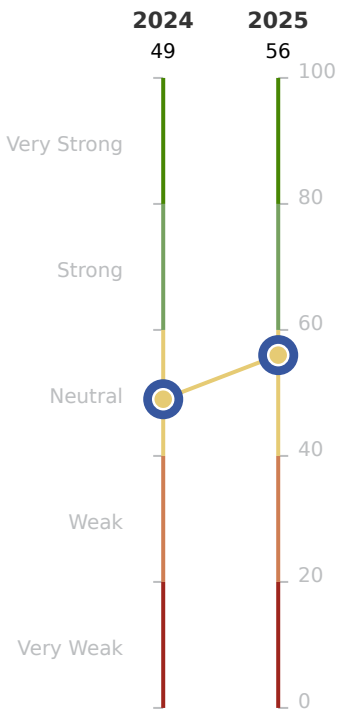
### Essential

Supplemental Measures

### Respondent

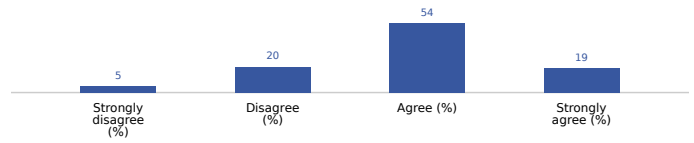
Student

### Performance

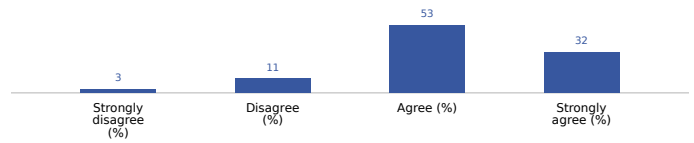


## Students report that:

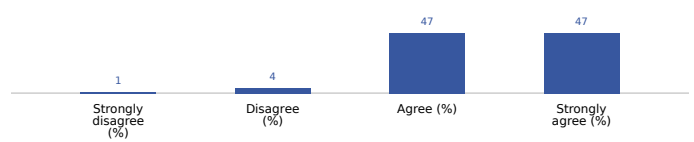
I always study for tests.



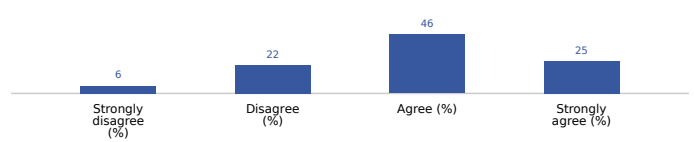
I set aside time to do my homework and study.



I try to do well on my schoolwork even when it isn't interesting to me.



If I need to study, I don't go out with my friends.



# Classroom Disruptions

## Classroom Disruptions

Teachers report on the degree to which other students disrupt their learning.

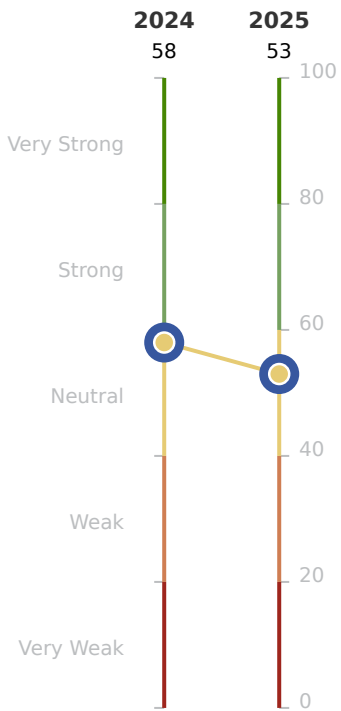
### Essential

Supplemental Measures

### Respondent

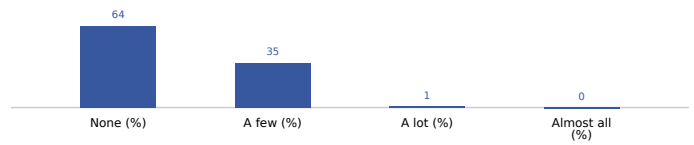
Teacher

### Performance

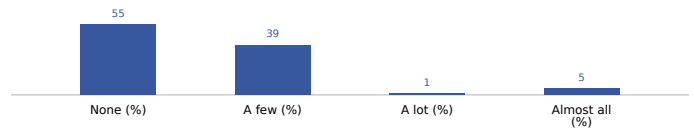


## Teachers report that students in their classrooms:

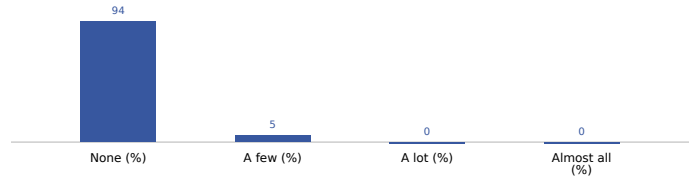
Refuse to respond when addressed?



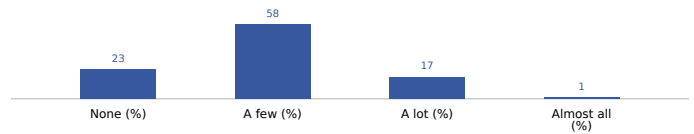
Use inappropriate language during class?



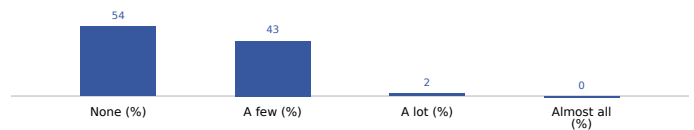
Threaten you verbally?



Do off-task things (e.g., play games, text, talk on cell phone) during instructional time?



Create serious behavior problems in your class?



# Student Peer Relationships

## Student Peer Relationships

Students treat each other with respect, work well together, and help each other learn.

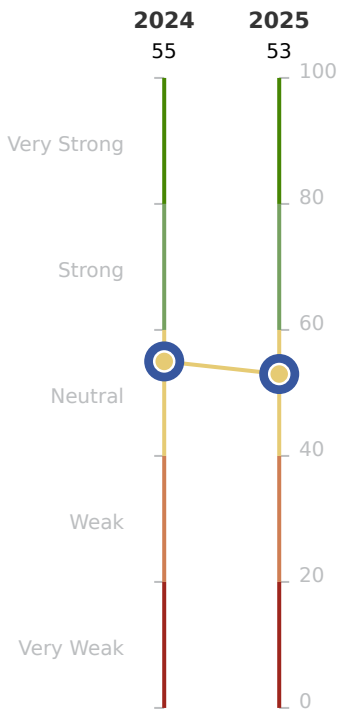
### Essential

Supplemental Measures

### Respondent

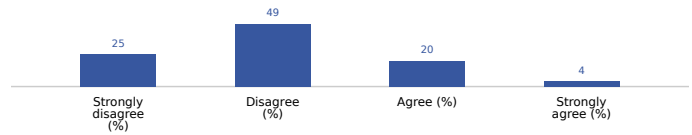
Student

### Performance

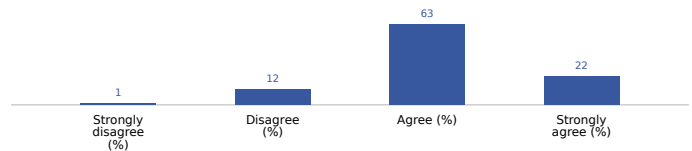


## Students report that their school peers:

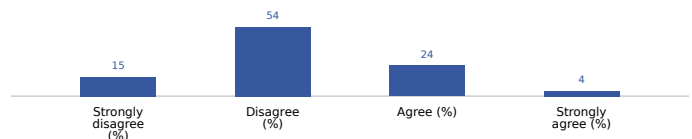
Like to put others down.



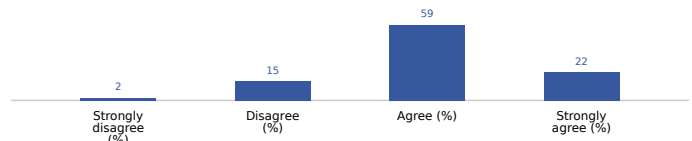
Help each other learn.



Don't get along together very well.



Treat each other with respect.



# Student Responsibility

## Student Responsibility

Students are active participants in their own learning and regularly attend class prepared to learn.

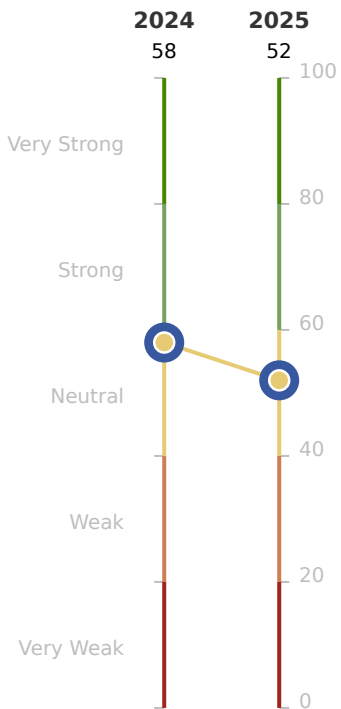
### Essential

Supplemental Measures

### Respondent

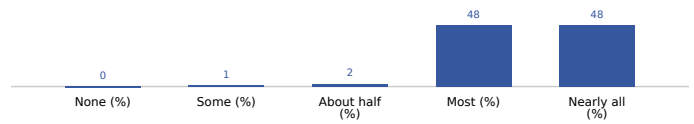
Teacher

### Performance



## Teachers report that their students:

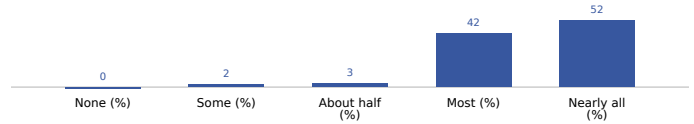
Come to class on time?



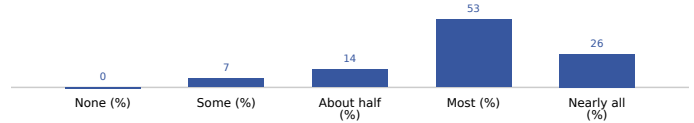
Attend class regularly?



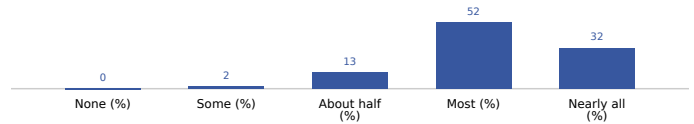
Come to class prepared with the appropriate supplies and books?



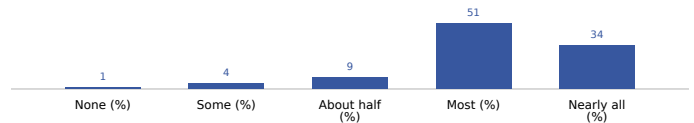
Regularly pay attention in class?



Actively participate in class activities?



Always turn in their homework?



# Course Clarity

## Course Clarity

Students are provided clear learning goals and instruction that supports achievement.

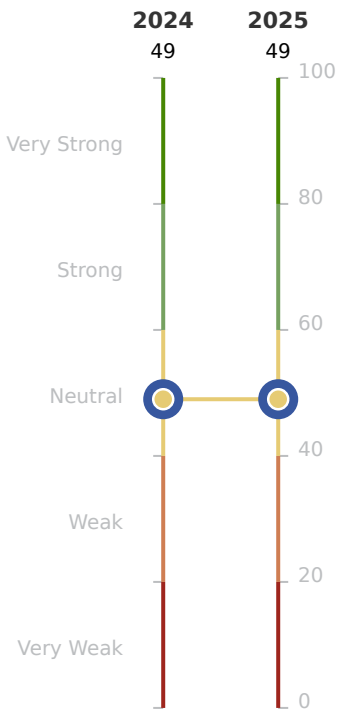
### Essential

Supplemental Measures

### Respondent

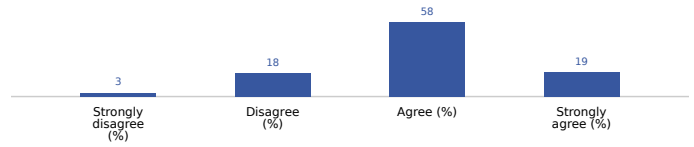
Student

### Performance

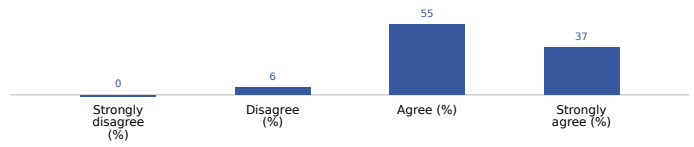


## Students report the following about one specific class:

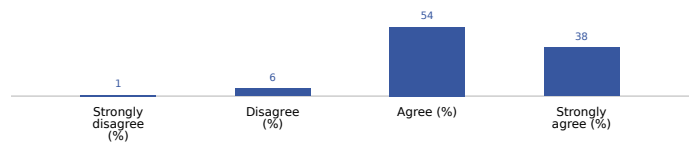
I learn a lot from feedback on my work.



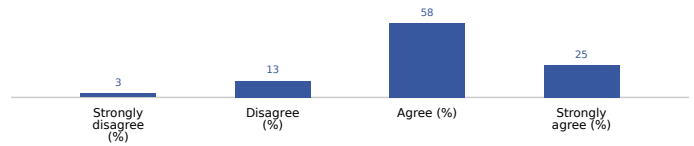
It's clear to me what I need to do to get a good grade.



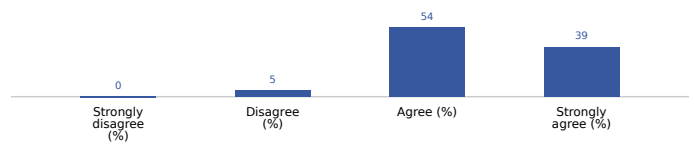
The work we do in class is good preparation for the test.



The homework assignments help me to learn the course material.



I know what my teacher wants me to learn in this class.



# Teacher Safety

## Teacher Safety

Teachers report little or no disorder in the hallways, physical conflict among students, vandalism, robbery or theft, and threats of violence against teachers.

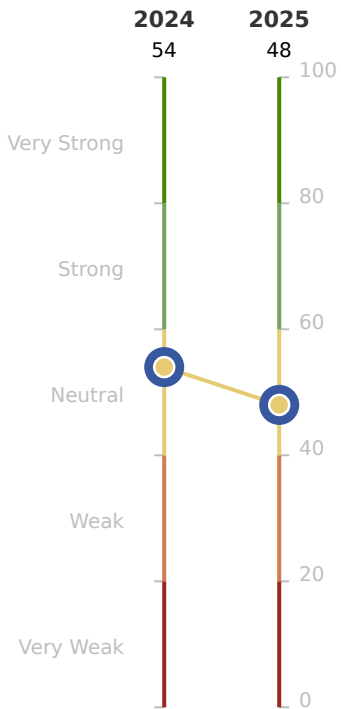
### Essential

Supplemental Measures

### Respondent

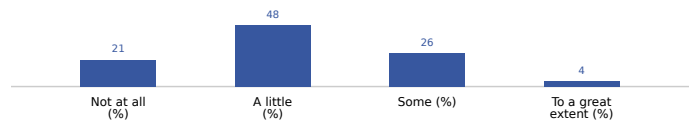
Teacher

### Performance

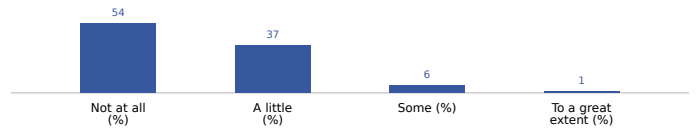


## Teachers report how much each of the following is a problem:

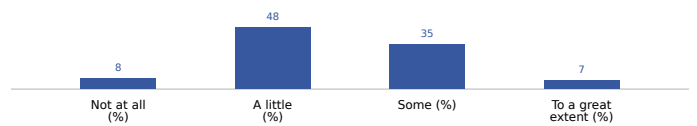
### Physical conflicts among students



### Robbery or theft



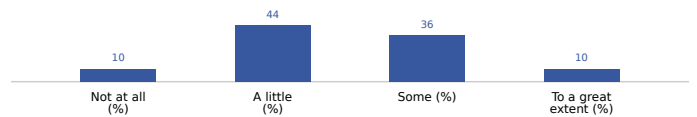
### Disorder in classrooms



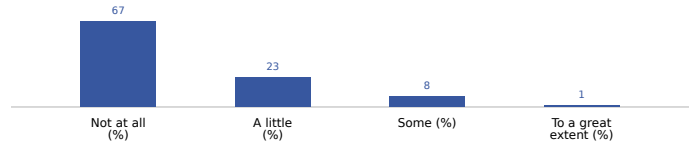
### Disorder in hallways



### Student disrespect of teachers



### Threats of violence toward teachers



# Innovation

## Innovation

Teachers have a strong orientation toward improvement and a willingness to be a part of an active learning environment.

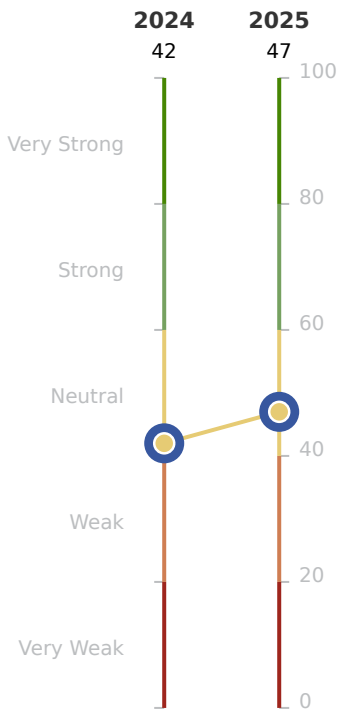
### Essential

Supplemental Measures

### Respondent

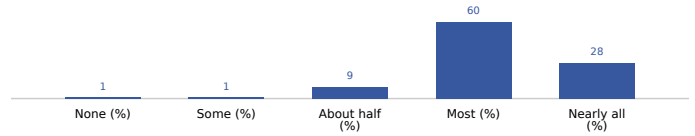
Teacher

### Performance

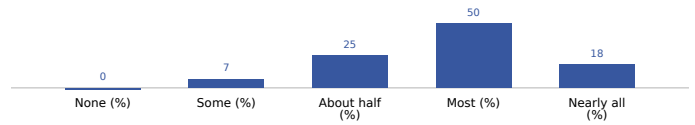


## Teachers report that:

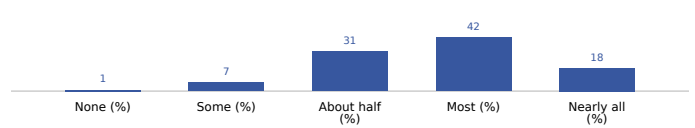
Teachers are really trying to improve their teaching.



Teachers are willing to take risks to make the school better.



Teachers are eager to try new ideas.



# Socialization of New Teachers

## Socialization of New Teachers

New teachers are included in the professional community and are given helpful feedback on their instructional practices.

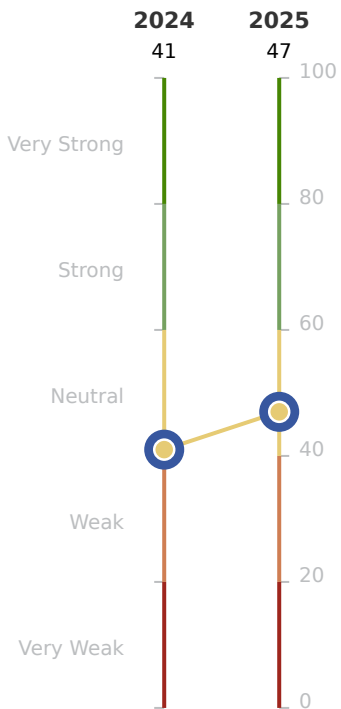
### Essential

Supplemental Measures

### Respondent

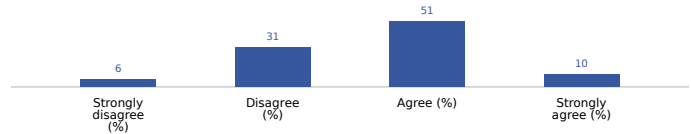
Teacher

### Performance

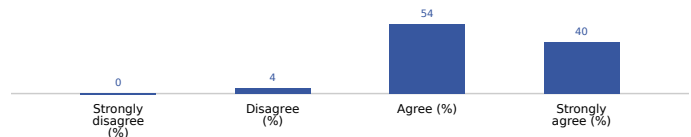


## Teachers report the following:

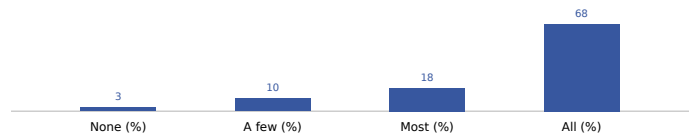
Experienced teachers invite new teachers into their classes to observe, give feedback, etc.



A conscious effort is made by faculty to make new teachers feel welcome here.



How many teachers are assigned a mentor teacher when they first begin working at this school?



# Classroom Rigor

## Classroom Rigor

Teachers encourage all students to make connections and seek multiple perspectives through their coursework.

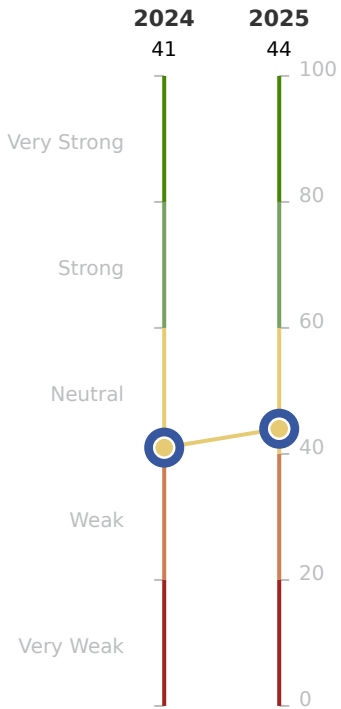
### Essential

Supplemental Measures

### Respondent

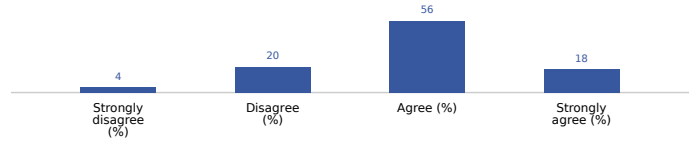
Student

### Performance

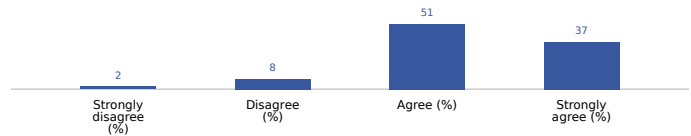


## Students report that the teacher in their target class:

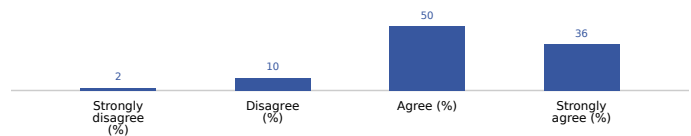
Often connects what I am learning to life outside of the classroom.



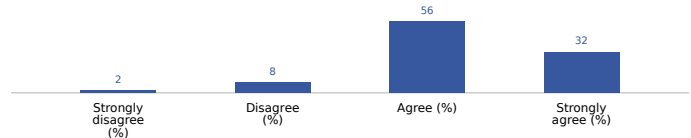
Encourages students to share their ideas about things we are studying in class.



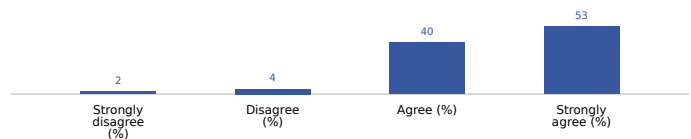
Often requires me to explain my answers.



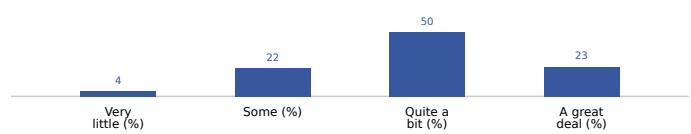
Encourages us to consider different solutions or points of view.



Doesn't let students give up when the work gets hard.



We talk about different solutions or points of view.



# Academic Engagement

## Academic Engagement

Students are interested and engaged in learning.

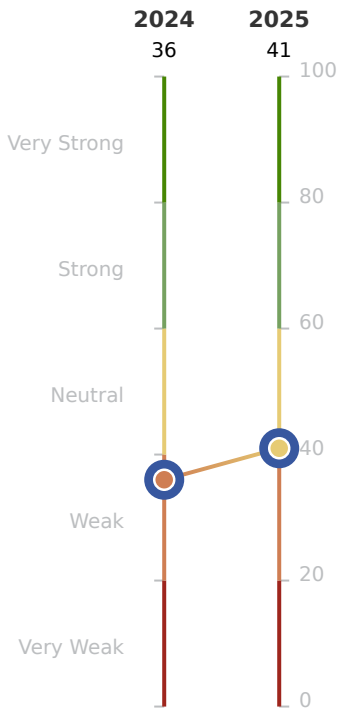
### Essential

Supplemental Measures

### Respondent

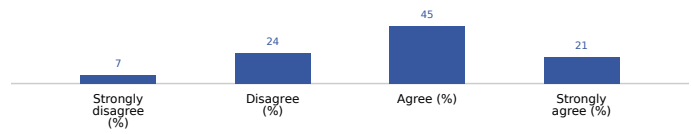
Student

### Performance

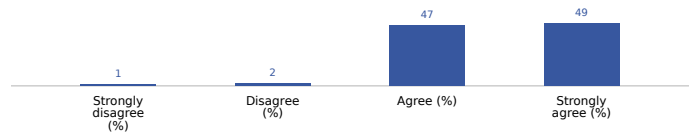


### Students report:

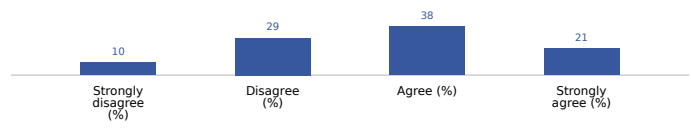
I usually look forward to this class.



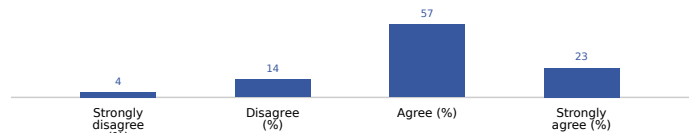
I work hard to do my best in this class.



Sometimes I get so interested in my work I don't want to stop.



The topics we are studying are interesting and challenging.





# Abraham Lincoln Elem School

## 2025 5Essentials Report

The 5Essentials School Reports for the State of Illinois are derived from 20 years of research on improving schools. The raw data for these reports are based on a comprehensive core of more than 80 student and 150 teacher questions compiled into 22 measures of school climate and practice and formed into five essentials. As measured by the Illinois 5Essentials Survey, those five essentials are leading indicators of school improvement. The power of 5Essentials comes from their prediction of school success, the intuitiveness of the overall framework components (Instruction, Environment, Leaders, Teachers, and Families), and the reliability of the survey measures.

As detailed in the seminal book, *Organizing Schools for Improvement: Lessons from Chicago*, UEI researchers determined that there are five essential supports for school success. These “5Essentials” detail the perspectives and processes central to the delivery and support of student learning.

The 5Essentials framework as measured by our survey instruments is a leading indicator of school performance now and predictive of the future. Data from over 650 schools (elementary and high schools) have found our survey measures to predict many aspects of student and school success, before and after controlling for school type, demographic composition, test scores, and socio-economic status. Our principal indication of the power of the 5Essentials is that University of Chicago analysis of two natural experiments spanning a total of 15 years each found that they mattered considerably: Schools strong in 3-5 Essentials were 10 times more likely to improve student learning substantially compared to schools weak in 3-5 Essentials. This evidence came from over 400 elementary schools representing the best and worst in Illinois. Following those natural experiments, we have found our survey measures reliably predict school success on a variety of outcomes for both high school and elementary schools, including:

- ITBS improvement
- ISAT value-add
- EXPLORE to ACT gains
- EXPLORE to PLAN gains
- PLAN to ACT gains
- Attendance rates
- College enrollment
- High school graduation
- Freshman grades
- Teacher mobility
- Grades in college-preparatory classes

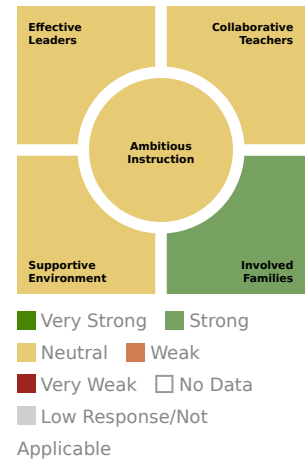
#### References:

(Bryk, et al. 2010)(Selected by Education Next as one of the best education books of the decade: <http://educationnext.org/the-best-books-of-the-past-decade-according-to-ed-next-readers/>)  
(Bryk, et al. 2010); (Easton, Ponisciak and Luppescu 2008); (Easton, Ponisciak and Luppescu 2008); (Allensworth, Correa and Ponisciak 2008); (Bryk, et al. 2010); (Roderick, Nagaoka, et al. 2008); (Allensworth and Easton 2007); (Allensworth, Ponisciak and Mazzeo 2009); (Allensworth, Nomi, et al. 2009); (Montgomery, Allensworth and Correa 2010)

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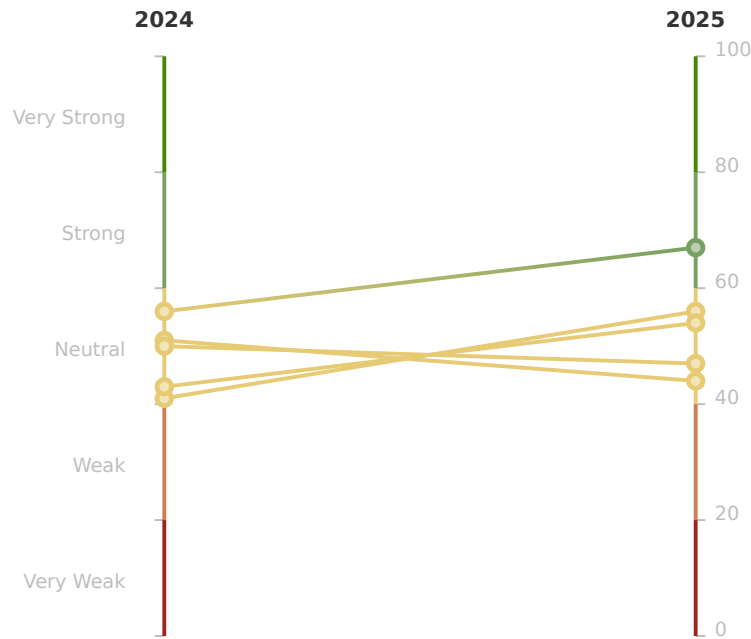
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Overall, Abraham Lincoln Elem School is **organized** for improvement.



## The 5Essentials

How is Abraham Lincoln Elem School performing on each of the 5Essentials in 2025?



Essentials	Performance Across Years		
	2024	2025	
Involved Families	56	67	<b>Strong</b>
Effective Leaders	41	56	<b>Neutral</b>
Collaborative Teachers	43	54	<b>Neutral</b>
Supportive Environment	50	47	<b>Neutral</b>
Ambitious Instruction	51	44	<b>Neutral</b>

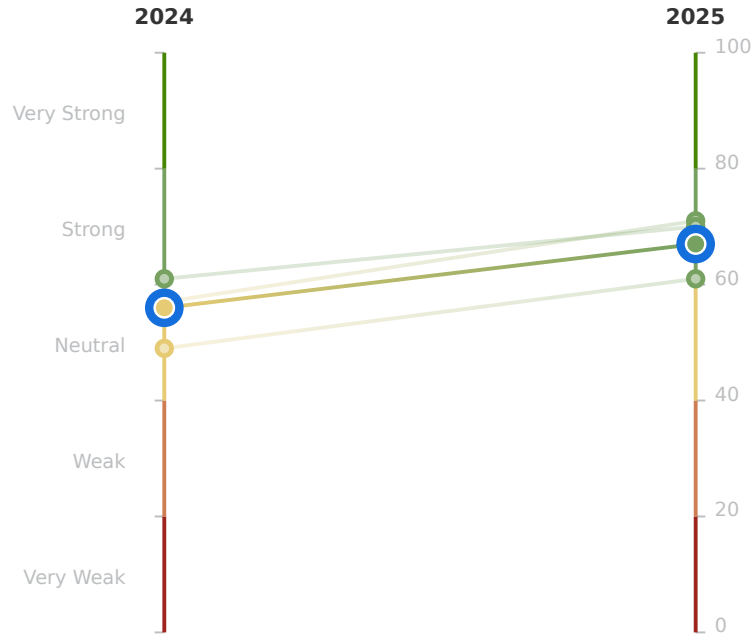
# Involved Families

## How is Abraham Lincoln Elem School performing on Involved Families?

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Parent Influence on Decision Making in Schools	57	71	Teacher
Parent Involvement in School	61	70	Teacher
Teacher-Parent Trust	49	61	Teacher

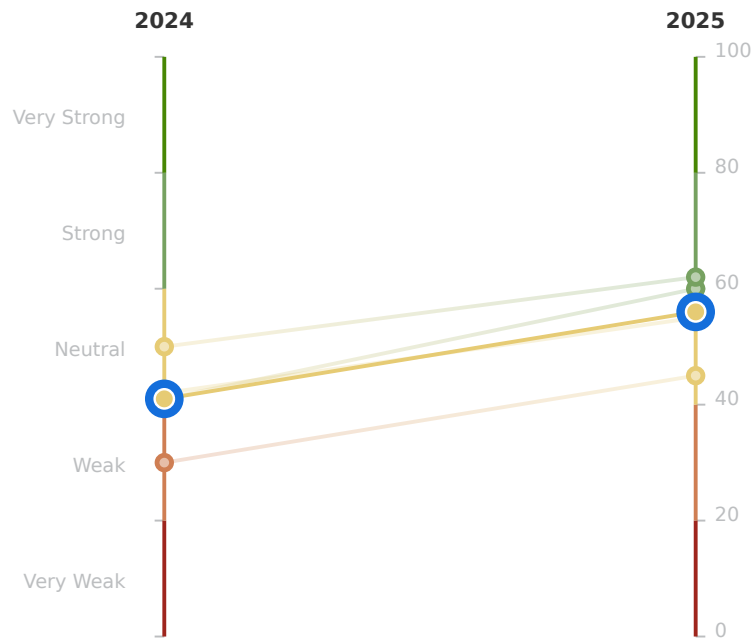
# Effective Leaders

## How is Abraham Lincoln Elem School performing on Effective Leaders?

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement. Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Teacher-Principal Trust	50	62	Teacher
Program Coherence	41	60	Teacher
Instructional Leadership	42	55	Teacher
Teacher Influence	30	45	Teacher

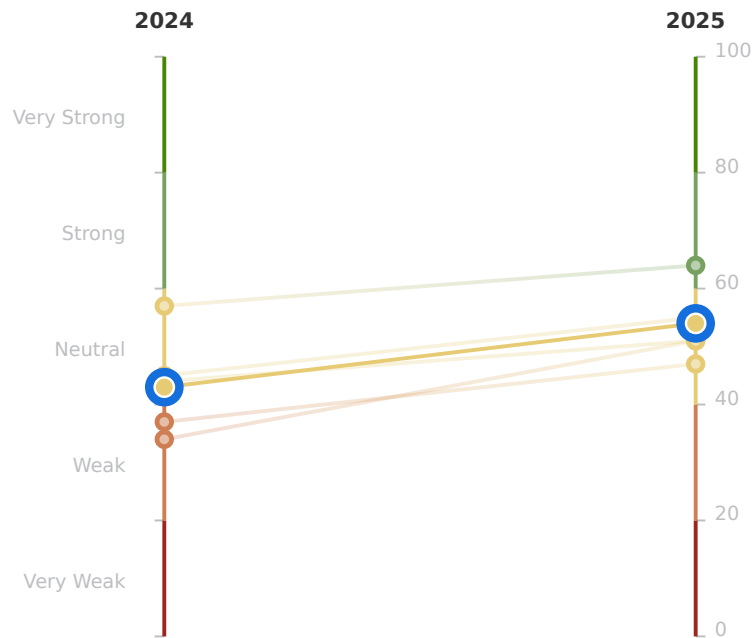
# Collaborative Teachers

## How is Abraham Lincoln Elem School performing on Collaborative Teachers?

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Collaborative Practices	57	64	Teacher
School Commitment	45	55	Teacher
Quality Professional Development	34	51	Teacher
Teacher-Teacher Trust	44	51	Teacher
Collective Responsibility	37	47	Teacher

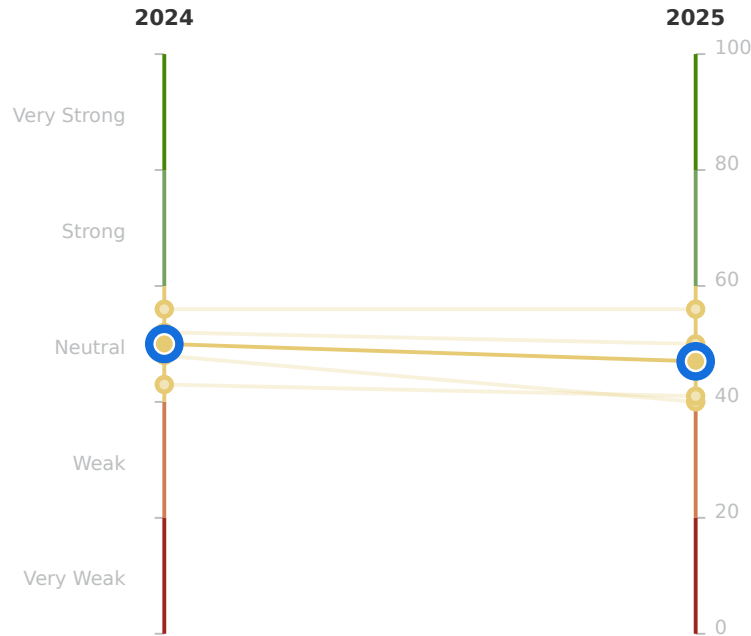
# Supportive Environment

## How is Abraham Lincoln Elem School performing on Supportive Environment?

In schools with a Supportive Environment, the school is safe, demanding, and supportive. In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- all students value hard work, and
- teachers push all students toward high academic performance.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Safety	56	56	Student
Student-Teacher Trust	52	50	Student
Peer Support for Academic Work	43	41	Student
Academic Personalism	48	40	Student

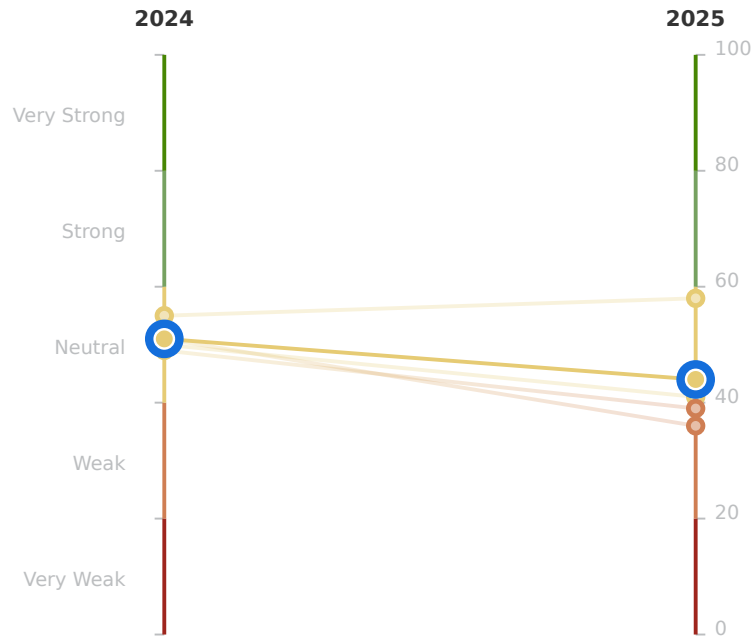
# Ambitious Instruction

## How is Abraham Lincoln Elem School performing on Ambitious Instruction?

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning. It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).





















### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Quality of Student Discussion	55	58	Teacher
English Instruction	50	41	Student
Math Instruction	49	39	Student
Academic Press	51	36	Student

# All 5Essentials Measures

How is Abraham Lincoln Elem School performing on all 5Essentials measures in 2025?

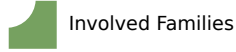
Page	Measure	Change	Performance	Essential	Respondent
9	Parent Influence on Decision Making in Schools	+ 14	71 <b>Strong</b>	 Involved Families	Teacher
10	Parent Involvement in School	+ 9	70 <b>Strong</b>	 Involved Families	Teacher
11	Collaborative Practices	+ 7	64 <b>Strong</b>	 Collaborative Teachers	Teacher
12	Teacher-Principal Trust	+ 12	62 <b>Strong</b>	 Effective Leaders	Teacher
14	Teacher-Parent Trust	+ 12	61 <b>Strong</b>	 Involved Families	Teacher
15	Program Coherence	+ 19	60 <b>Strong</b>	 Effective Leaders	Teacher
16	Quality of Student Discussion	+ 3	58 <b>Neutral</b>	 Ambitious Instruction	Teacher
17	Safety	+ 0	56 <b>Neutral</b>	 Supportive Environment	Student
18	Instructional Leadership	+ 13	55 <b>Neutral</b>	 Effective Leaders	Teacher
20	School Commitment	+ 10	55 <b>Neutral</b>	 Collaborative Teachers	Teacher
21	Quality Professional Development	+ 17	51 <b>Neutral</b>	 Collaborative Teachers	Teacher
22	Teacher-Teacher Trust	+ 7	51 <b>Neutral</b>	 Collaborative Teachers	Teacher
23	Student-Teacher Trust	- 2	50 <b>Neutral</b>	 Supportive Environment	Student
24	Collective Responsibility	+ 10	47 <b>Neutral</b>	 Collaborative Teachers	Teacher
25	Teacher Influence	+ 15	45 <b>Neutral</b>	 Effective Leaders	Teacher
26	English Instruction	- 9	41 <b>Neutral</b>	 Ambitious Instruction	Student
27	Peer Support for Academic Work	- 2	41 <b>Neutral</b>	 Supportive Environment	Student
28	Academic Personalism	- 8	40 <b>Neutral</b>	 Supportive Environment	Student
29	Math Instruction	- 10	39 <b>Weak</b>	 Ambitious Instruction	Student
30	Academic Press	- 15	36 <b>Weak</b>	 Ambitious Instruction	Student

# Parent Influence on Decision Making in Schools

## Parent Influence on Decision Making in Schools

The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

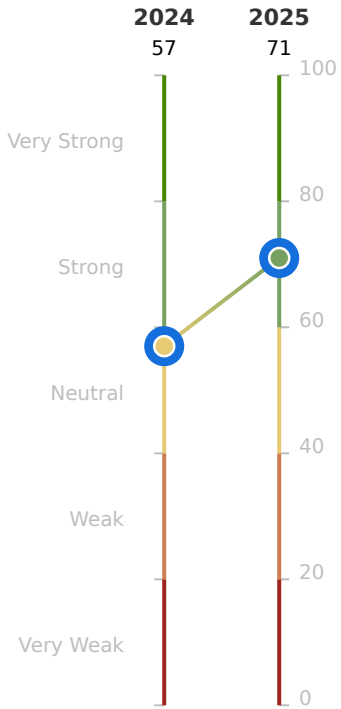
### Essential



### Respondent

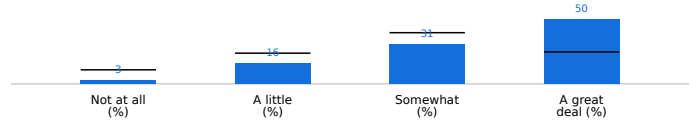
Teacher

### Performance

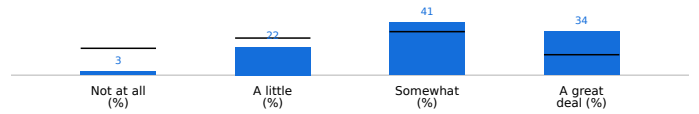


### Teachers report that the school:

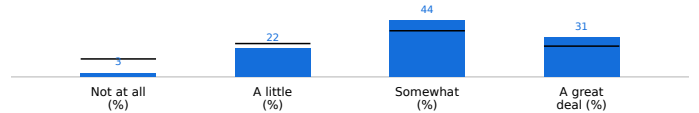
Involves parents in the development of programs aimed at improving students' academic outcomes.



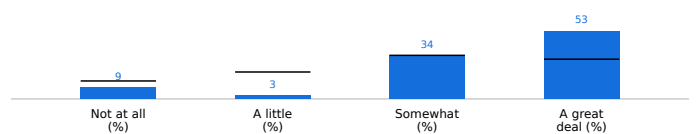
Involves parents in commenting on school curricula.



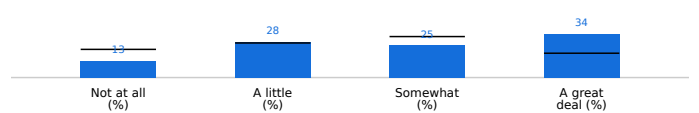
Includes parent leaders from all backgrounds in school improvement efforts.



Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).



Encourage more involved parents/guardians to reach out to less involved parents/guardians?

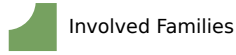


# Parent Involvement in School

## Parent Involvement in School

Parents are active participants in their child's schooling.

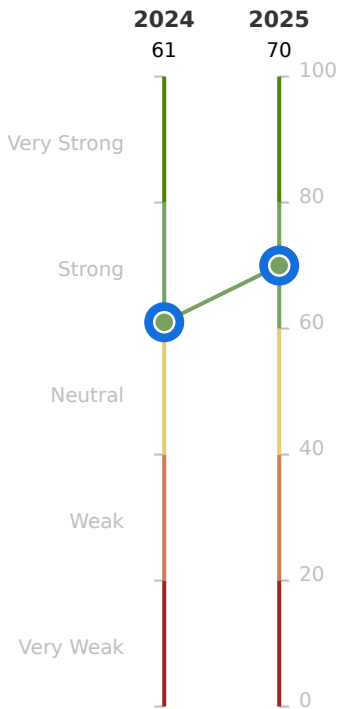
### Essential



### Respondent

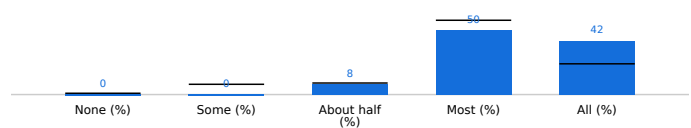
Teacher

### Performance

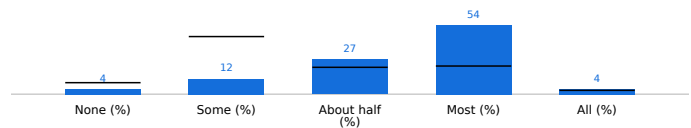


## Teachers report that students' parents:

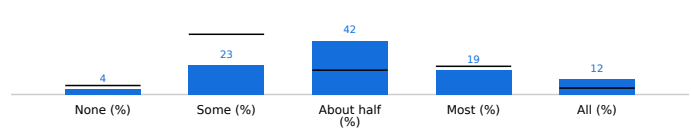
Attended parent-teacher conferences when you requested them.



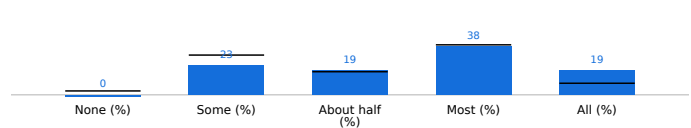
Volunteered time to support the school/center (e.g., volunteer in classrooms, help with school/center-wide events, etc.).



Contacted you about their child's performance.



Responded to your suggestions for helping their child.




# Collaborative Practices

## Collaborative Practices

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

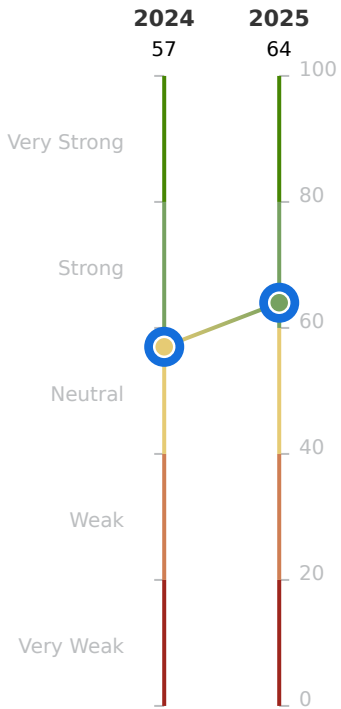
### Essential

 Collaborative Teachers

### Respondent

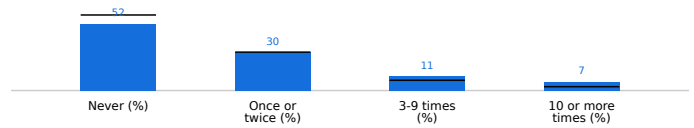
Teacher

### Performance

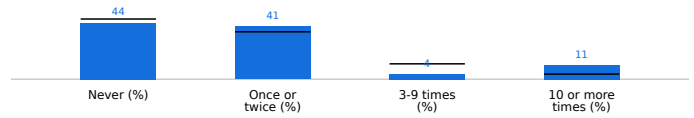


## Teachers report how often they have done the following:

Observed another teacher's classroom to offer feedback.



Observed another teacher's classroom to get ideas for your own instruction.



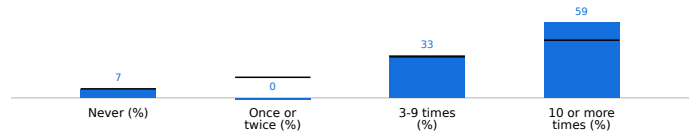
Gone over student assessment data with other teachers to make instructional decisions.



Worked with other teachers to develop materials or activities for particular classes.



Worked on instructional strategies with other teachers.



# Teacher-Principal Trust

## Teacher-Principal Trust

Teachers and parents are partners in improving student learning.

### Essential

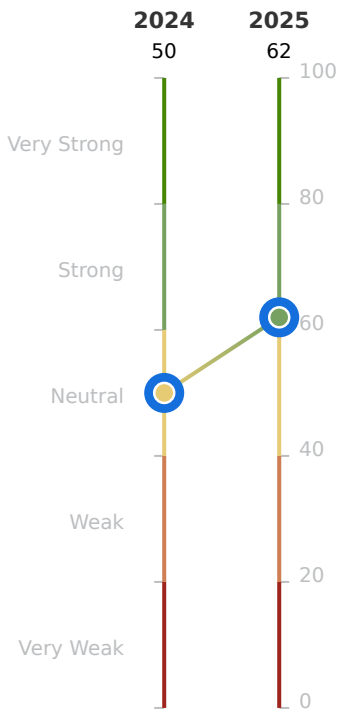


Effective Leaders

### Respondent

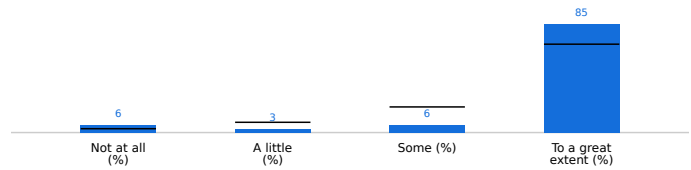
Teacher

### Performance

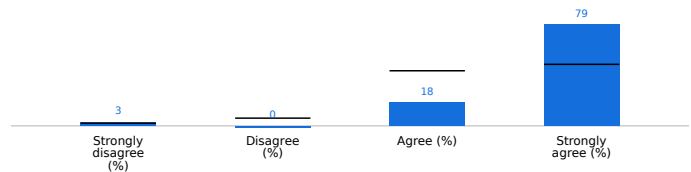


## Teachers report the following:

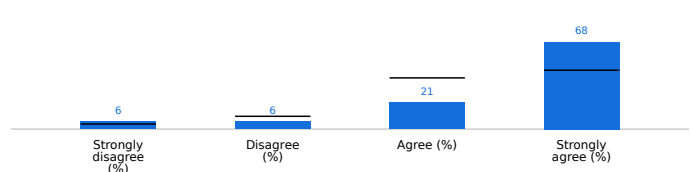
Teachers feel respected by the principal



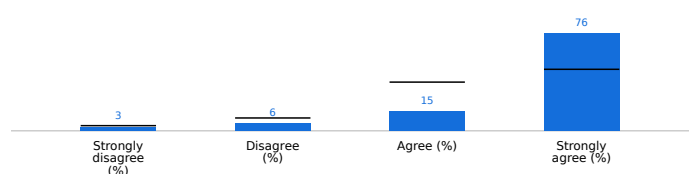
The principal has confidence in the expertise of the teachers.



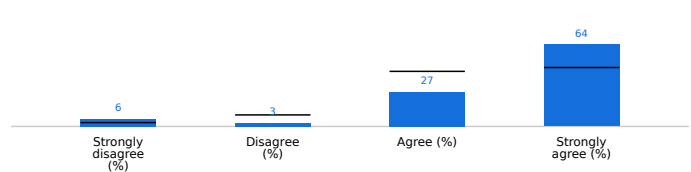
I trust the principal at his or her word.



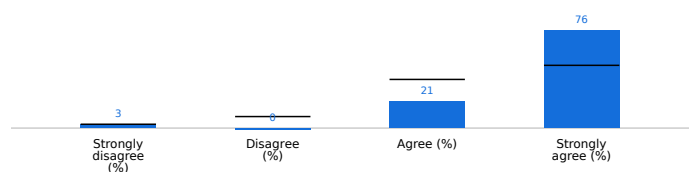
It's OK in this school to discuss feelings, worries, and frustrations with the principal.



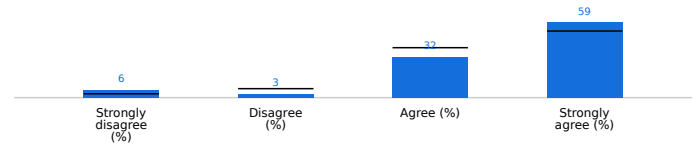
The principal takes a personal interest in the professional development of teachers.



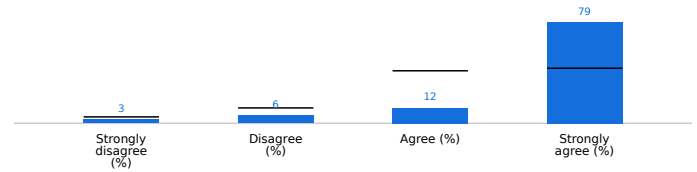
The principal looks out for the personal welfare of the faculty members.



The principal places the needs of children ahead of personal and political interests.



The principal at this school is an effective manager who makes the school run smoothly.

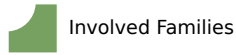


# Teacher-Parent Trust

## Teacher-Parent Trust

Teachers and parents are partners in improving student learning.

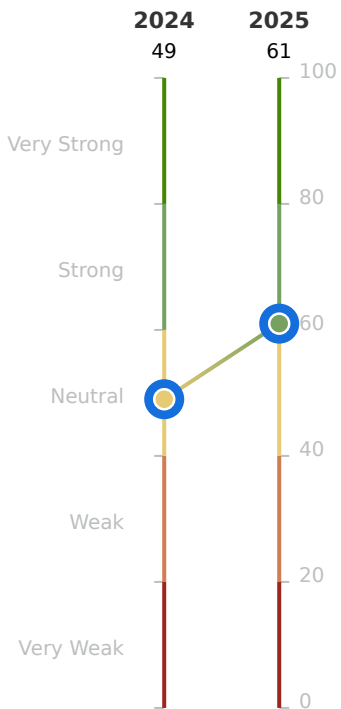
### Essential



### Respondent

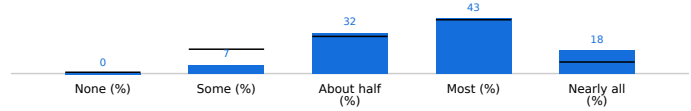
Teacher

### Performance

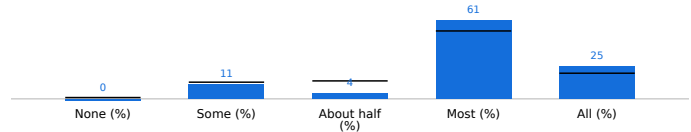


### Teachers report the following:

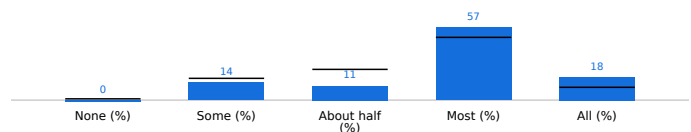
Teachers feel good about parents' support for their work.



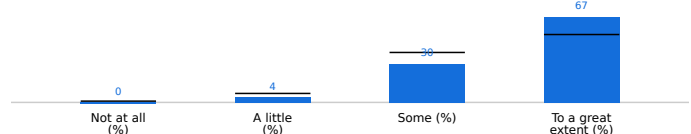
Parents support teachers' teaching efforts.



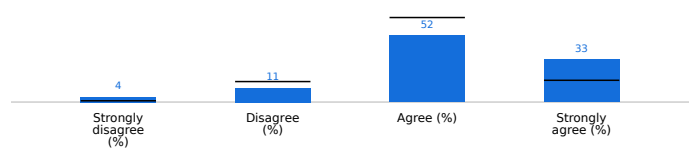
Parents do their best to help their children learn.



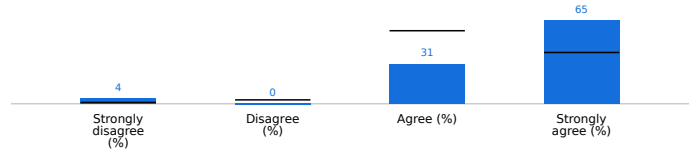
Teachers feel respected by the parents of the students



Teachers and parents at this school think of each other as partners in educating children.



Staff at this school work hard to build trusting relationships with parents.




# Program Coherence

## Program Coherence

School programs are coordinated and consistent with its goals for student learning.

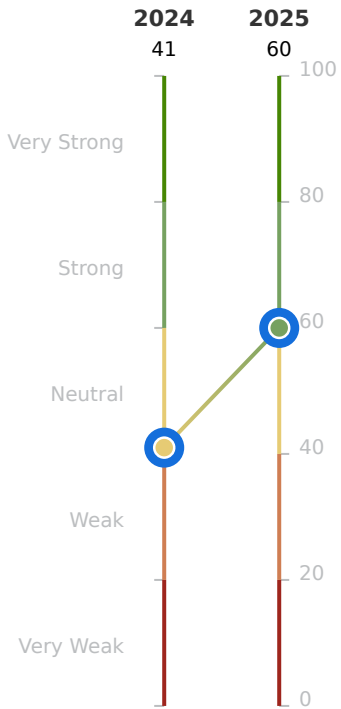
### Essential

 Effective Leaders

### Respondent

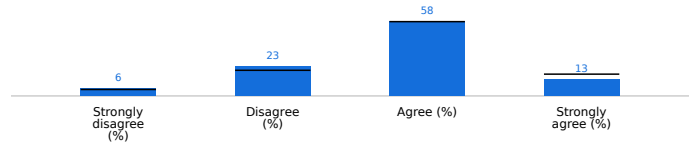
Teacher

### Performance

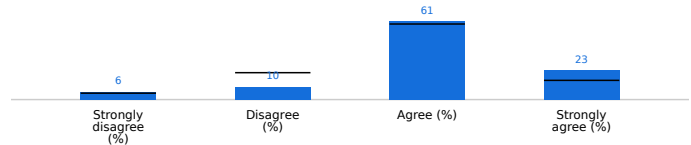


### Teachers report the following:

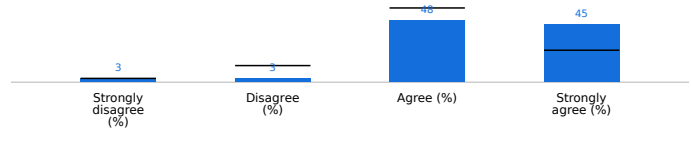
Once we start a new program in this school, we follow up to make sure that it's working.



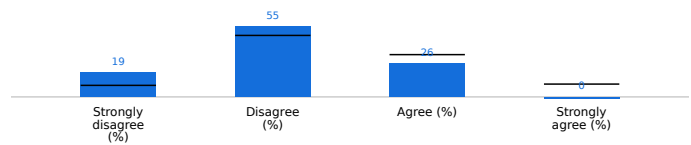
Curriculum, instruction, and learning materials are well coordinated across different grade levels at this school.



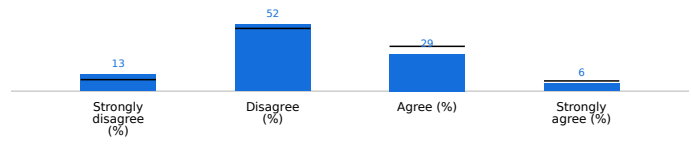
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.



We have so many different programs in this school that I can't keep track of them all.



Many special programs come and go at this school.




# Quality of Student Discussion

## Quality of Student Discussion

Students participate in classroom discussions that build their critical thinking skills.

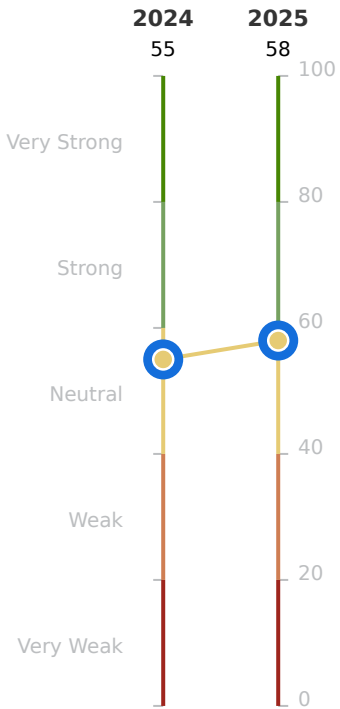
### Essential

 Ambitious Instruction

### Respondent

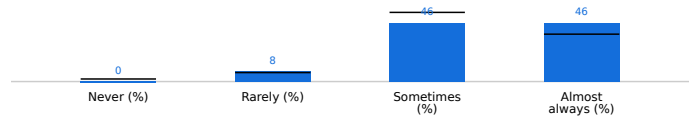
Teacher

### Performance

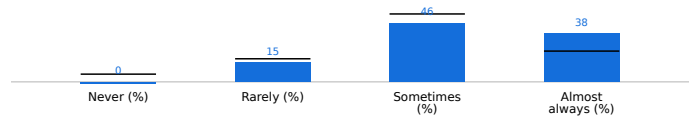


## Teachers report the following about classroom discussions:

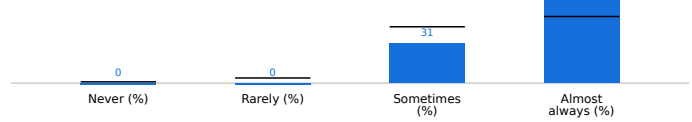
Students build on each other's ideas during discussion.



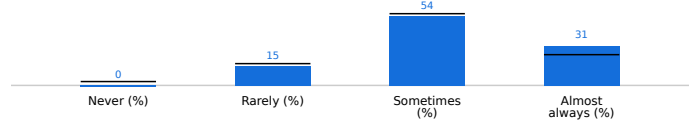
Students use data and text references to support their ideas.



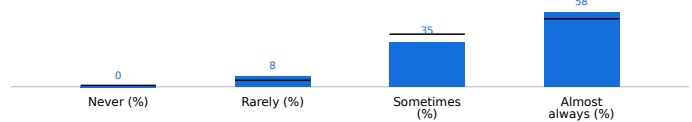
Students show each other respect.



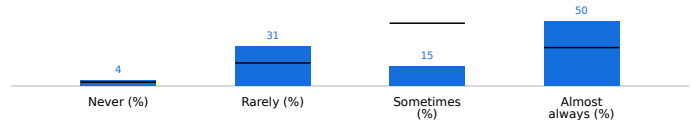
Students provide constructive feedback to their peers and to me.



Most students participate in the discussion at some point.



Students encourage each other to participate in discussion.



# Safety

## Safety

Students feel safe both in and around the school building.

### Essential

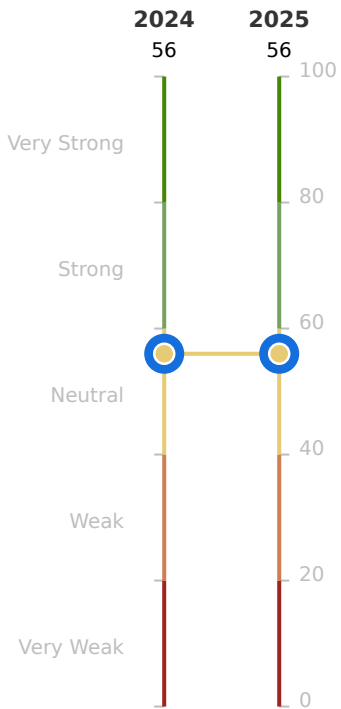


Supportive Environment

### Respondent

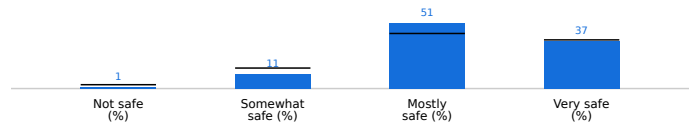
Student

### Performance

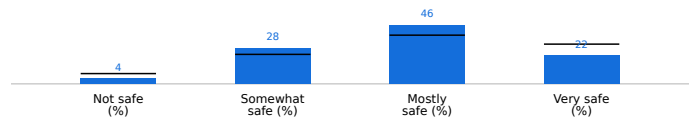


## Students report how safe they feel:

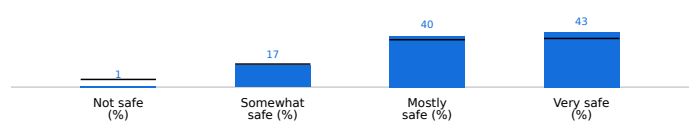
In the hallways of the school?



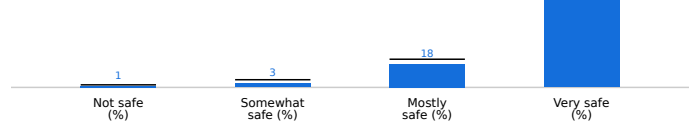
In the bathrooms of the school?



Outside around the school?



In your classes?



# Instructional Leadership

## Instructional Leadership

The school leadership team sets high standards for teaching and student learning.

### Essential

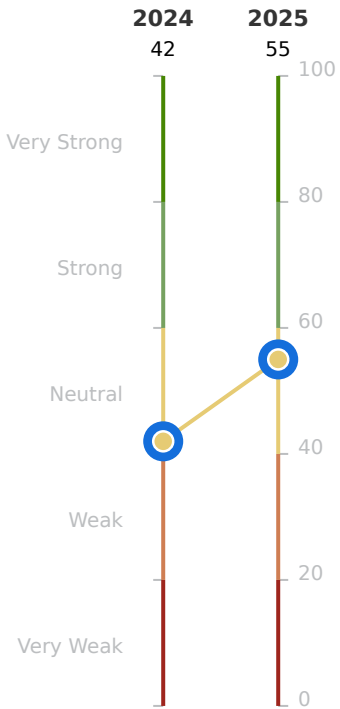


Effective Leaders

### Respondent

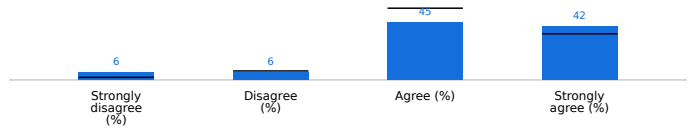
Teacher

### Performance

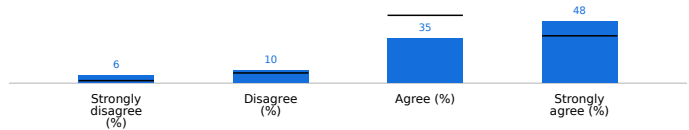


## Teachers report that a member of the school leadership team:

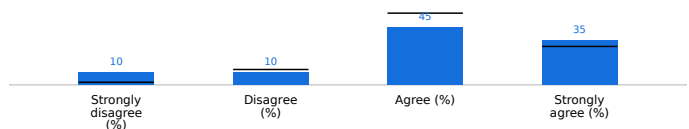
Makes clear to the staff the leadership's expectations for meeting instructional goals.



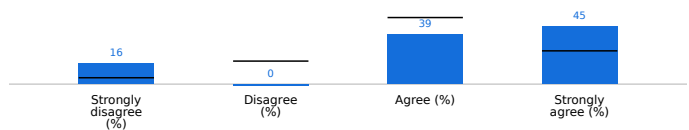
Communicates a clear vision for our school.



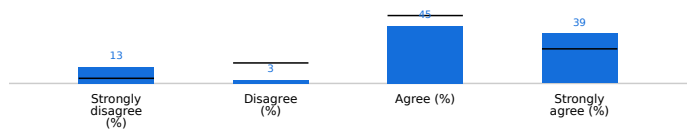
Presses teachers to implement what they have learned in professional development.



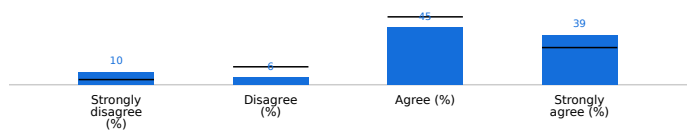
Knows what's going on in my classroom.



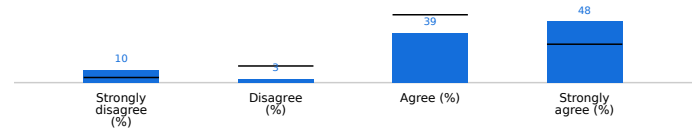
Provides me with useful feedback to improve my teaching.



Has provided me with the support I need to improve my teaching.



Makes sure teachers receive the coaching and support they need to implement new practices.



# School Commitment

## School Commitment

Teachers are deeply committed to the school.

### Essential

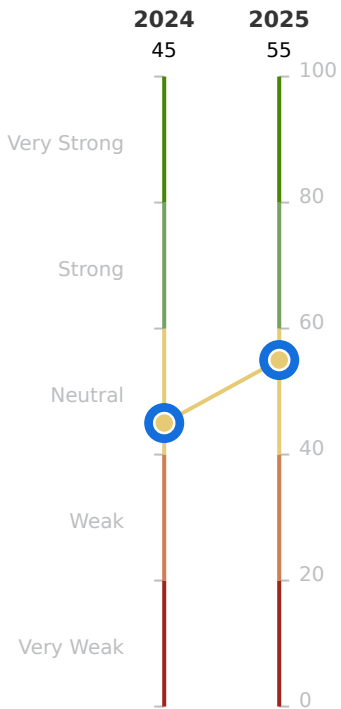


Collaborative Teachers

### Respondent

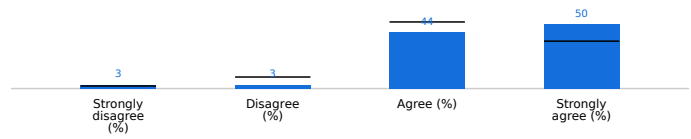
Teacher

### Performance

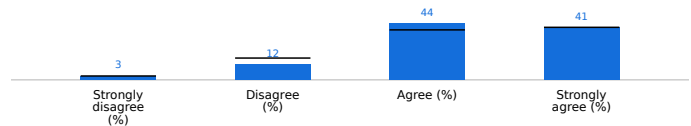


## Teachers report the following:

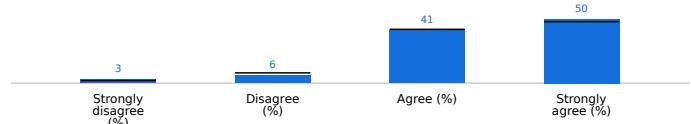
I usually look forward to each working day at this school.



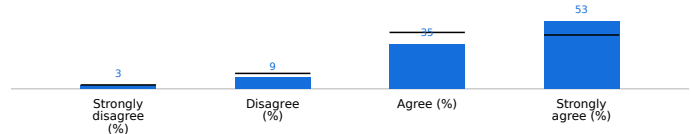
I wouldn't want to work in any other school.



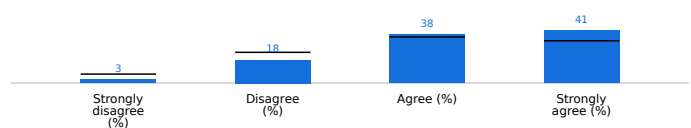
I feel loyal to this school.



I would recommend this school to parents seeking a place for their child.



This school would be my first choice for my own child.




# Quality Professional Development

## Quality Professional Development

Professional development is rigorous and focused on student learning.

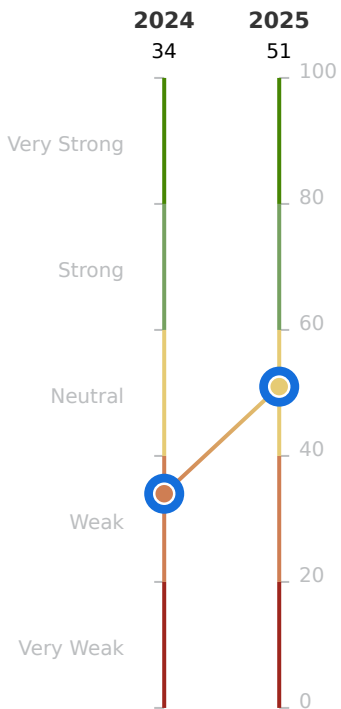
### Essential

 Collaborative Teachers

### Respondent

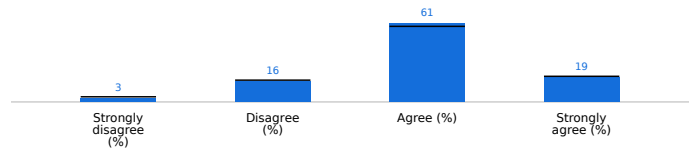
Teacher

### Performance

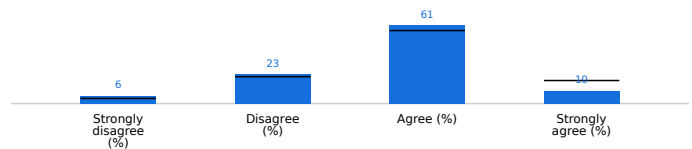


## Teachers report that professional development this year has:

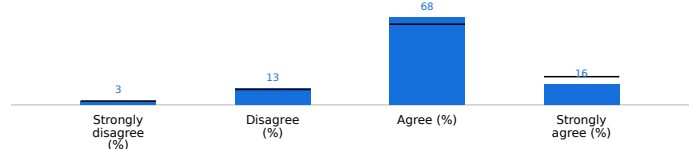
Been sustained and coherently focused, rather than short-term and unrelated.



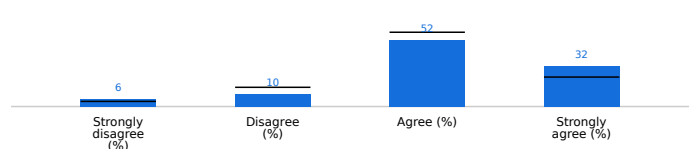
Included enough time to think carefully about, try, and evaluate new ideas.



Been closely connected to my school's improvement plan.



Included opportunities to work productively with colleagues in my school.




# Teacher-Teacher Trust

## Teacher-Teacher Trust

Teachers are supportive and respectful of one another, personally and professionally.

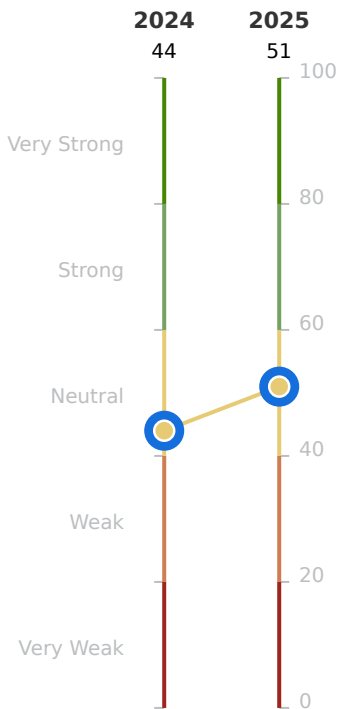
### Essential

 Collaborative Teachers

### Respondent

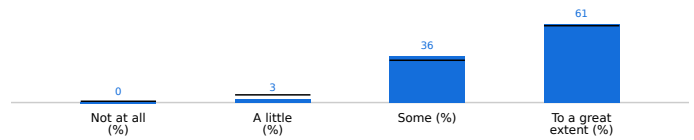
Teacher

### Performance

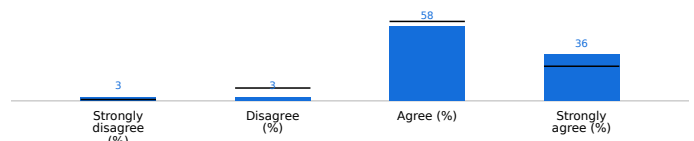


## Teachers report the following:

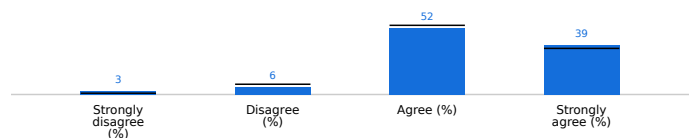
Teachers feel respected by other teachers



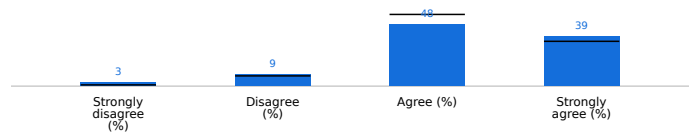
Teachers in this school trust each other.



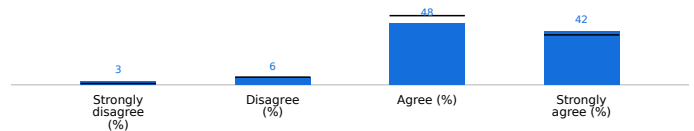
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.



Teachers respect other teachers who take the lead in school improvement efforts.



Teachers at this school respect those colleagues who are experts at their craft.




# Student-Teacher Trust

## Student-Teacher Trust

Students and teachers share a high level of mutual trust and respect.

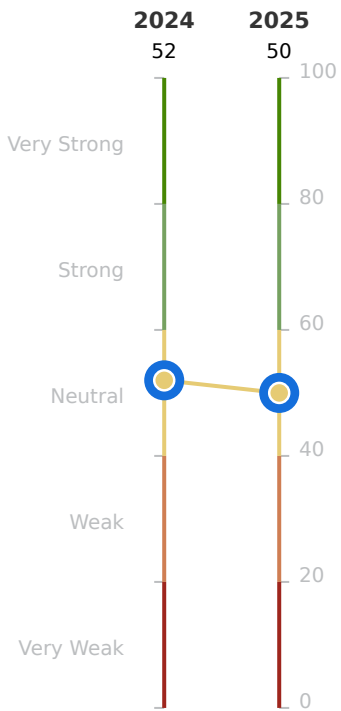
### Essential

 Supportive Environment

### Respondent

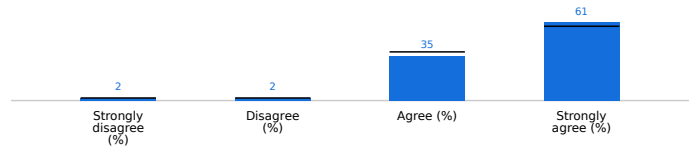
Student

### Performance

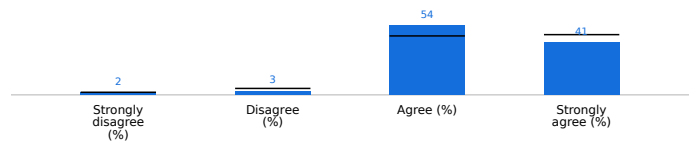


### Students report:

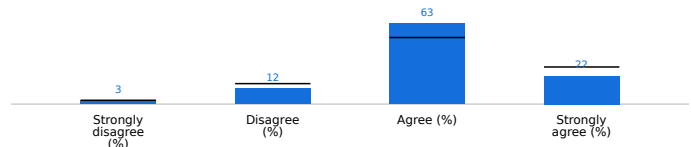
I feel safe with my teachers at this school.



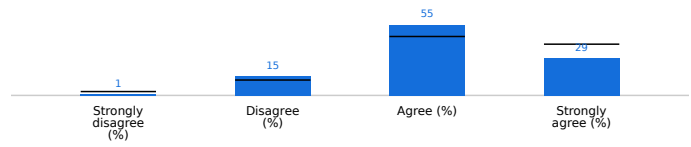
I feel comfortable with my teachers at this school.



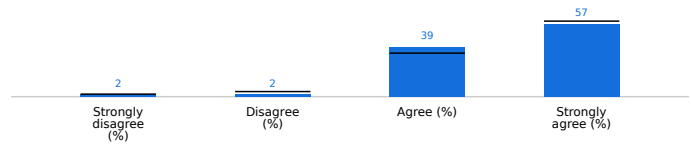
My teachers always keep their promises.



My teachers always listen to students' ideas.



My teachers treat me with respect.




# Collective Responsibility

## Collective Responsibility

Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

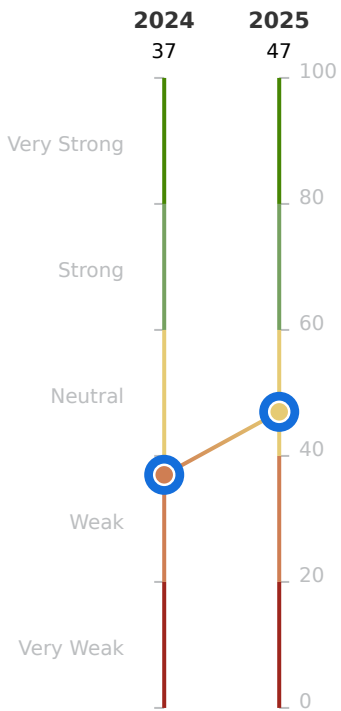
### Essential

 Collaborative Teachers

### Respondent

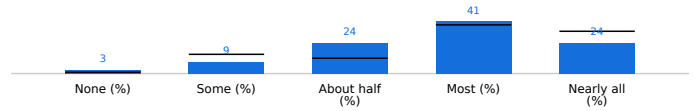
Teacher

### Performance

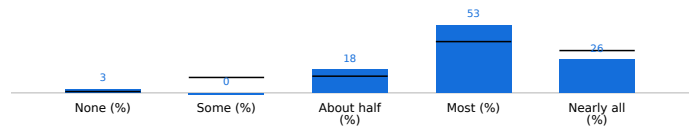


## Teachers report that other teachers in the school:

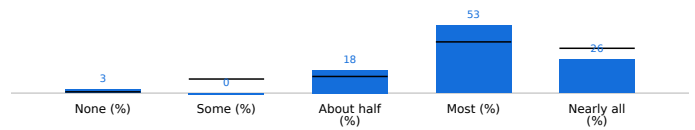
Help maintain discipline in the entire school, not just their classroom?



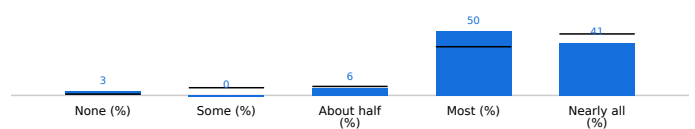
Take responsibility for improving the school.



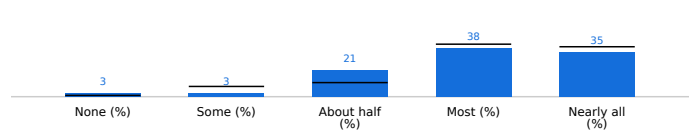
Feel responsible to help each other do their best.



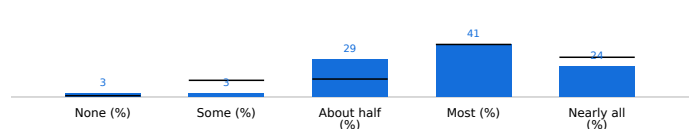
Feel responsible that all students learn.



Feel responsible for helping students develop self-control.



Feel responsible when students in this school fail.



# Teacher Influence

## Teacher Influence

Teachers have influence in a broad range of decisions regarding school policies and practices.

### Essential

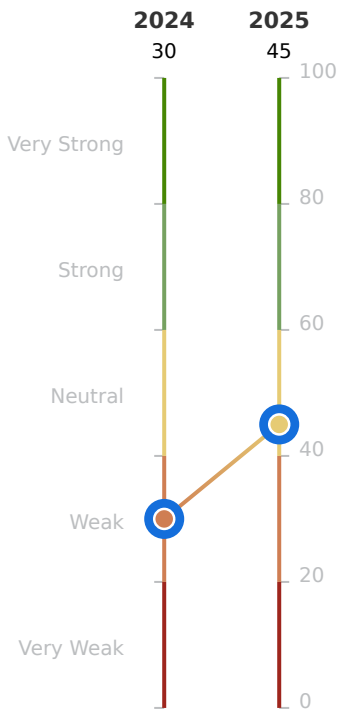


Effective Leaders

### Respondent

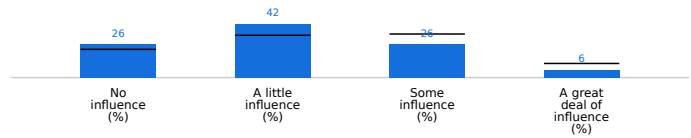
Teacher

### Performance

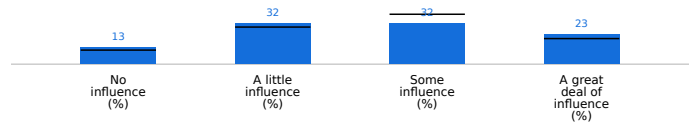


## Teachers report having influence on:

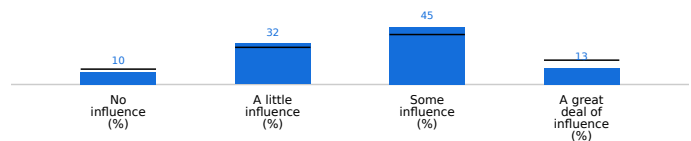
Planning how discretionary school funds should be used.



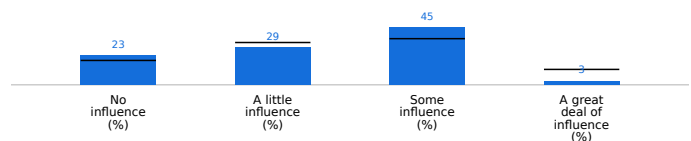
Determining which books and other instructional materials are used in classrooms.



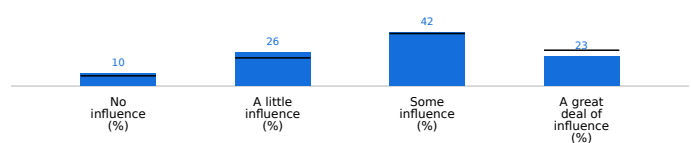
Establishing the curriculum and instructional program.



Determining the content of in-service programs.



Setting standards for student behavior.




# English Instruction

## English Instruction

Students interact with course material and one another to build and apply critical reading and writing skills.

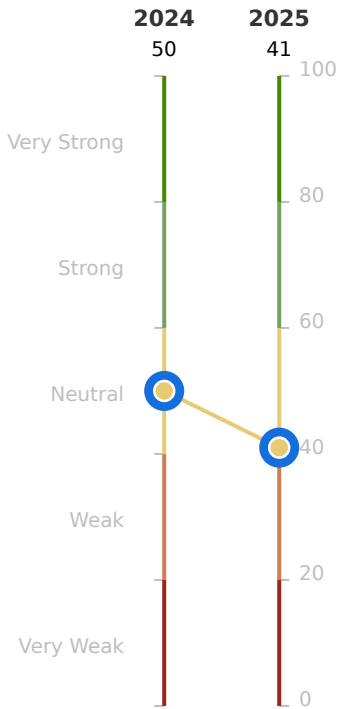
### Essential

 Ambitious Instruction

### Respondent

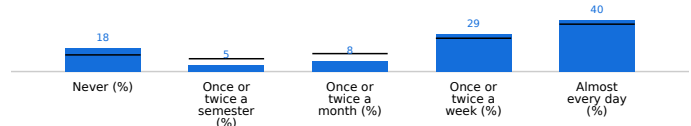
Student

### Performance

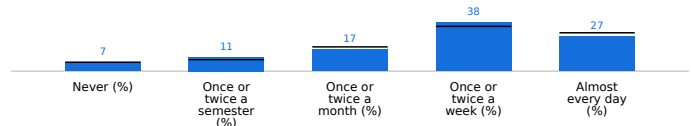


## Students report doing the following in English class:

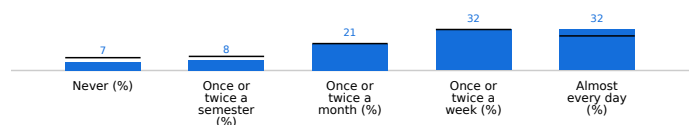
Debate the meaning of a reading.



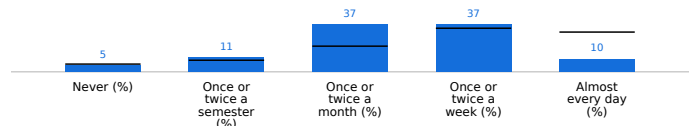
Discuss connections between a reading and real life people or situations.



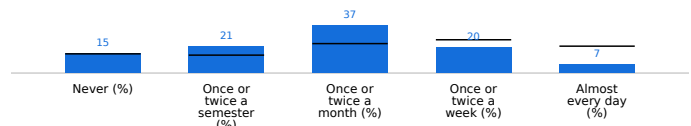
Discuss how culture, time, or place affects an author's writing.



Improve a piece of writing as a class or with partners.



Rewrite a paper or essay in response to comments.




# Peer Support for Academic Work

## Peer Support for Academic Work

Students demonstrate behaviors that lead to academic achievement.

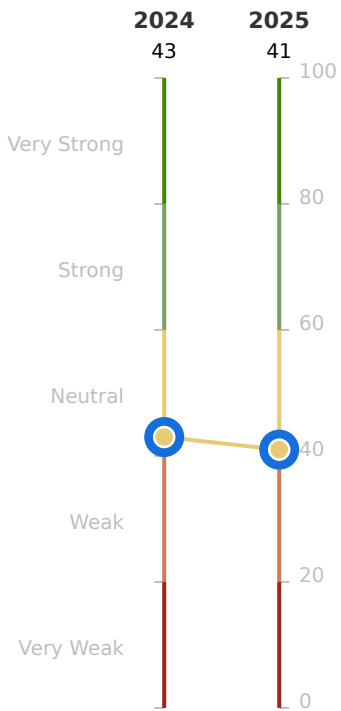
### Essential

 Supportive Environment

### Respondent

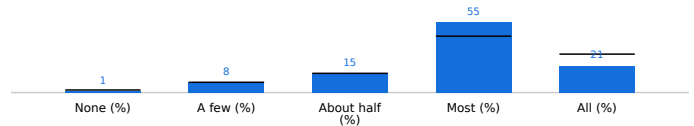
Student

### Performance

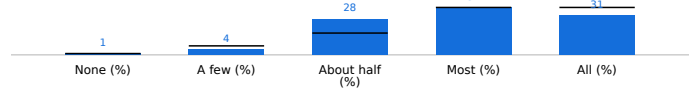


## Students report that their classroom peers:

Feel it is important to attend school every day?



Feel it is important to pay attention in class?



Think doing homework is important?



Try hard to get good grades?




# Academic Personalism

## Academic Personalism

Teachers connect with students in the classroom and support them in achieving academic goals.

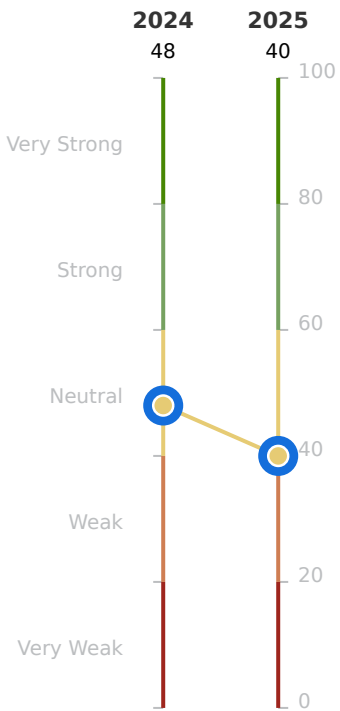
### Essential

 Supportive Environment

### Respondent

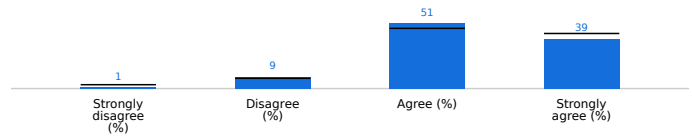
Student

### Performance

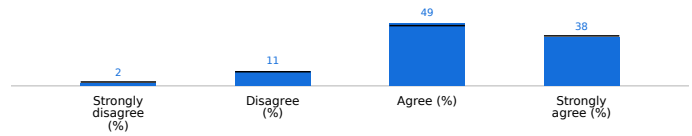


## Students report that their teacher:

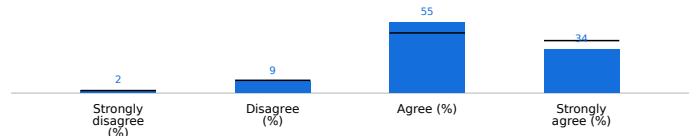
Helps me catch up if I am behind.



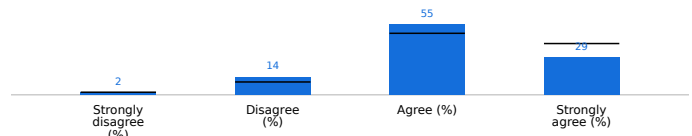
Is willing to give extra help on schoolwork if I need it.



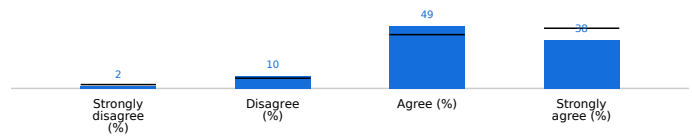
Notifies if I have trouble learning something.



Gives me specific suggestions about how I can improve my work in this class.



Explains things in a different way if I don't understand something in class.




# Math Instruction

## Math Instruction

Students interact with course material and one another to build and apply knowledge in their math classes.

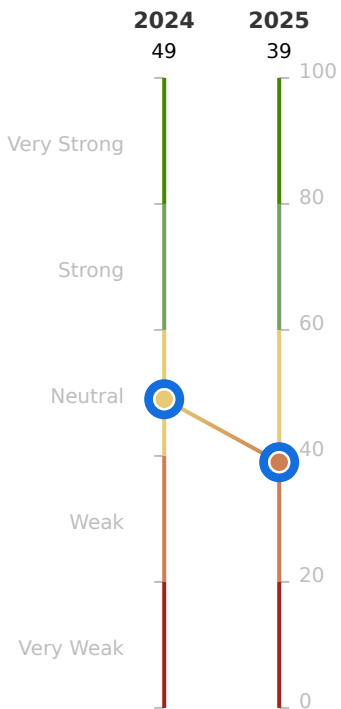
### Essential

 Ambitious Instruction

### Respondent

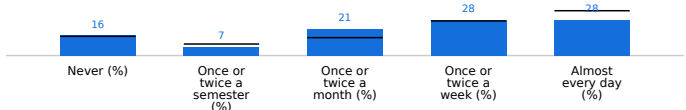
Student

### Performance

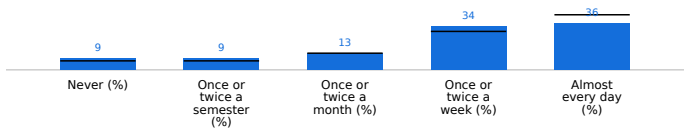


## Students report that they do the following in math class:

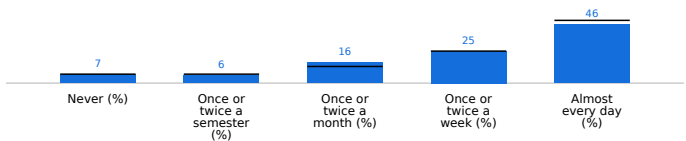
Apply math to situations in life outside of school.



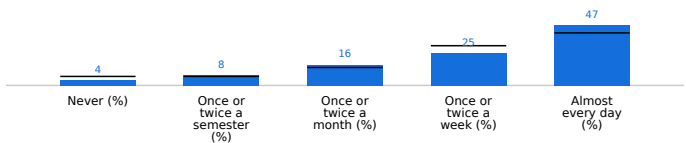
Discuss possible solutions to problems with other students.



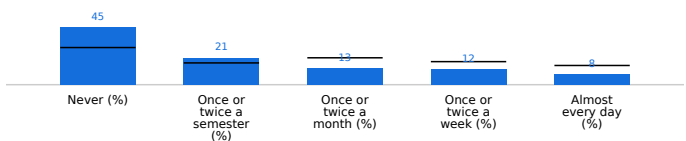
Explain how you solved a problem to the class.



Write a few sentences to explain how you solved a math problem.



Write a math problem for other students to solve.



# Academic Press

## Academic Press

Teachers expect students to do their best and to meet academic demands.

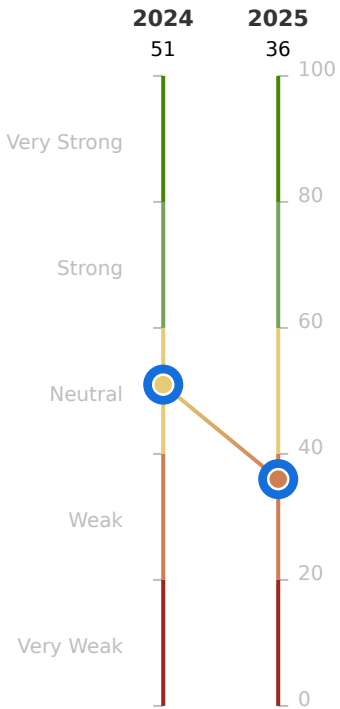
### Essential

● Ambitious Instruction

### Respondent

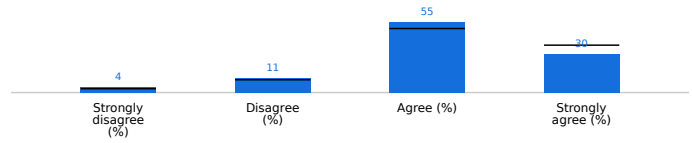
Student

### Performance

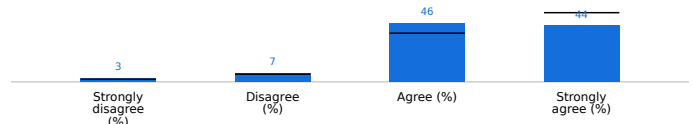


## Students report the following about one specific class:

This class really makes me think.



I really learn a lot in this class



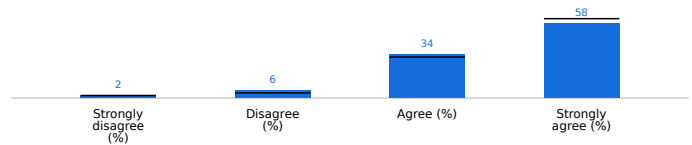
The teacher expects everyone to work hard



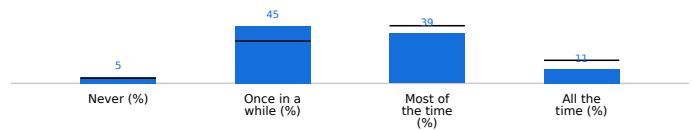
The teacher expects me to do my best all the time



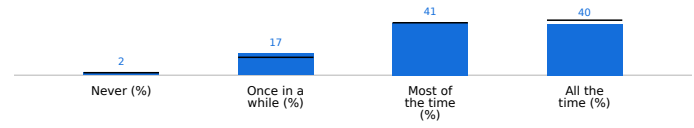
The teacher wants us to become better thinkers, not just memorize things



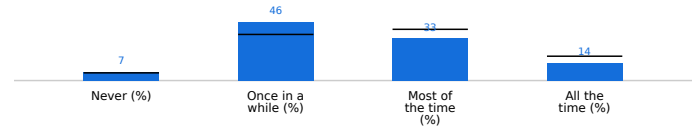
This class challenges me



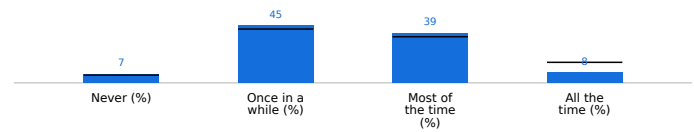
This class requires me to work hard to do well



The teacher asks difficult questions on tests

















The teacher asks difficult questions in class



# All Supplemental Measures

How is Abraham Lincoln Elem School performing on all supplemental measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
33	Reflective Dialogue	- 4	74 <b>Strong</b>	 Supplemental Measures	Teacher
34	Rigorous Study Habits	+ 10	56 <b>Neutral</b>	 Supplemental Measures	Student
35	Student Responsibility	- 2	51 <b>Neutral</b>	 Supplemental Measures	Teacher
36	Classroom Disruptions	+ 1	50 <b>Neutral</b>	 Supplemental Measures	Teacher
37	Student Peer Relationships	- 2	50 <b>Neutral</b>	 Supplemental Measures	Student
38	Teacher Safety	+ 3	47 <b>Neutral</b>	 Supplemental Measures	Teacher
39	Socialization of New Teachers	+ 6	45 <b>Neutral</b>	 Supplemental Measures	Teacher
40	Classroom Rigor	- 15	43 <b>Neutral</b>	 Supplemental Measures	Student
41	Innovation	+ 4	42 <b>Neutral</b>	 Supplemental Measures	Teacher
42	Academic Engagement	+ 8	39 <b>Weak</b>	 Supplemental Measures	Student
43	Course Clarity	N/A	Low Resp Or N/A	 Supplemental Measures	Student
44	Human & Social Resources in the Community	N/A	Low Resp Or N/A	 Supplemental Measures	Student
45	Inquiry-Based Science Instruction	N/A	Low Resp Or N/A	 Supplemental Measures	Student
46	Parent Supportiveness	N/A	Low Resp Or N/A	 Supplemental Measures	Student

# Reflective Dialogue

## Reflective Dialogue

Teachers frequently talk with each other about curriculum, instruction, and student learning.

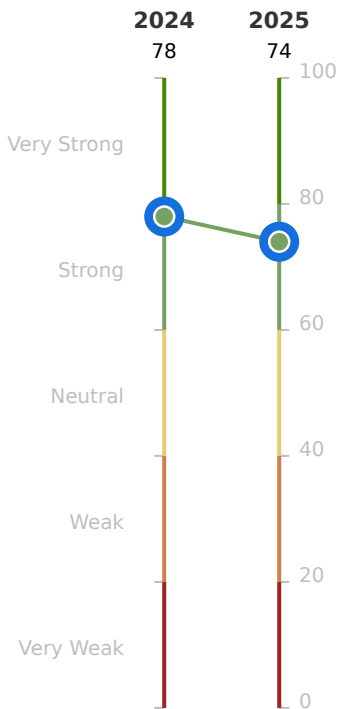
### Essential

Supplemental Measures

### Respondent

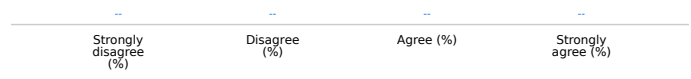
Teacher

### Performance



## Teachers report having conversations with colleagues about:

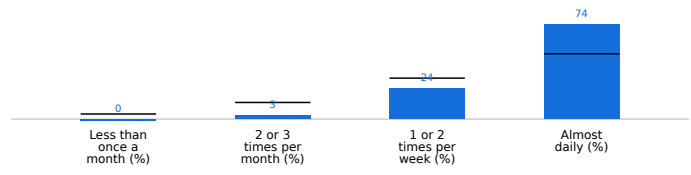
Instruction in the teachers' lounge, faculty meetings, etc.



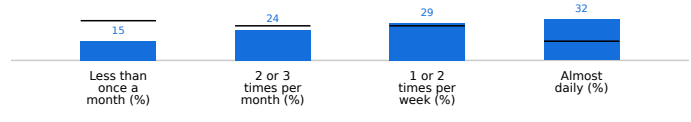
Student work



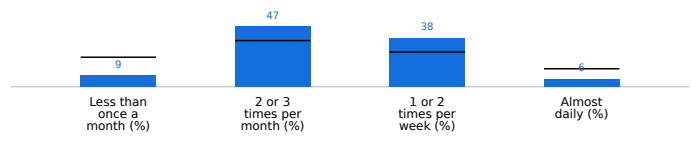
What helps students learn the best



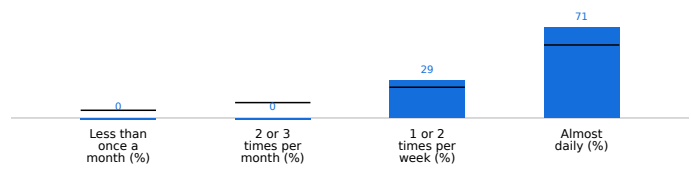
The development of new curriculum



The goals of this school.



Managing classroom behavior



# Rigorous Study Habits

## Rigorous Study Habits

Students set aside time for schoolwork and give priority to studying.

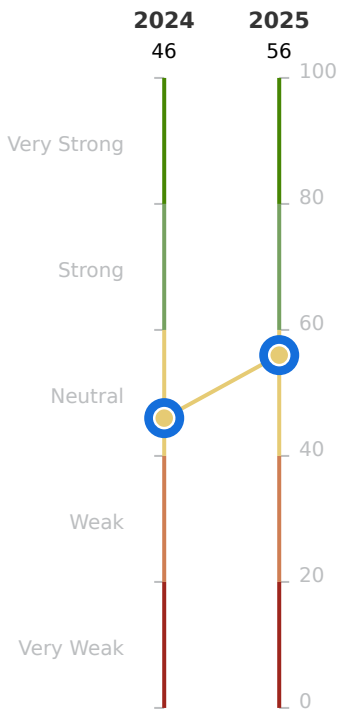
### Essential

Supplemental Measures

### Respondent

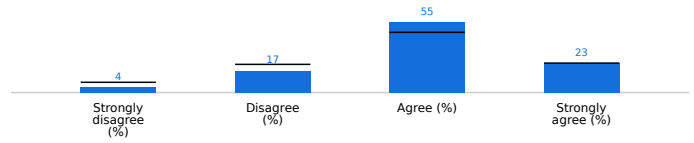
Student

### Performance

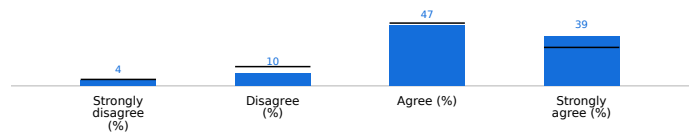


## Students report that:

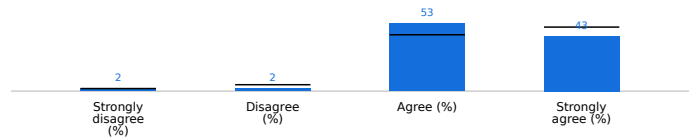
I always study for tests.



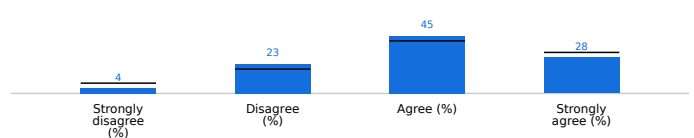
I set aside time to do my homework and study.



I try to do well on my schoolwork even when it isn't interesting to me.



If I need to study, I don't go out with my friends.



# Student Responsibility

## Student Responsibility

Students are active participants in their own learning and regularly attend class prepared to learn.

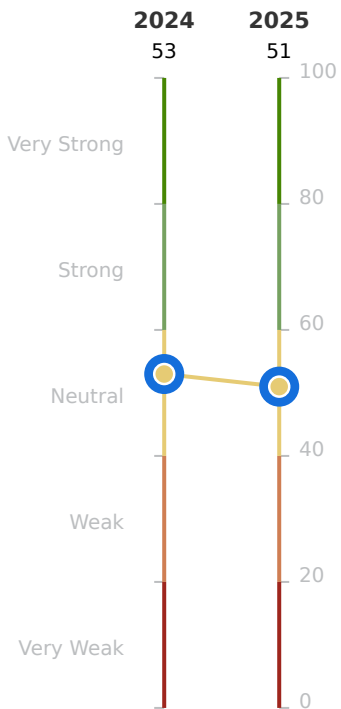
### Essential

Supplemental Measures

### Respondent

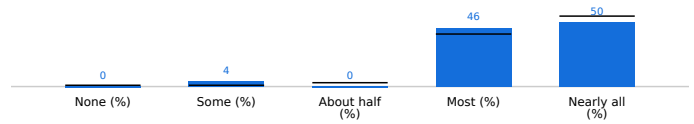
Teacher

### Performance

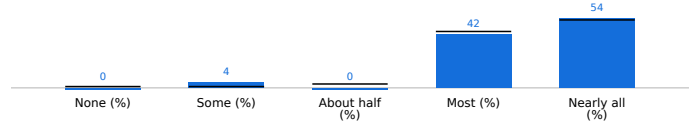


## Teachers report that their students:

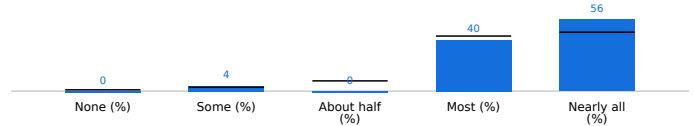
Come to class on time?



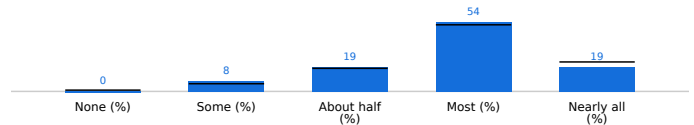
Attend class regularly?



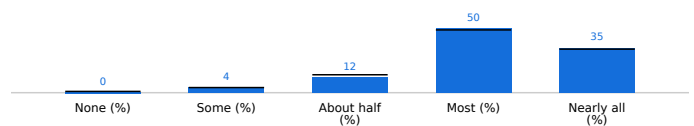
Come to class prepared with the appropriate supplies and books?



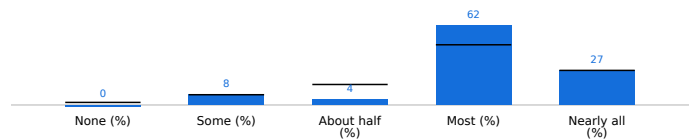
Regularly pay attention in class?



Actively participate in class activities?



Always turn in their homework?



# Classroom Disruptions

## Classroom Disruptions

Teachers report on the degree to which other students disrupt their learning.

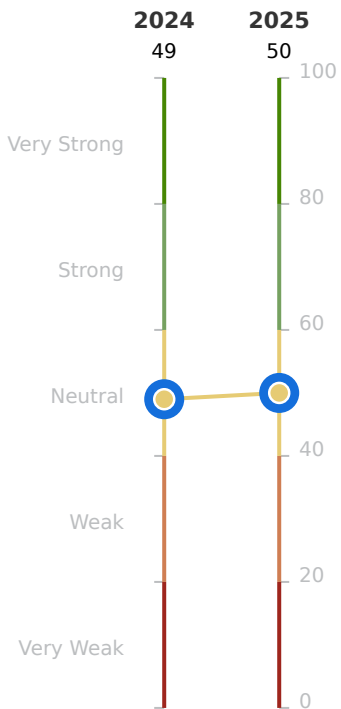
### Essential

Supplemental Measures

### Respondent

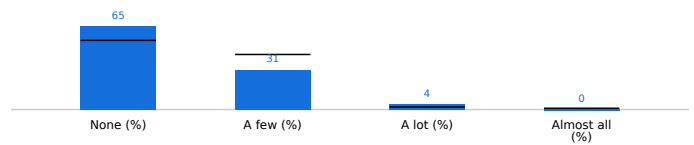
Teacher

### Performance

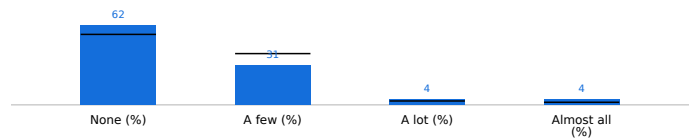


## Teachers report that students in their classrooms:

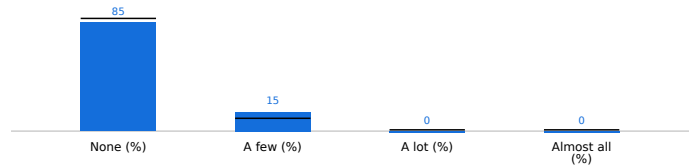
Refuse to respond when addressed?



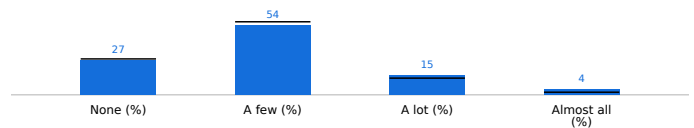
Use inappropriate language during class?



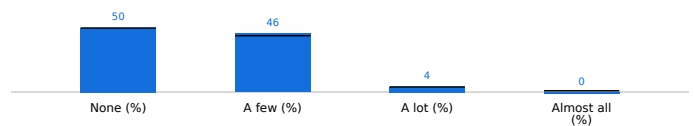
Threaten you verbally?



Do off-task things (e.g., play games, text, talk on cell phone) during instructional time?



Create serious behavior problems in your class?



# Student Peer Relationships

## Student Peer Relationships

Students treat each other with respect, work well together, and help each other learn.

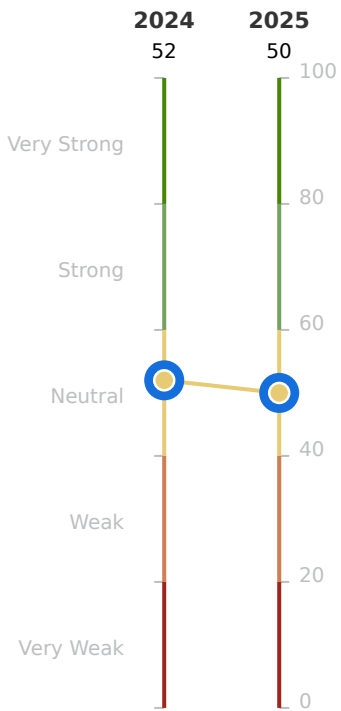
### Essential

Supplemental Measures

### Respondent

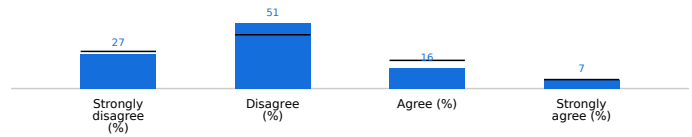
Student

### Performance

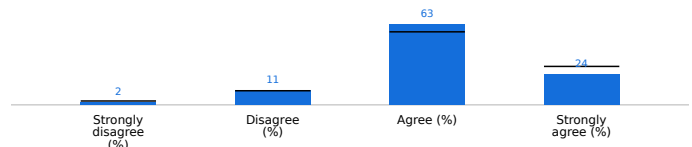


## Students report that their school peers:

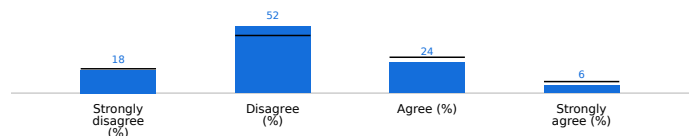
Like to put others down.



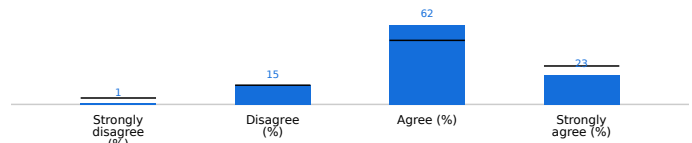
Help each other learn.



Don't get along together very well.



Treat each other with respect.



# Teacher Safety

## Teacher Safety

Teachers report little or no disorder in the hallways, physical conflict among students, vandalism, robbery or theft, and threats of violence against teachers.

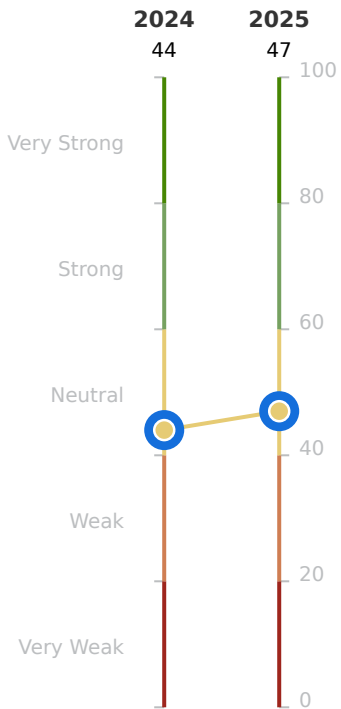
### Essential

Supplemental Measures

### Respondent

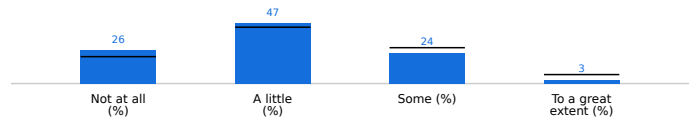
Teacher

### Performance

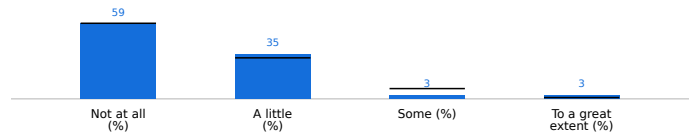


## Teachers report how much each of the following is a problem:

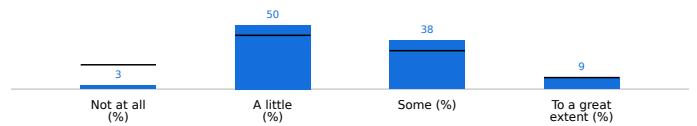
### Physical conflicts among students



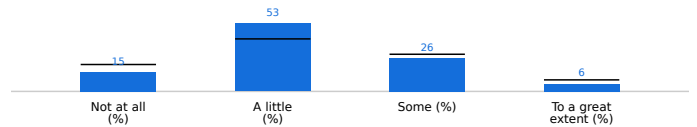
### Robbery or theft



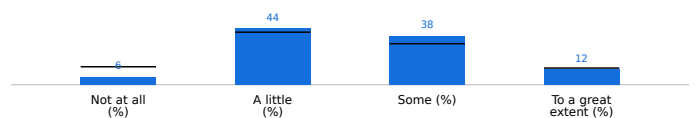
### Disorder in classrooms



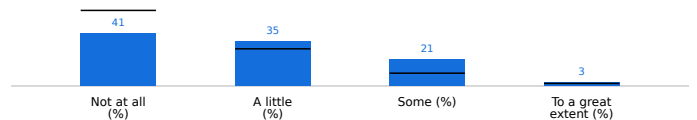
### Disorder in hallways



### Student disrespect of teachers



### Threats of violence toward teachers



# Socialization of New Teachers

## Socialization of New Teachers

New teachers are included in the professional community and are given helpful feedback on their instructional practices.

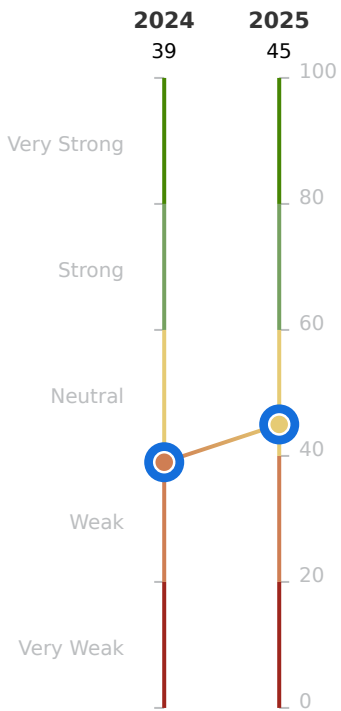
### Essential

Supplemental Measures

### Respondent

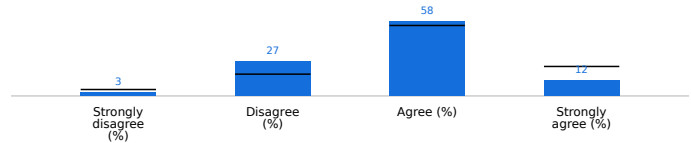
Teacher

### Performance

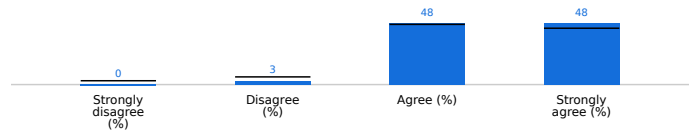


## Teachers report the following:

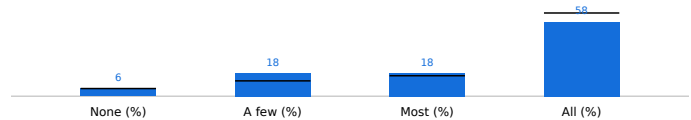
Experienced teachers invite new teachers into their classes to observe, give feedback, etc.



A conscious effort is made by faculty to make new teachers feel welcome here.



How many teachers are assigned a mentor teacher when they first begin working at this school?



# Classroom Rigor

## Classroom Rigor

Teachers encourage all students to make connections and seek multiple perspectives through their coursework.

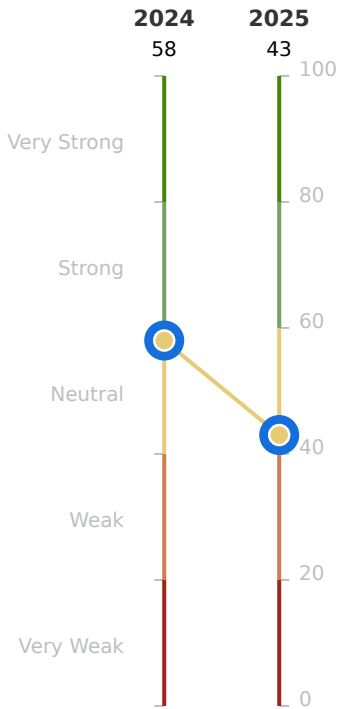
### Essential

Supplemental Measures

### Respondent

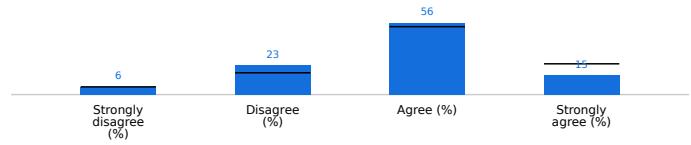
Student

### Performance

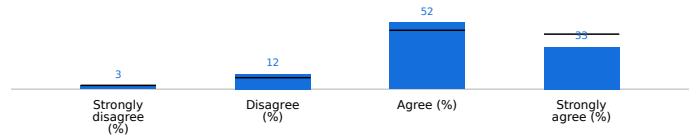


## Students report that the teacher in their target class:

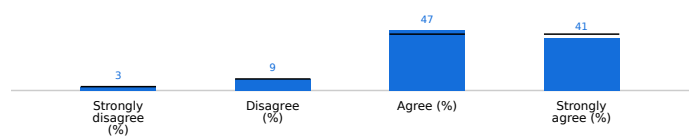
Often connects what I am learning to life outside of the classroom.



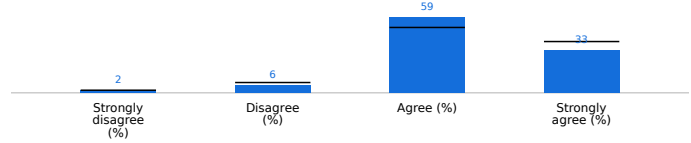
Encourages students to share their ideas about things we are studying in class.



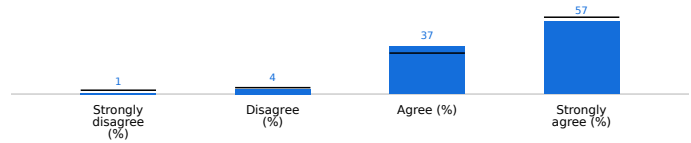
Often requires me to explain my answers.



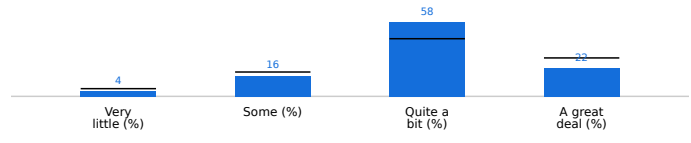
Encourages us to consider different solutions or points of view.



Doesn't let students give up when the work gets hard.



We talk about different solutions or points of view.



# Innovation

## Innovation

Teachers have a strong orientation toward improvement and a willingness to be a part of an active learning environment.

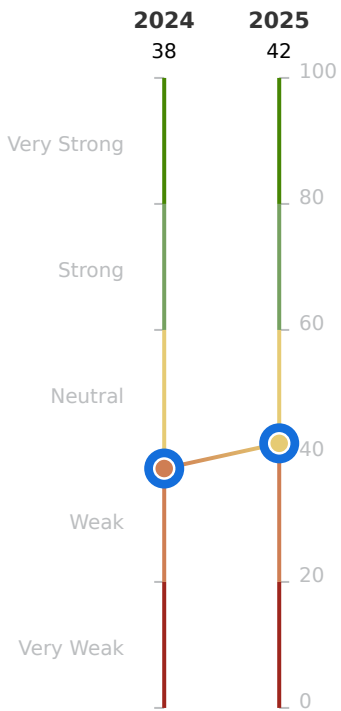
### Essential

Supplemental Measures

### Respondent

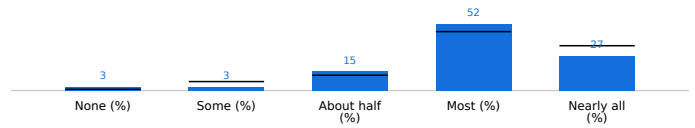
Teacher

### Performance

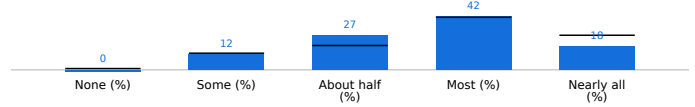


## Teachers report that:

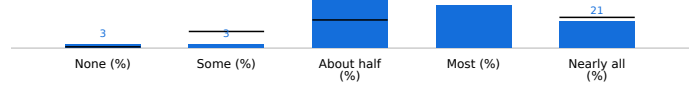
Teachers are really trying to improve their teaching.



Teachers are willing to take risks to make the school better.



Teachers are eager to try new ideas.



# Academic Engagement

## Academic Engagement

Students are interested and engaged in learning.

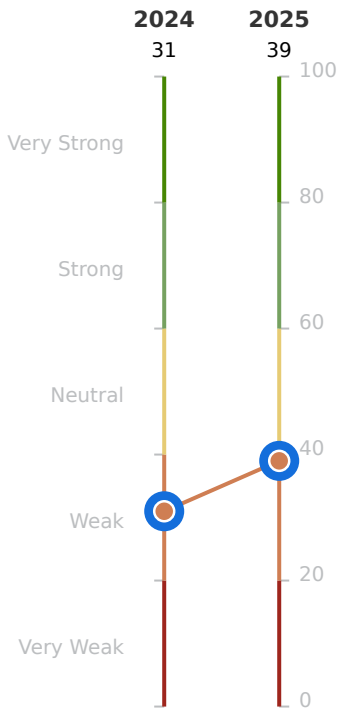
### Essential

Supplemental Measures

### Respondent

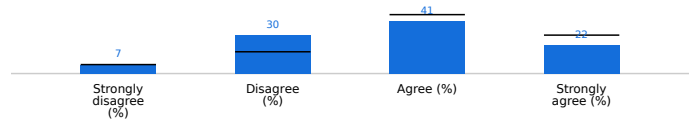
Student

### Performance

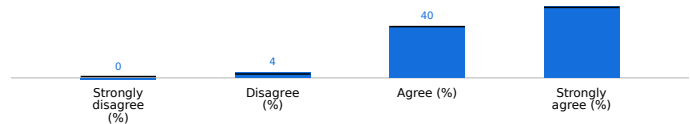


### Students report:

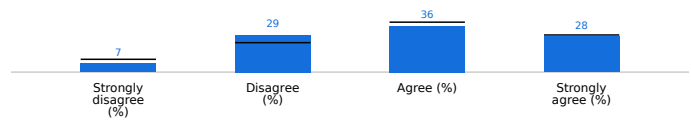
I usually look forward to this class.



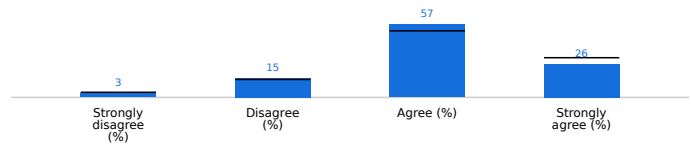
I work hard to do my best in this class.



Sometimes I get so interested in my work I don't want to stop.



The topics we are studying are interesting and challenging.



# Course Clarity

## Course Clarity

Students are provided clear learning goals and instruction that supports achievement.

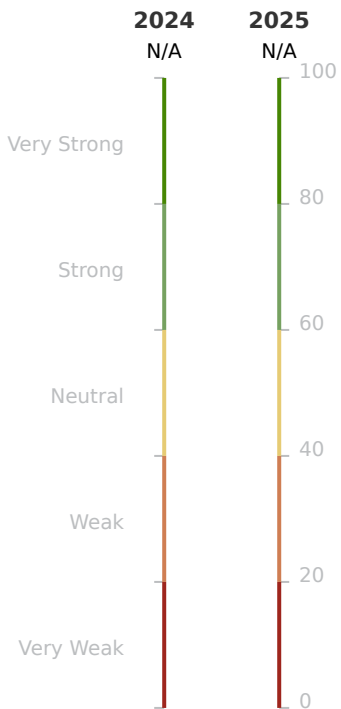
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about one specific class:

I learn a lot from feedback on my work.



It's clear to me what I need to do to get a good grade.



The work we do in class is good preparation for the test.



The homework assignments help me to learn the course material.



I know what my teacher wants me to learn in this class.



# Human & Social Resources in the Community

## Human & Social Resources in the Community

Students come from communities where there are adults they can trust who provide a safe environment.

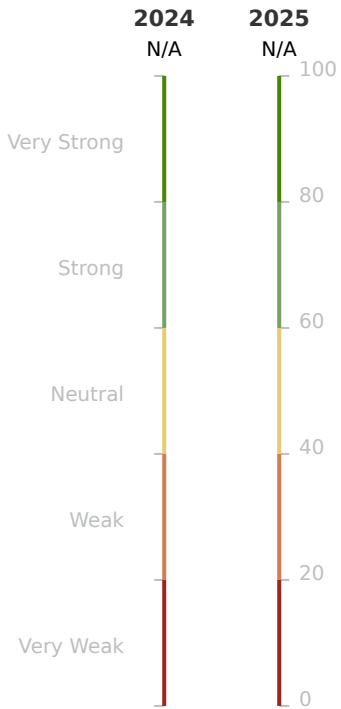
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their community:

Adults in this neighborhood know who the local children are.



During the day, it is safe for children to play in the local park or playground.



People in this neighborhood can be trusted.



There are adults in this neighborhood that children can look up to.



The equipment and buildings in the neighborhood, park, or playground are well kept.



# Inquiry-Based Science Instruction

## Inquiry-Based Science Instruction

Students conduct scientific investigations, including generating and testing hypotheses, writing lab reports and using laboratory equipment.

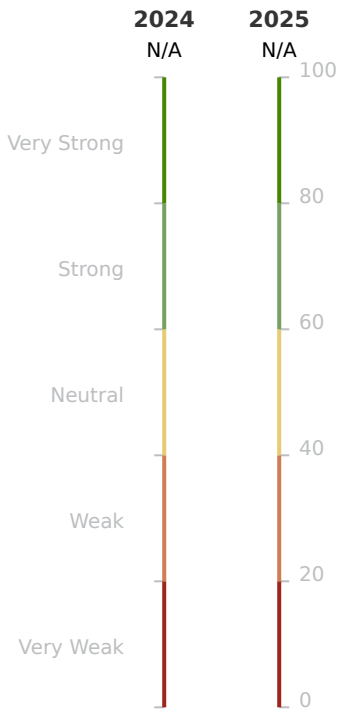
### Essential

Supplemental Measures

### Respondent

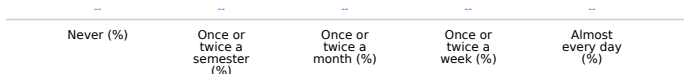
Student

### Performance

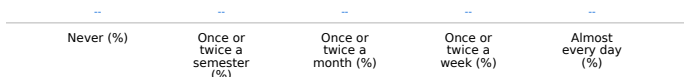


## Students report doing the following in science class:

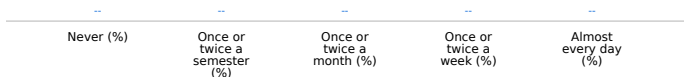
Use laboratory equipment or specimens.



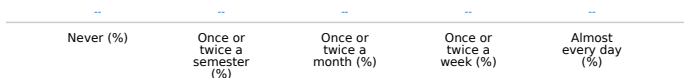
Write lab reports.



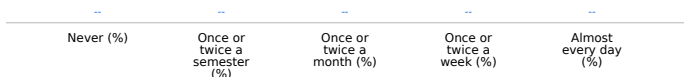
Generate your own hypotheses.



Use evidence/data to support an argument or hypothesis.



Find information from graphs and tables.



# Parent Supportiveness

## Parent Supportiveness

Parents support their children emotionally and developmentally.

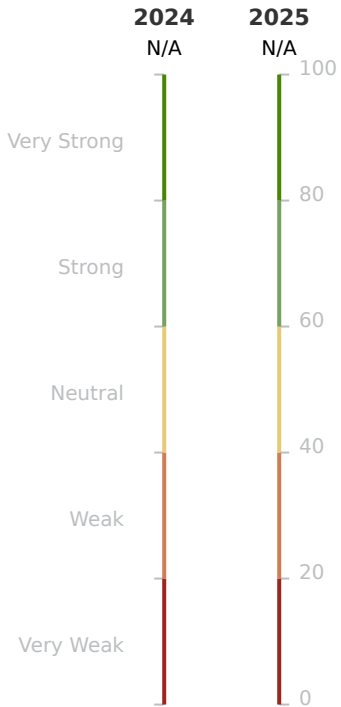
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their parents. My parents:

Encourage you to work hard at school.



Listen to you when you need to talk.



Show they are proud of you.



Take time to help you make decisions.





# Benjamin Franklin Elem School

## 2025 5Essentials Report

The 5Essentials School Reports for the State of Illinois are derived from 20 years of research on improving schools. The raw data for these reports are based on a comprehensive core of more than 80 student and 150 teacher questions compiled into 22 measures of school climate and practice and formed into five essentials. As measured by the Illinois 5Essentials Survey, those five essentials are leading indicators of school improvement. The power of 5Essentials comes from their prediction of school success, the intuitiveness of the overall framework components (Instruction, Environment, Leaders, Teachers, and Families), and the reliability of the survey measures.

As detailed in the seminal book, *Organizing Schools for Improvement: Lessons from Chicago*, UEI researchers determined that there are five essential supports for school success. These “5Essentials” detail the perspectives and processes central to the delivery and support of student learning.

The 5Essentials framework as measured by our survey instruments is a leading indicator of school performance now and predictive of the future. Data from over 650 schools (elementary and high schools) have found our survey measures to predict many aspects of student and school success, before and after controlling for school type, demographic composition, test scores, and socio-economic status. Our principal indication of the power of the 5Essentials is that University of Chicago analysis of two natural experiments spanning a total of 15 years each found that they mattered considerably: Schools strong in 3-5 Essentials were 10 times more likely to improve student learning substantially compared to schools weak in 3-5 Essentials. This evidence came from over 400 elementary schools representing the best and worst in Illinois. Following those natural experiments, we have found our survey measures reliably predict school success on a variety of outcomes for both high school and elementary schools, including:

- ITBS improvement
- ISAT value-add
- EXPLORE to ACT gains
- EXPLORE to PLAN gains
- PLAN to ACT gains
- Attendance rates
- College enrollment
- High school graduation
- Freshman grades
- Teacher mobility
- Grades in college-preparatory classes

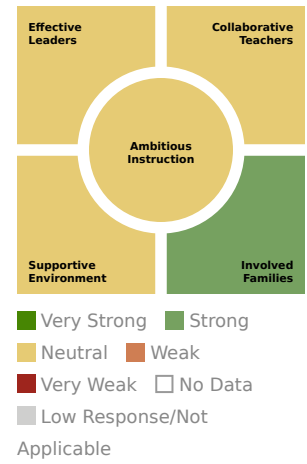
#### References:

(Bryk, et al. 2010)(Selected by Education Next as one of the best education books of the decade: <http://educationnext.org/the-best-books-of-the-past-decade-according-to-ed-next-readers/>)  
(Bryk, et al. 2010); (Easton, Ponisciak and Luppescu 2008); (Easton, Ponisciak and Luppescu 2008); (Allensworth, Correa and Ponisciak 2008); (Bryk, et al. 2010); (Roderick, Nagaoka, et al. 2008); (Allensworth and Easton 2007); (Allensworth, Ponisciak and Mazzeo 2009); (Allensworth, Nomi, et al. 2009); (Montgomery, Allensworth and Correa 2010)

## Table of Contents: Full Report

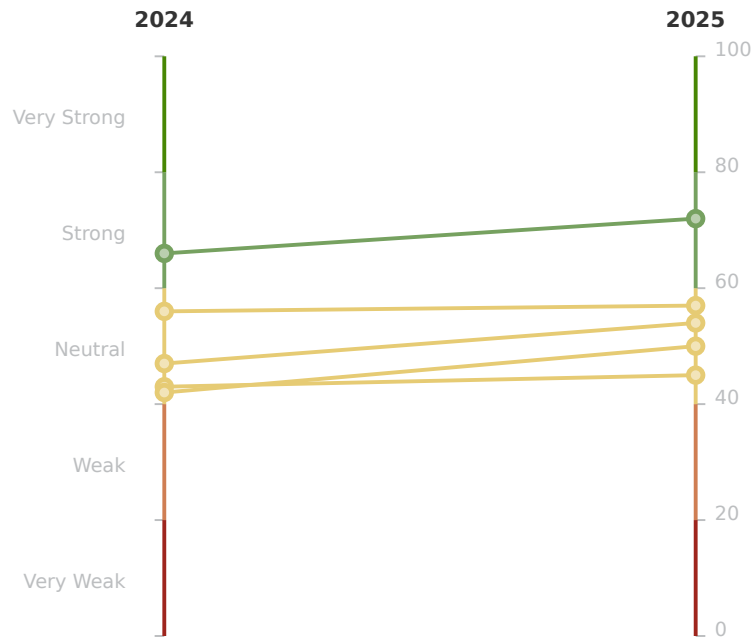
Overall	2
Involved Families	3
Supportive Environment	4
Collaborative Teachers	5
Effective Leaders	6
Ambitious Instruction	7
5Essentials Measures Table	8
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Supplemental Measures Table	32
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Overall, Benjamin Franklin Elem School is **organized** for improvement.



## The 5Essentials

How is Benjamin Franklin Elem School performing on each of the 5Essentials in 2025?



Essentials	Performance Across Years		
	2024	2025	
Involved Families	66	72	<b>Strong</b>
Supportive Environment	56	57	<b>Neutral</b>
Collaborative Teachers	47	54	<b>Neutral</b>
Effective Leaders	42	50	<b>Neutral</b>
Ambitious Instruction	43	45	<b>Neutral</b>

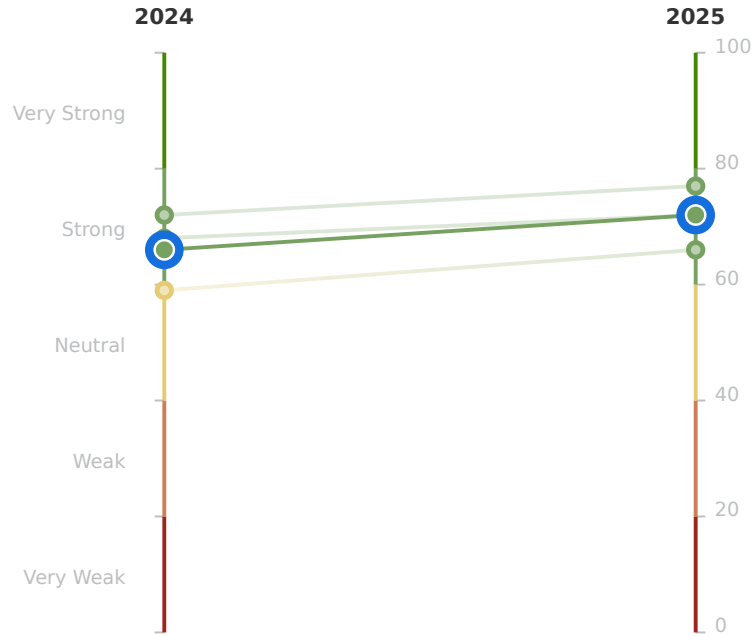
# Involved Families

## How is Benjamin Franklin Elem School performing on Involved Families?

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Parent Involvement in School	72	77	Teacher
Teacher-Parent Trust	68	72	Teacher
Parent Influence on Decision Making in Schools	59	66	Teacher

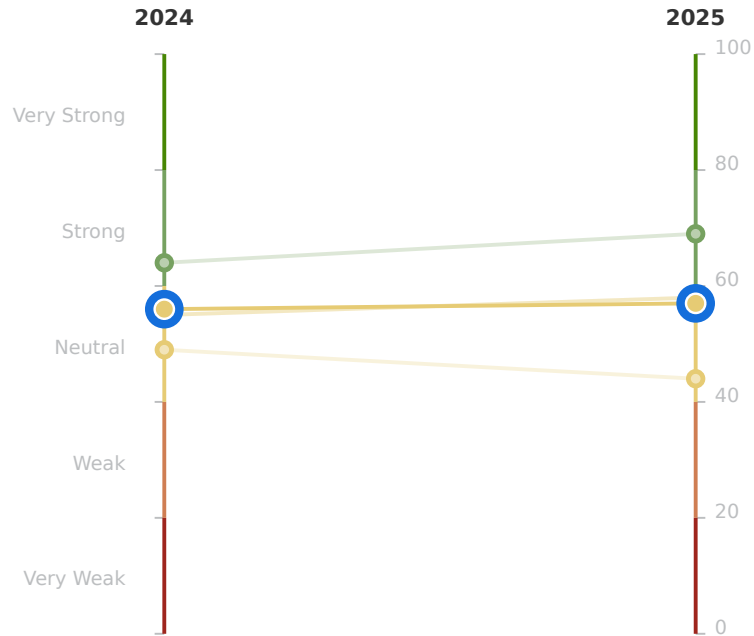
# Supportive Environment

## How is Benjamin Franklin Elem School performing on Supportive Environment?

In schools with a Supportive Environment, the school is safe, demanding, and supportive. In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- all students value hard work, and
- teachers push all students toward high academic performance.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Safety	64	69	Student
Peer Support for Academic Work	55	58	Student
Student-Teacher Trust	55	58	Student
Academic Personalism	49	44	Student

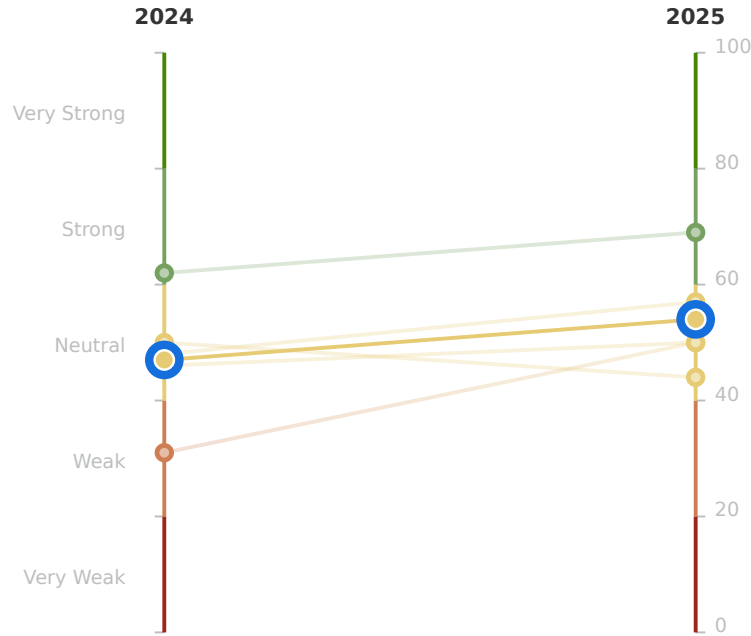
# Collaborative Teachers

## How is Benjamin Franklin Elem School performing on Collaborative Teachers?

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Collaborative Practices	62	69	Teacher
School Commitment	48	57	Teacher
Collective Responsibility	46	50	Teacher
Quality Professional Development	31	50	Teacher
Teacher-Teacher Trust	50	44	Teacher

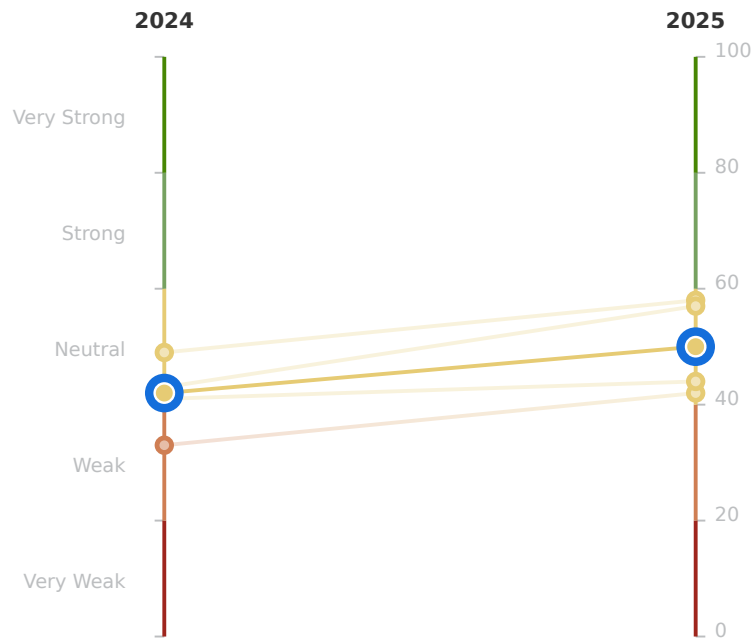
# Effective Leaders

## How is Benjamin Franklin Elem School performing on Effective Leaders?

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement. Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Program Coherence	49	58	Teacher
Teacher-Principal Trust	43	57	Teacher
Teacher Influence	41	44	Teacher
Instructional Leadership	33	42	Teacher

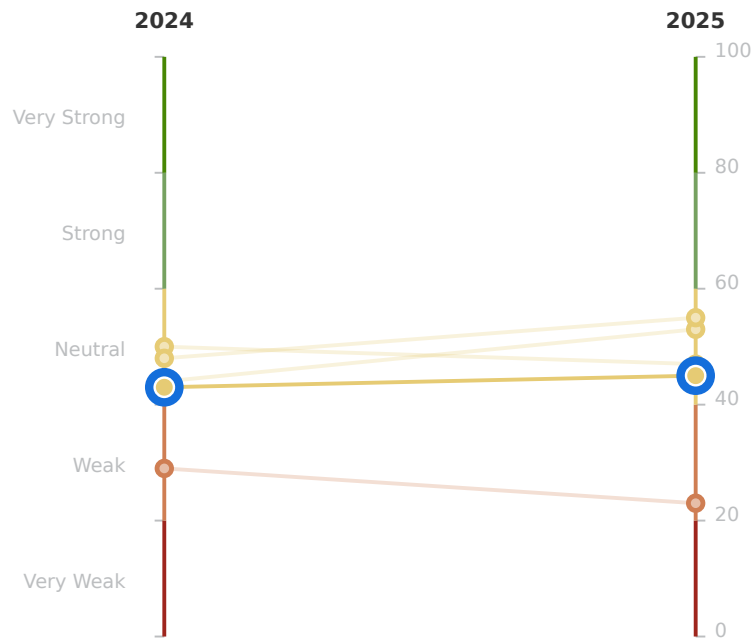
# Ambitious Instruction

## How is Benjamin Franklin Elem School performing on Ambitious Instruction?

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning. It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).





















### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Quality of Student Discussion	48	55	Teacher
English Instruction	44	53	Student
Math Instruction	50	47	Student
Academic Press	29	23	Student

# All 5Essentials Measures

How is Benjamin Franklin Elem School performing on all 5Essentials measures in 2025?

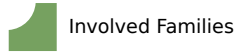
Page	Measure	Change	Performance	Essential	Respondent
9	Parent Involvement in School	+ 5	77 <b>Strong</b>	 Involved Families	Teacher
10	Teacher-Parent Trust	+ 4	72 <b>Strong</b>	 Involved Families	Teacher
11	Collaborative Practices	+ 7	69 <b>Strong</b>	 Collaborative Teachers	Teacher
12	Safety	+ 5	69 <b>Strong</b>	 Supportive Environment	Student
13	Parent Influence on Decision Making in Schools	+ 7	66 <b>Strong</b>	 Involved Families	Teacher
14	Peer Support for Academic Work	+ 3	58 <b>Neutral</b>	 Supportive Environment	Student
15	Program Coherence	+ 9	58 <b>Neutral</b>	 Effective Leaders	Teacher
16	Student-Teacher Trust	+ 3	58 <b>Neutral</b>	 Supportive Environment	Student
17	School Commitment	+ 9	57 <b>Neutral</b>	 Collaborative Teachers	Teacher
18	Teacher-Principal Trust	+ 14	57 <b>Neutral</b>	 Effective Leaders	Teacher
20	Quality of Student Discussion	+ 7	55 <b>Neutral</b>	 Ambitious Instruction	Teacher
21	English Instruction	+ 9	53 <b>Neutral</b>	 Ambitious Instruction	Student
22	Collective Responsibility	+ 4	50 <b>Neutral</b>	 Collaborative Teachers	Teacher
23	Quality Professional Development	+ 19	50 <b>Neutral</b>	 Collaborative Teachers	Teacher
24	Math Instruction	- 3	47 <b>Neutral</b>	 Ambitious Instruction	Student
25	Academic Personalism	- 5	44 <b>Neutral</b>	 Supportive Environment	Student
26	Teacher Influence	+ 3	44 <b>Neutral</b>	 Effective Leaders	Teacher
27	Teacher-Teacher Trust	- 6	44 <b>Neutral</b>	 Collaborative Teachers	Teacher
28	Instructional Leadership	+ 9	42 <b>Neutral</b>	 Effective Leaders	Teacher
30	Academic Press	- 6	23 <b>Weak</b>	 Ambitious Instruction	Student

# Parent Involvement in School

## Parent Involvement in School

Parents are active participants in their child's schooling.

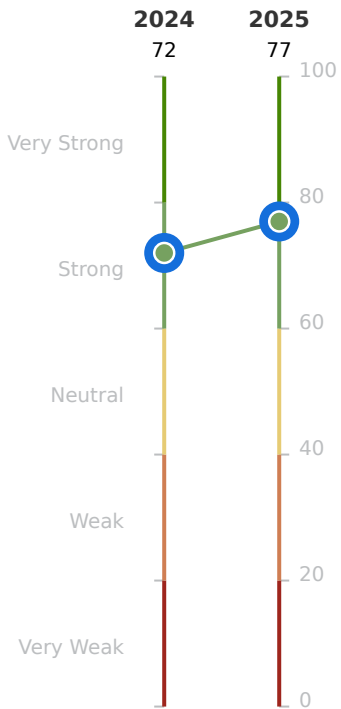
### Essential



### Respondent

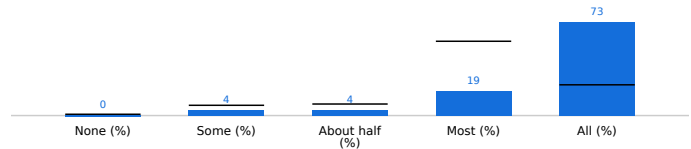
Teacher

### Performance

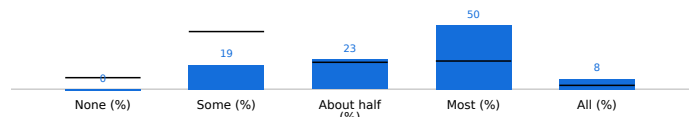


## Teachers report that students' parents:

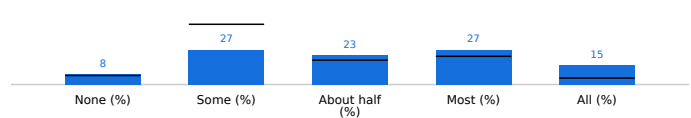
Attended parent-teacher conferences when you requested them.



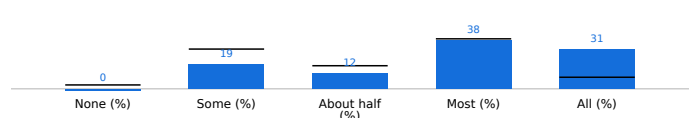
Volunteered time to support the school/center (e.g., volunteer in classrooms, help with school/center-wide events, etc.).



Contacted you about their child's performance.



Responded to your suggestions for helping their child.

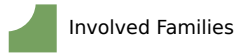


# Teacher-Parent Trust

## Teacher-Parent Trust

Teachers and parents are partners in improving student learning.

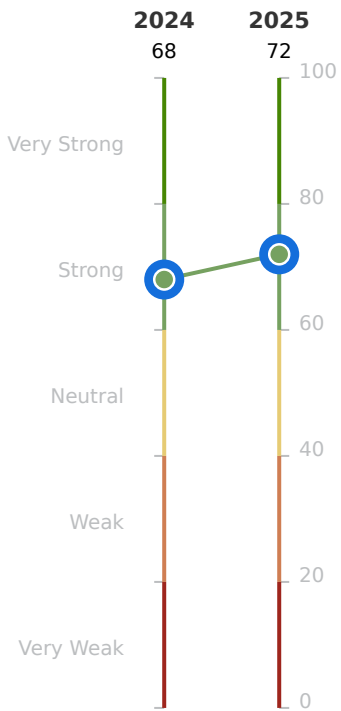
### Essential



### Respondent

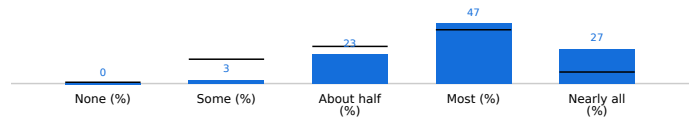
Teacher

### Performance

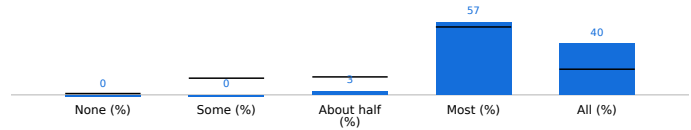


## Teachers report the following:

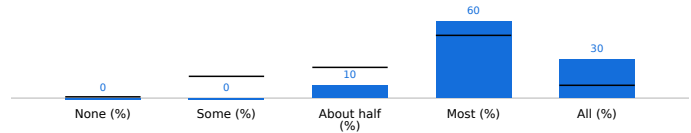
Teachers feel good about parents' support for their work.



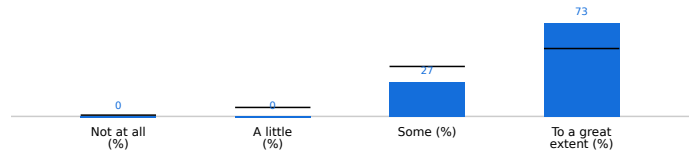
Parents support teachers' teaching efforts.



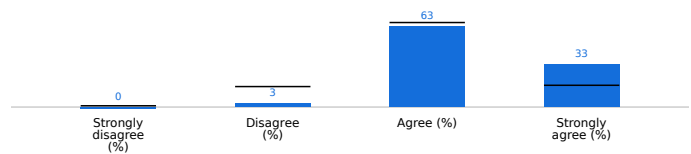
Parents do their best to help their children learn.



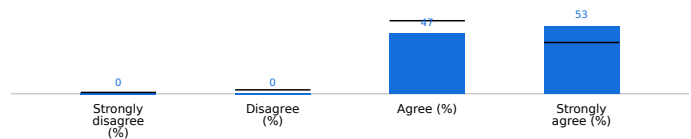
Teachers feel respected by the parents of the students



Teachers and parents at this school think of each other as partners in educating children.



Staff at this school work hard to build trusting relationships with parents.




# Collaborative Practices

## Collaborative Practices

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

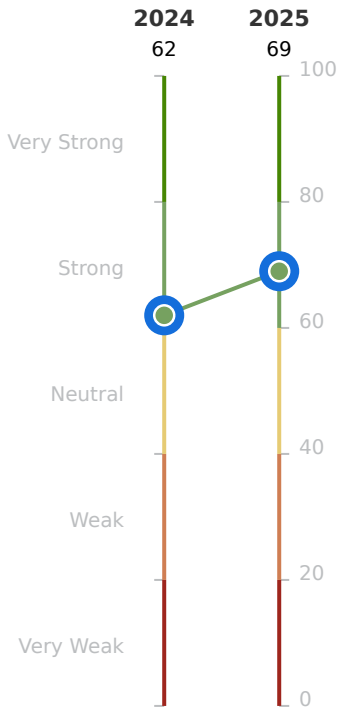
### Essential

 Collaborative Teachers

### Respondent

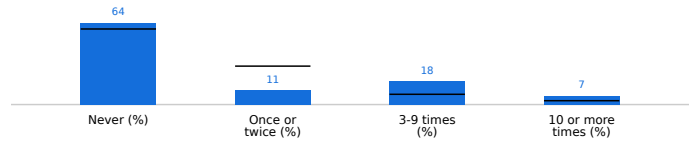
Teacher

### Performance

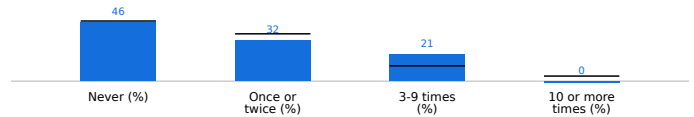


## Teachers report how often they have done the following:

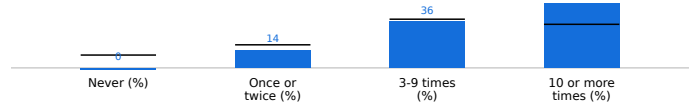
Observed another teacher's classroom to offer feedback.



Observed another teacher's classroom to get ideas for your own instruction.



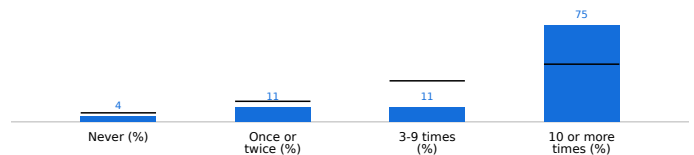
Gone over student assessment data with other teachers to make instructional decisions.



Worked with other teachers to develop materials or activities for particular classes.



Worked on instructional strategies with other teachers.



# Safety

## Safety

Students feel safe both in and around the school building.

### Essential

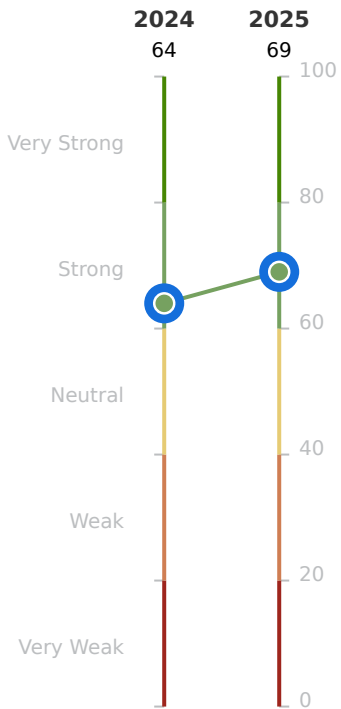


Supportive Environment

### Respondent

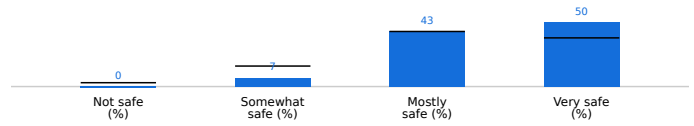
Student

### Performance

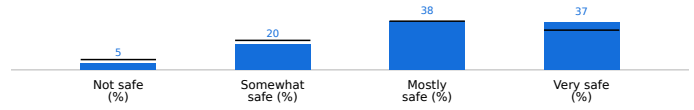


## Students report how safe they feel:

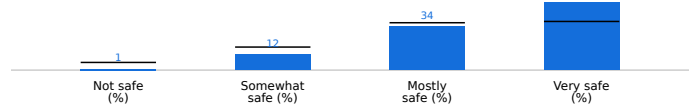
In the hallways of the school?



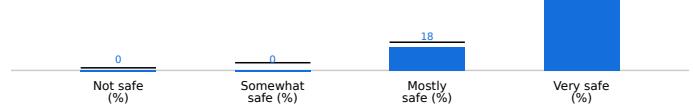
In the bathrooms of the school?



Outside around the school?



In your classes?

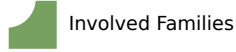


# Parent Influence on Decision Making in Schools

## Parent Influence on Decision Making in Schools

The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

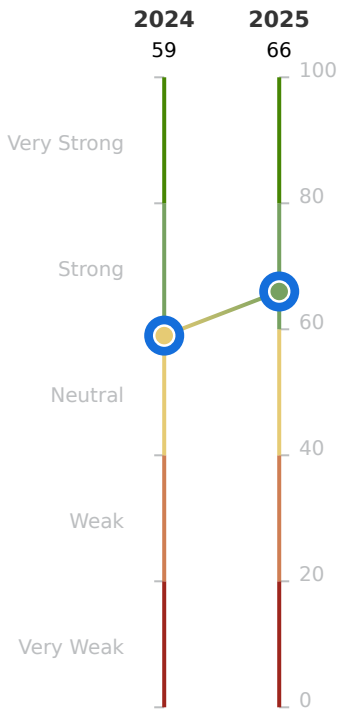
### Essential



### Respondent

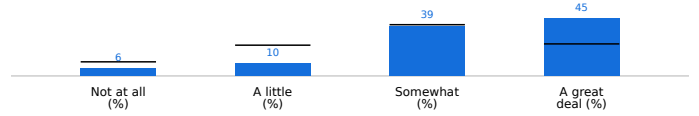
Teacher

### Performance

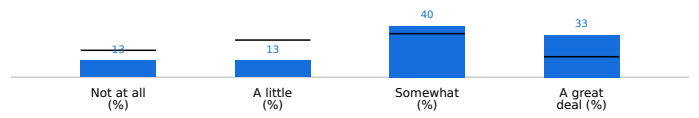


### Teachers report that the school:

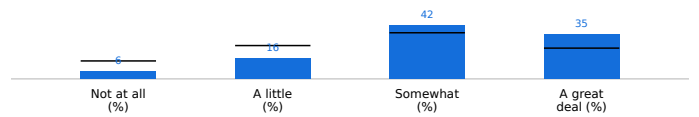
Involves parents in the development of programs aimed at improving students' academic outcomes.



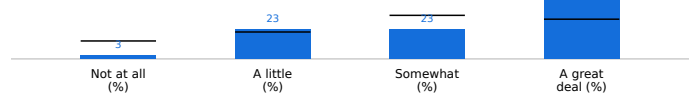
Involves parents in commenting on school curricula.



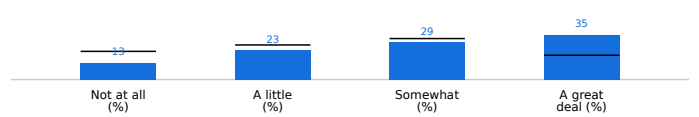
Includes parent leaders from all backgrounds in school improvement efforts.



Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).



Encourage more involved parents/guardians to reach out to less involved parents/guardians?



# Peer Support for Academic Work

## Peer Support for Academic Work

Students demonstrate behaviors that lead to academic achievement.

### Essential

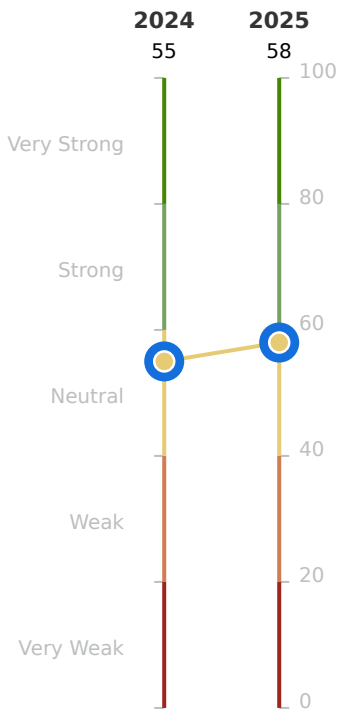


Supportive Environment

### Respondent

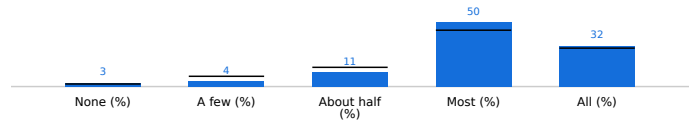
Student

### Performance

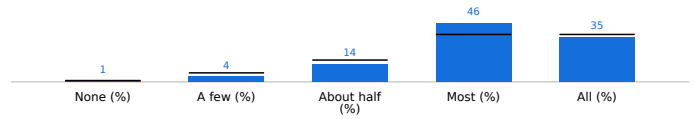


## Students report that their classroom peers:

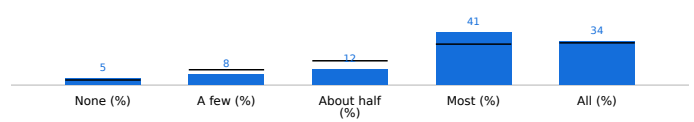
Feel it is important to attend school every day?



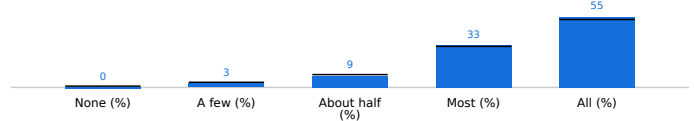
Feel it is important to pay attention in class?



Think doing homework is important?



Try hard to get good grades?



# Program Coherence

## Program Coherence

School programs are coordinated and consistent with its goals for student learning.

### Essential

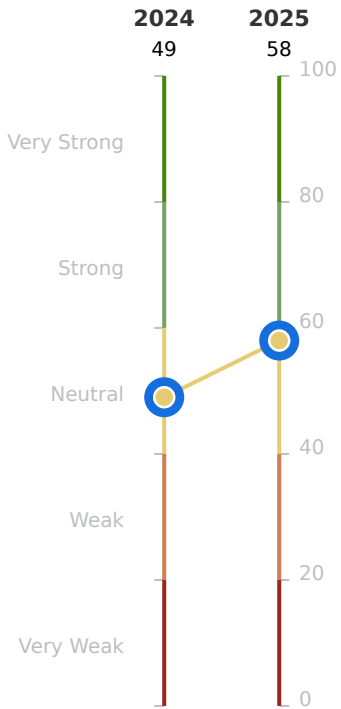


Effective Leaders

### Respondent

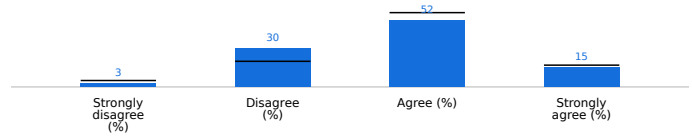
Teacher

### Performance

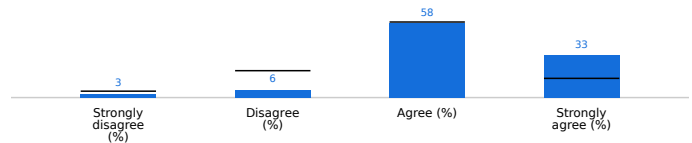


## Teachers report the following:

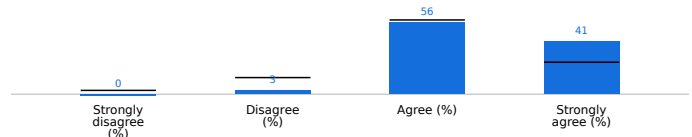
Once we start a new program in this school, we follow up to make sure that it's working.



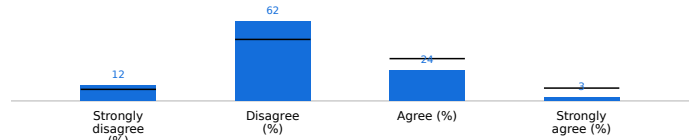
Curriculum, instruction, and learning materials are well coordinated across different grade levels at this school.



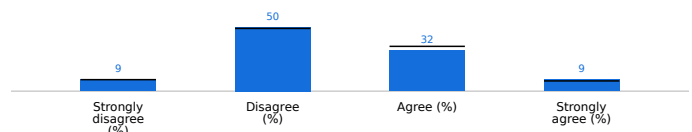
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.



We have so many different programs in this school that I can't keep track of them all.



Many special programs come and go at this school.




# Student-Teacher Trust

## Student-Teacher Trust

Students and teachers share a high level of mutual trust and respect.

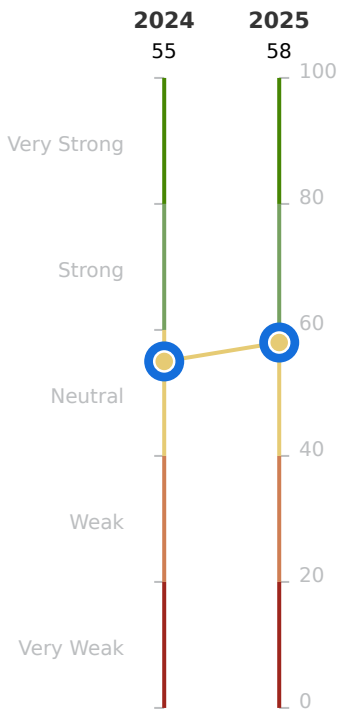
### Essential

 Supportive Environment

### Respondent

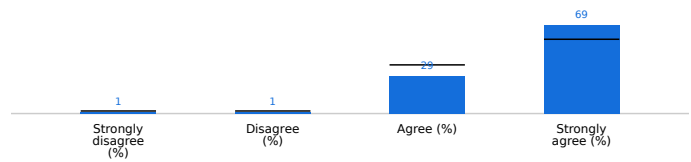
Student

### Performance

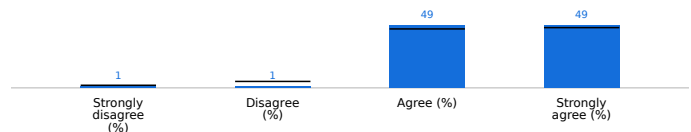


### Students report:

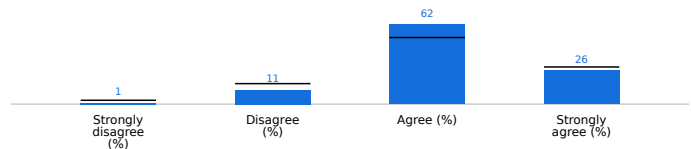
I feel safe with my teachers at this school.



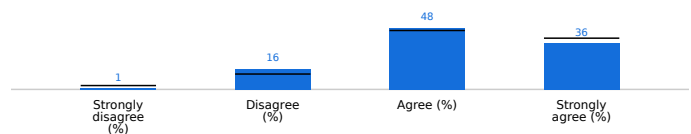
I feel comfortable with my teachers at this school.



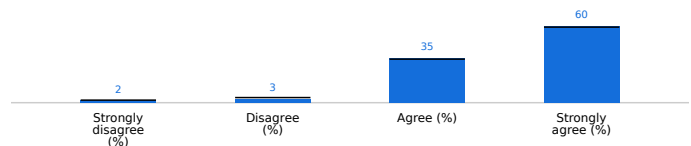
My teachers always keep their promises.



My teachers always listen to students' ideas.



My teachers treat me with respect.

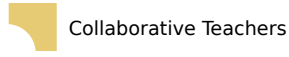


# School Commitment

## School Commitment

Teachers are deeply committed to the school.

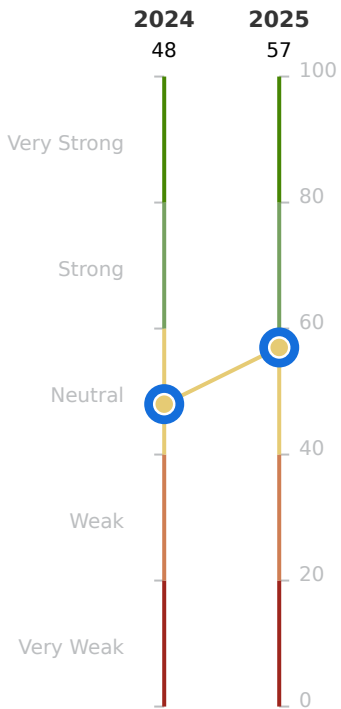
### Essential



### Respondent

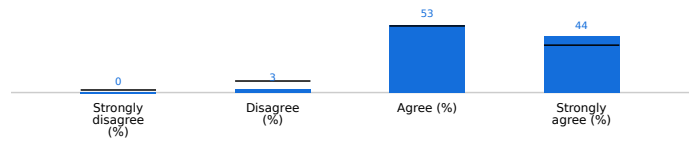
Teacher

### Performance

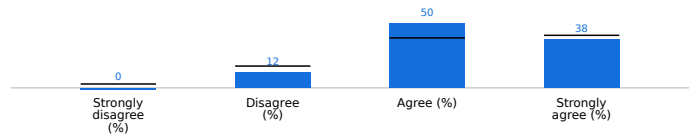


## Teachers report the following:

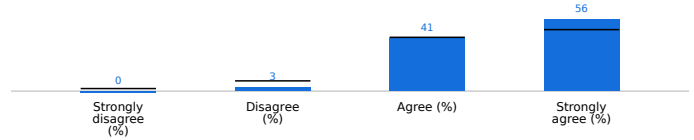
I usually look forward to each working day at this school.



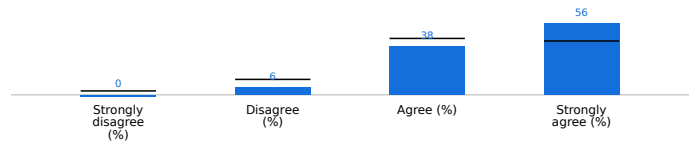
I wouldn't want to work in any other school.



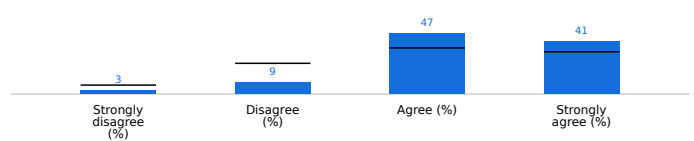
I feel loyal to this school.



I would recommend this school to parents seeking a place for their child.



This school would be my first choice for my own child.



# Teacher-Principal Trust

## Teacher-Principal Trust

Teachers and parents are partners in improving student learning.

### Essential

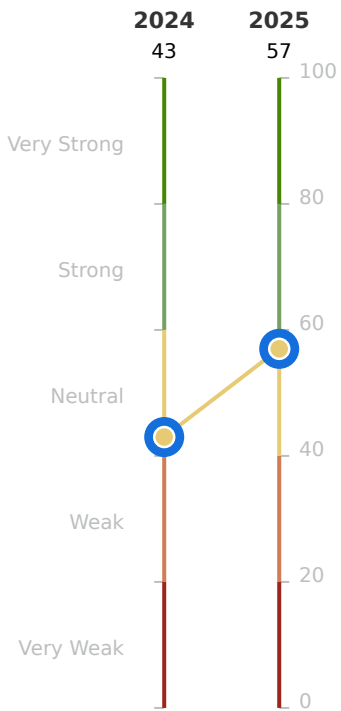


Effective Leaders

### Respondent

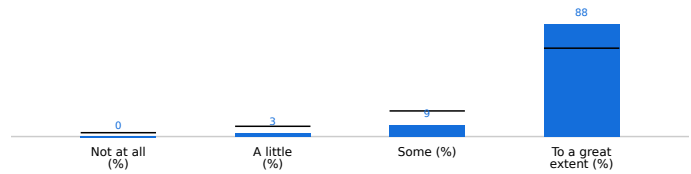
Teacher

### Performance

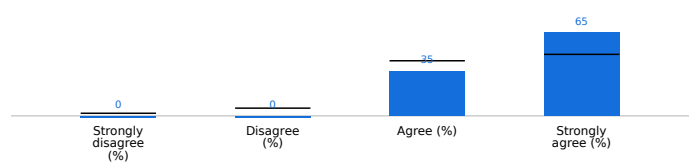


## Teachers report the following:

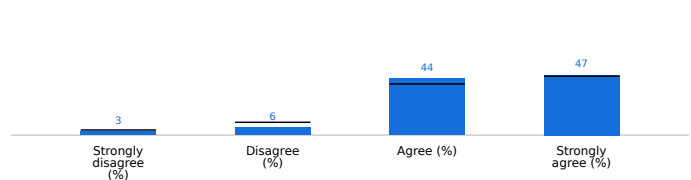
Teachers feel respected by the principal



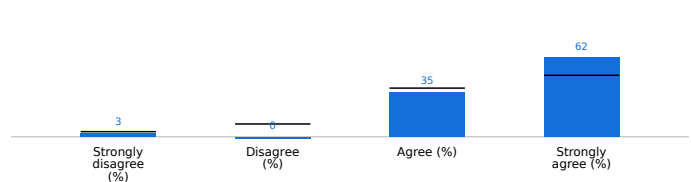
The principal has confidence in the expertise of the teachers.



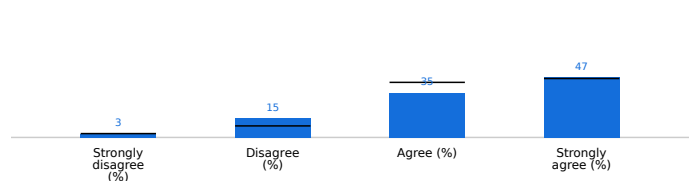
I trust the principal at his or her word.



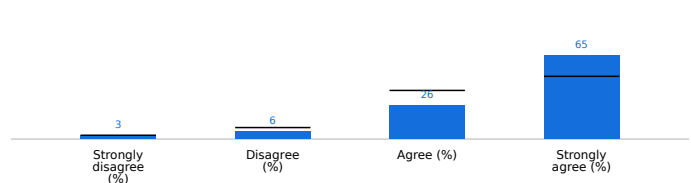
It's OK in this school to discuss feelings, worries, and frustrations with the principal.



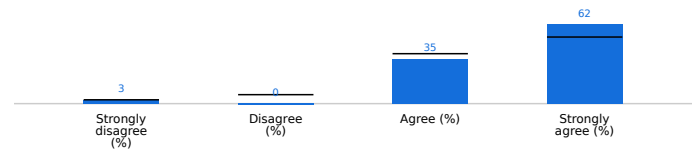
The principal takes a personal interest in the professional development of teachers.



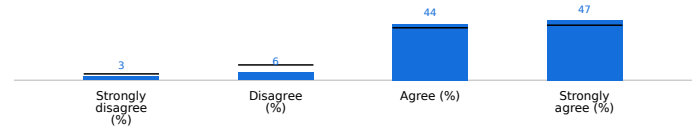
The principal looks out for the personal welfare of the faculty members.



The principal places the needs of children ahead of personal and political interests.



The principal at this school is an effective manager who makes the school run smoothly.



# Quality of Student Discussion

## Quality of Student Discussion

Students participate in classroom discussions that build their critical thinking skills.

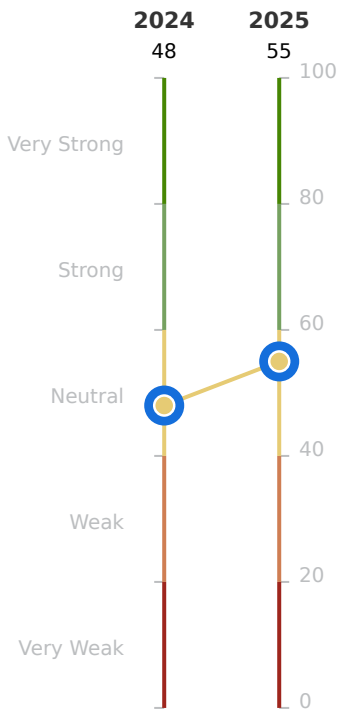
### Essential

● Ambitious Instruction

### Respondent

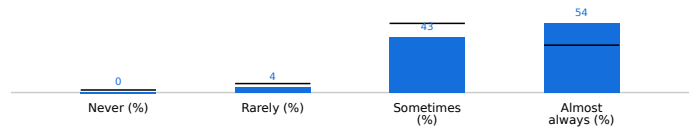
Teacher

### Performance

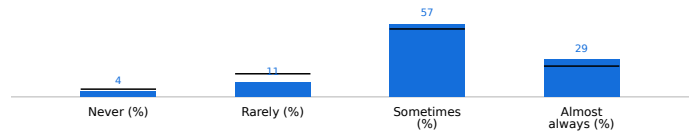


## Teachers report the following about classroom discussions:

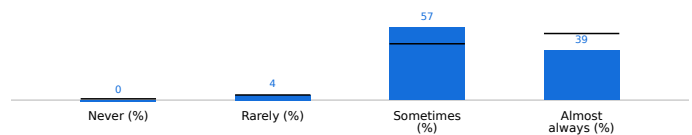
Students build on each other's ideas during discussion.



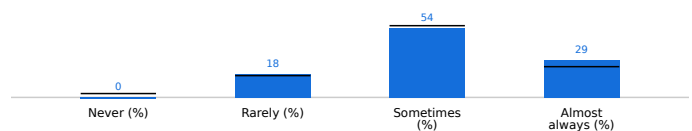
Students use data and text references to support their ideas.



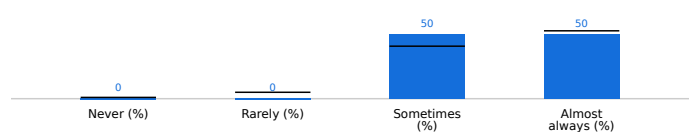
Students show each other respect.



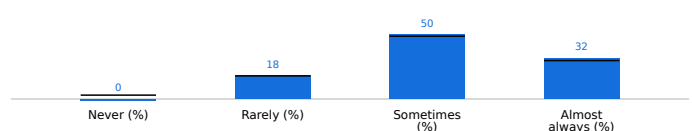
Students provide constructive feedback to their peers and to me.



Most students participate in the discussion at some point.



Students encourage each other to participate in discussion.




# English Instruction

## English Instruction

Students interact with course material and one another to build and apply critical reading and writing skills.

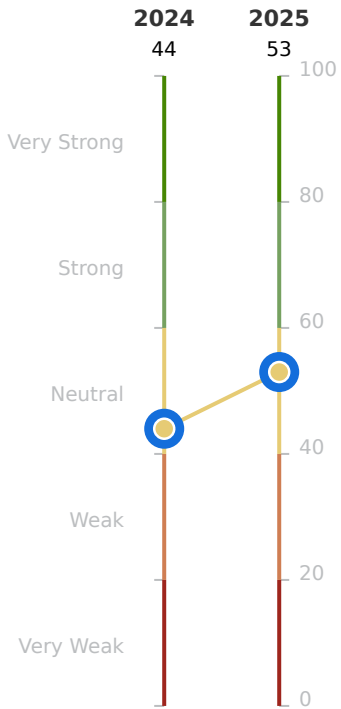
### Essential

 Ambitious Instruction

### Respondent

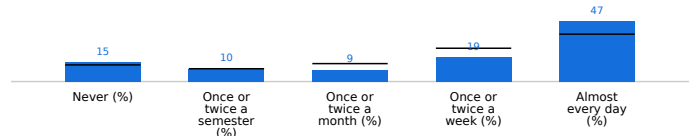
Student

### Performance

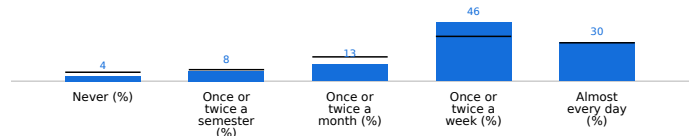


## Students report doing the following in English class:

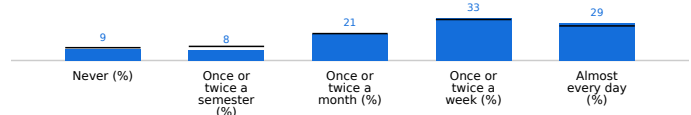
Debate the meaning of a reading.



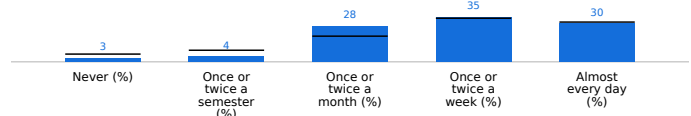
Discuss connections between a reading and real life people or situations.



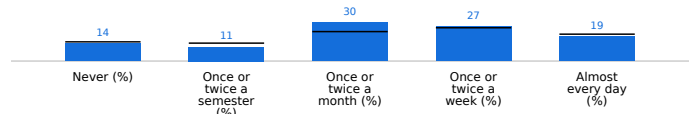
Discuss how culture, time, or place affects an author's writing.



Improve a piece of writing as a class or with partners.



Rewrite a paper or essay in response to comments.




# Collective Responsibility

## Collective Responsibility

Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

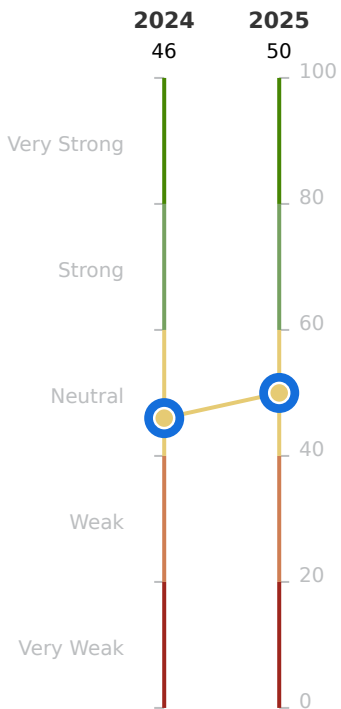
### Essential

 Collaborative Teachers

### Respondent

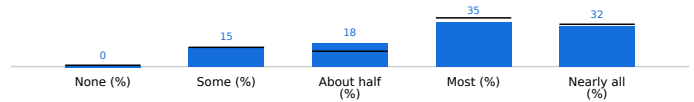
Teacher

### Performance

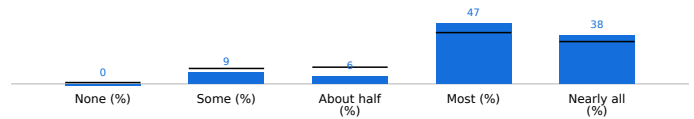


## Teachers report that other teachers in the school:

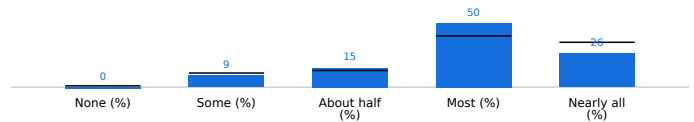
Help maintain discipline in the entire school, not just their classroom?



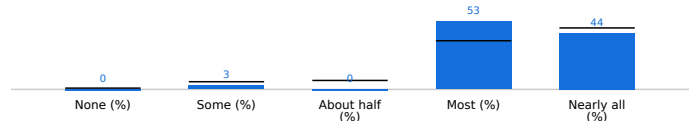
Take responsibility for improving the school.



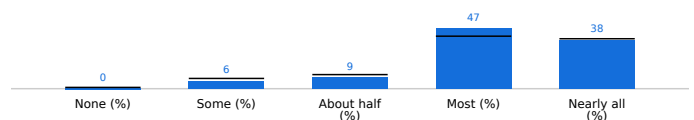
Feel responsible to help each other do their best.



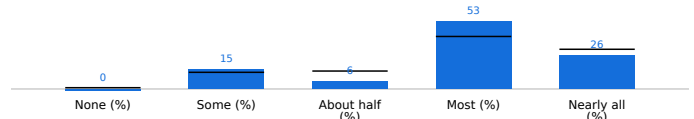
Feel responsible that all students learn.



Feel responsible for helping students develop self-control.



Feel responsible when students in this school fail.




# Quality Professional Development

## Quality Professional Development

Professional development is rigorous and focused on student learning.

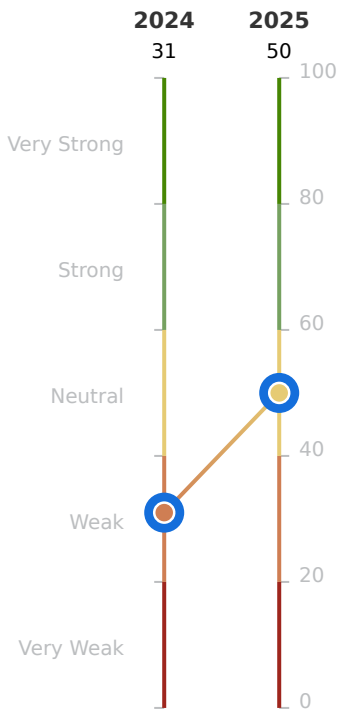
### Essential

 Collaborative Teachers

### Respondent

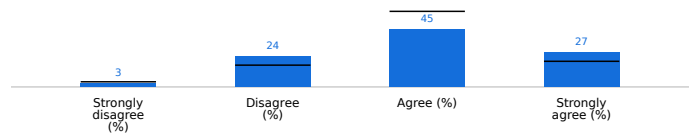
Teacher

### Performance

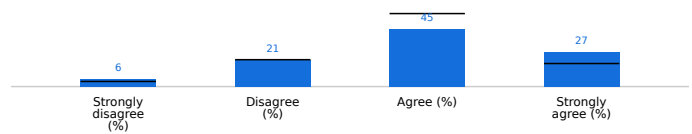


## Teachers report that professional development this year has:

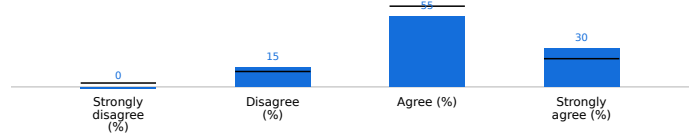
Been sustained and coherently focused, rather than short-term and unrelated.



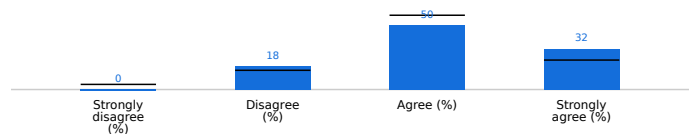
Included enough time to think carefully about, try, and evaluate new ideas.



Been closely connected to my school's improvement plan.



Included opportunities to work productively with colleagues in my school.




# Math Instruction

## Math Instruction

Students interact with course material and one another to build and apply knowledge in their math classes.

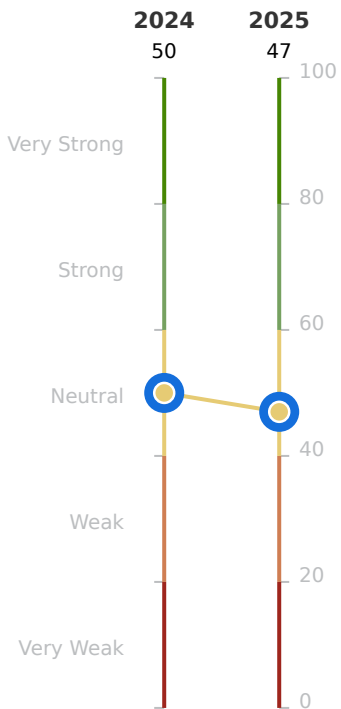
### Essential

 Ambitious Instruction

### Respondent

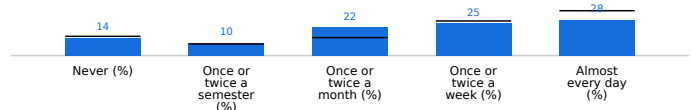
Student

### Performance

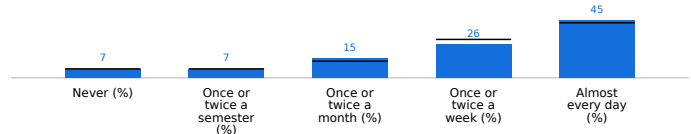


## Students report that they do the following in math class:

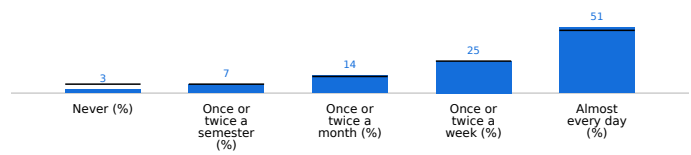
Apply math to situations in life outside of school.



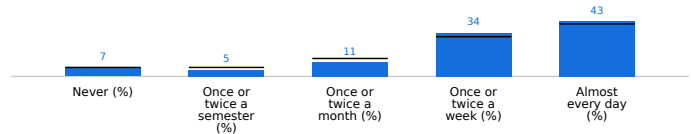
Discuss possible solutions to problems with other students.



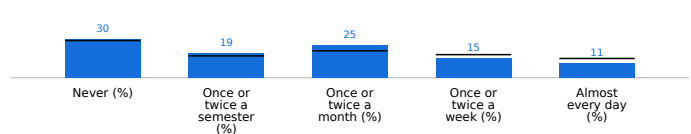
Explain how you solved a problem to the class.



Write a few sentences to explain how you solved a math problem.



Write a math problem for other students to solve.




# Academic Personalism

## Academic Personalism

Teachers connect with students in the classroom and support them in achieving academic goals.

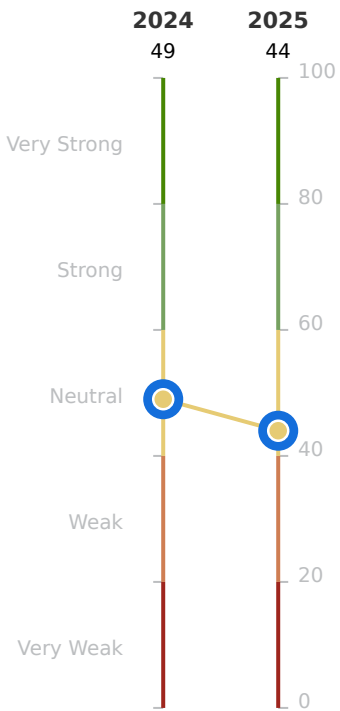
### Essential

 Supportive Environment

### Respondent

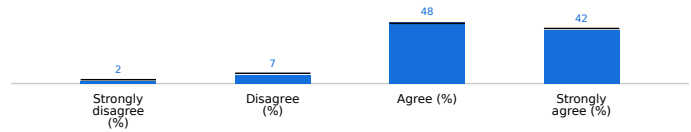
Student

### Performance

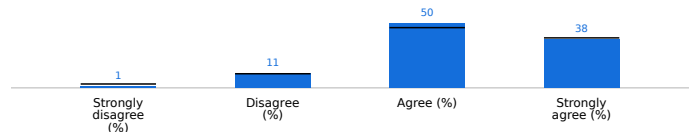


## Students report that their teacher:

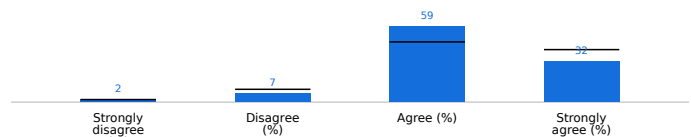
Helps me catch up if I am behind.



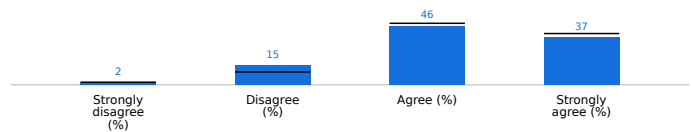
Is willing to give extra help on schoolwork if I need it.



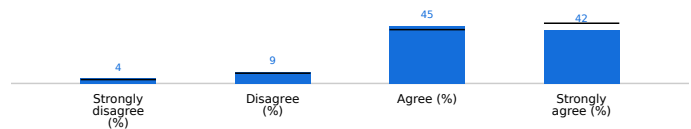
Notifies if I have trouble learning something.



Gives me specific suggestions about how I can improve my work in this class.



Explains things in a different way if I don't understand something in class.



# Teacher Influence

## Teacher Influence

Teachers have influence in a broad range of decisions regarding school policies and practices.

### Essential

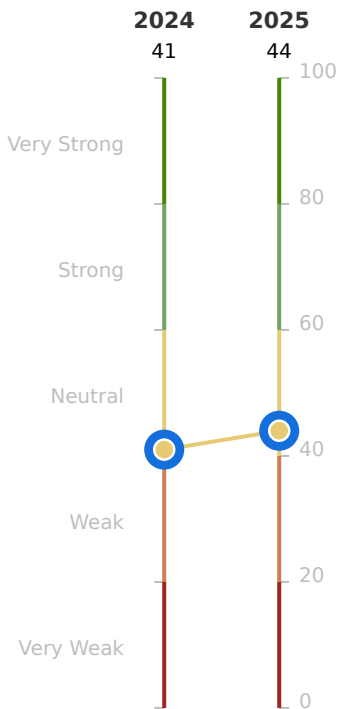


Effective Leaders

### Respondent

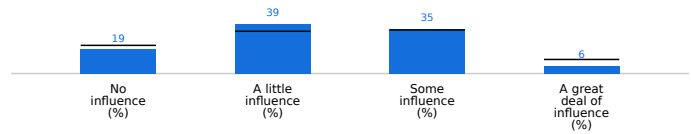
Teacher

### Performance

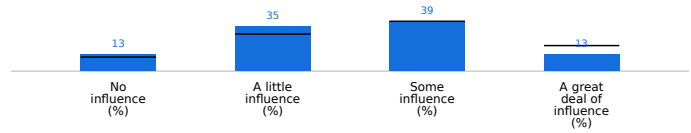


## Teachers report having influence on:

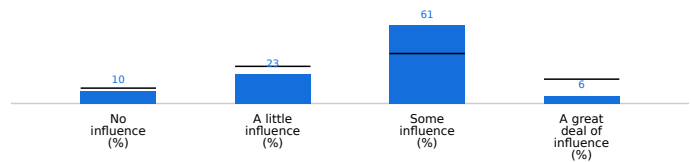
Planning how discretionary school funds should be used.



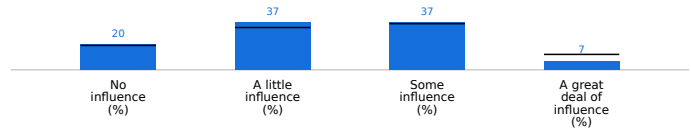
Determining which books and other instructional materials are used in classrooms.



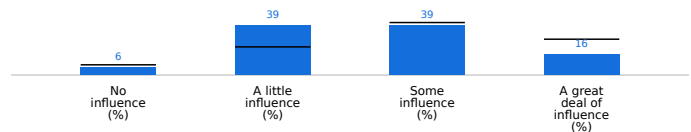
Establishing the curriculum and instructional program.



Determining the content of in-service programs.



Setting standards for student behavior.




# Teacher-Teacher Trust

## Teacher-Teacher Trust

Teachers are supportive and respectful of one another, personally and professionally.

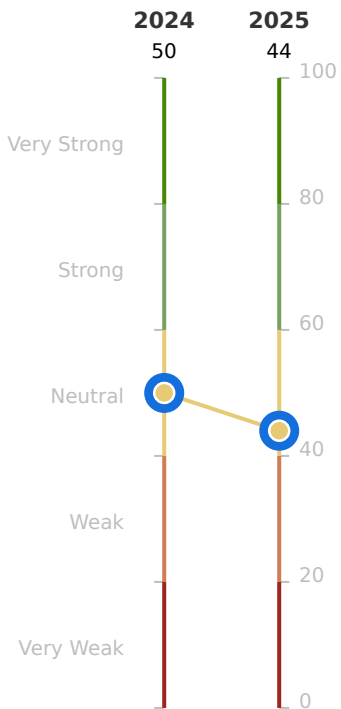
### Essential

 Collaborative Teachers

### Respondent

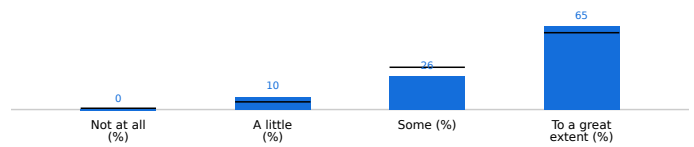
Teacher

### Performance

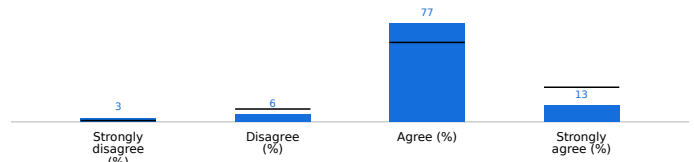


## Teachers report the following:

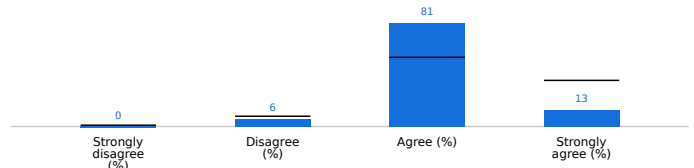
Teachers feel respected by other teachers



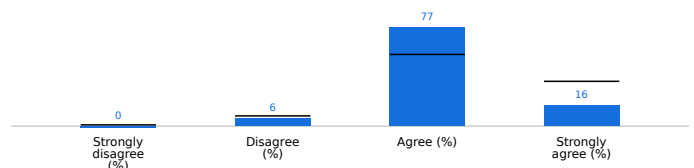
Teachers in this school trust each other.



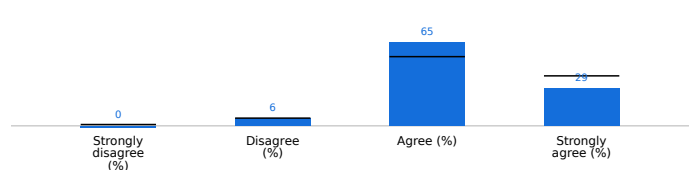
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.



Teachers respect other teachers who take the lead in school improvement efforts.



Teachers at this school respect those colleagues who are experts at their craft.



# Instructional Leadership

## Instructional Leadership

The school leadership team sets high standards for teaching and student learning.

### Essential

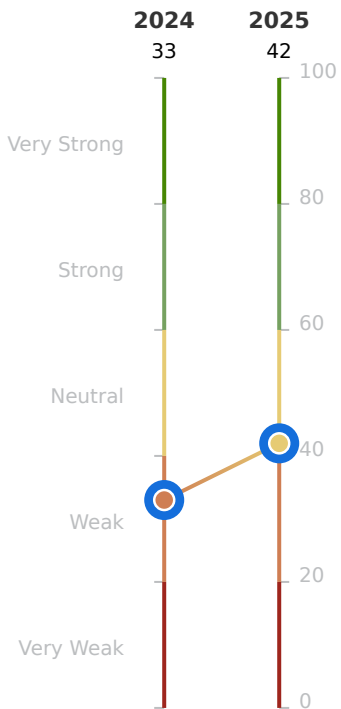


Effective Leaders

### Respondent

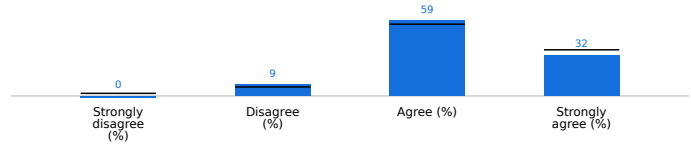
Teacher

### Performance

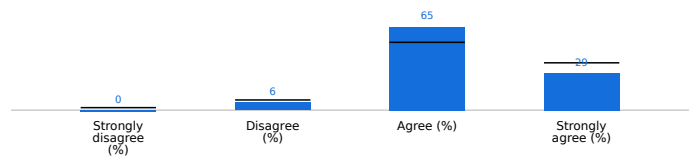


## Teachers report that a member of the school leadership team:

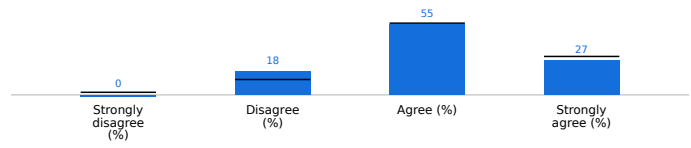
Makes clear to the staff the leadership's expectations for meeting instructional goals.



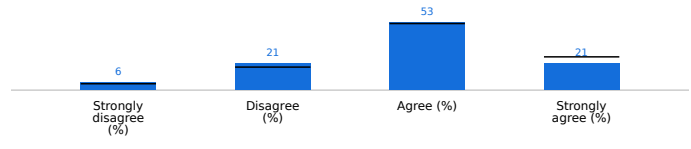
Communicates a clear vision for our school.



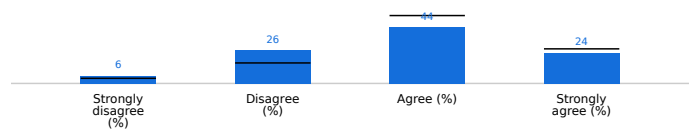
Presses teachers to implement what they have learned in professional development.



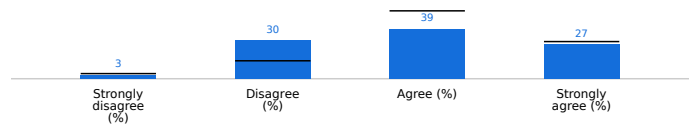
Knows what's going on in my classroom.



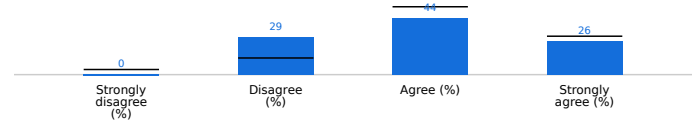
Provides me with useful feedback to improve my teaching.



Has provided me with the support I need to improve my teaching.




Makes sure teachers receive the coaching and support they need to implement new practices.



# Academic Press

**Academic Press**  
Teachers expect students to do their best and to meet academic demands.

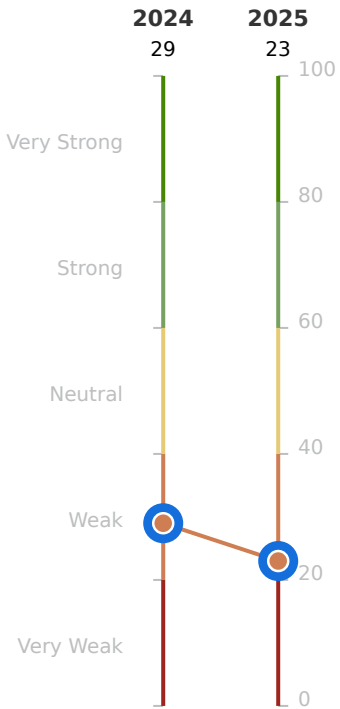
**Essential**

 Ambitious Instruction

**Respondent**

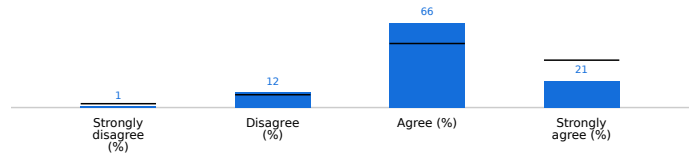
Student

**Performance**

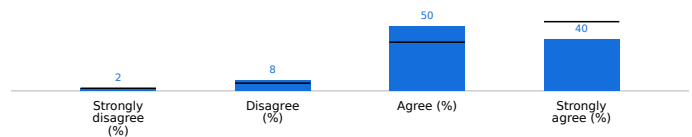


**Students report the following about one specific class:**

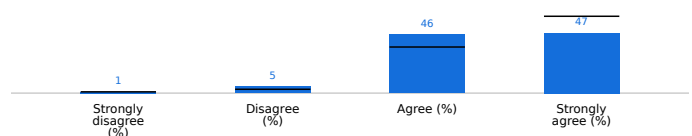
This class really makes me think.



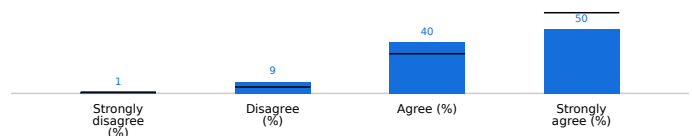
I really learn a lot in this class



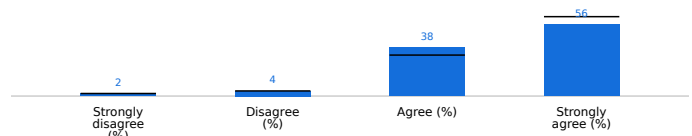
The teacher expects everyone to work hard



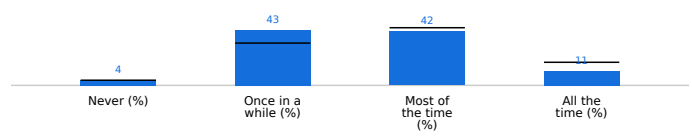
The teacher expects me to do my best all the time



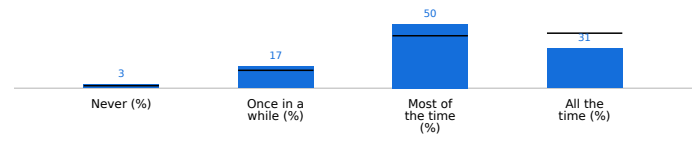
The teacher wants us to become better thinkers, not just memorize things



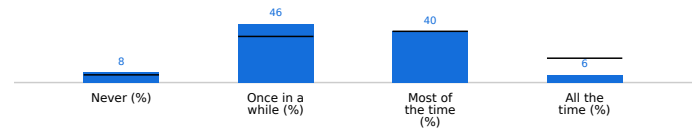
This class challenges me



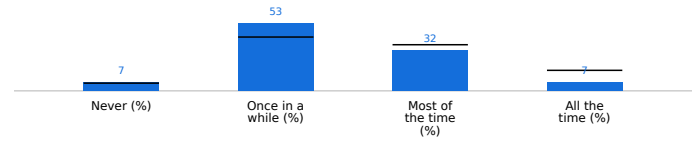
This class requires me to work hard to do well



The teacher asks difficult questions on tests

















The teacher asks difficult questions in class



# All Supplemental Measures

How is Benjamin Franklin Elem School performing on all supplemental measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
33	Reflective Dialogue	+ 12	76 <b>Strong</b>	 Supplemental Measures	Teacher
34	Student Responsibility	- 5	61 <b>Strong</b>	 Supplemental Measures	Teacher
35	Student Peer Relationships	- 2	60 <b>Strong</b>	 Supplemental Measures	Student
36	Rigorous Study Habits	+ 6	57 <b>Neutral</b>	 Supplemental Measures	Student
37	Teacher Safety	- 3	57 <b>Neutral</b>	 Supplemental Measures	Teacher
38	Classroom Disruptions	- 7	56 <b>Neutral</b>	 Supplemental Measures	Teacher
39	Innovation	+ 5	49 <b>Neutral</b>	 Supplemental Measures	Teacher
40	Socialization of New Teachers	+ 11	49 <b>Neutral</b>	 Supplemental Measures	Teacher
41	Classroom Rigor	+ 5	43 <b>Neutral</b>	 Supplemental Measures	Student
42	Academic Engagement	- 11	27 <b>Weak</b>	 Supplemental Measures	Student
43	Course Clarity	N/A	Low Resp Or N/A	 Supplemental Measures	Student
44	Human & Social Resources in the Community	N/A	Low Resp Or N/A	 Supplemental Measures	Student
45	Inquiry-Based Science Instruction	N/A	Low Resp Or N/A	 Supplemental Measures	Student
46	Parent Supportiveness	N/A	Low Resp Or N/A	 Supplemental Measures	Student

# Reflective Dialogue

## Reflective Dialogue

Teachers frequently talk with each other about curriculum, instruction, and student learning.

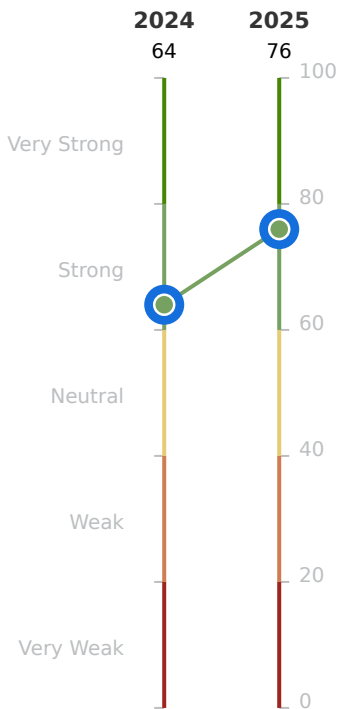
### Essential

Supplemental Measures

### Respondent

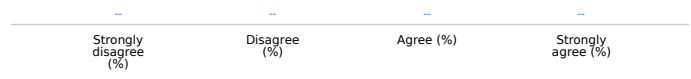
Teacher

### Performance



## Teachers report having conversations with colleagues about:

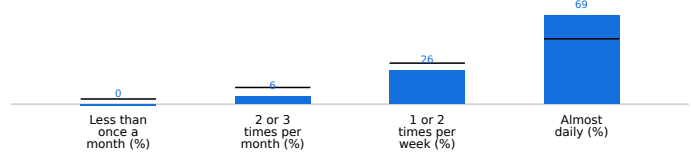
Instruction in the teachers' lounge, faculty meetings, etc.



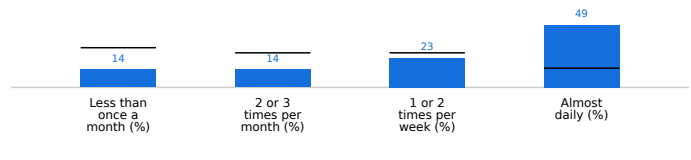
Student work



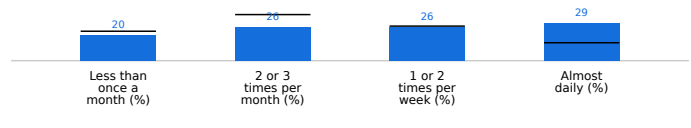
What helps students learn the best



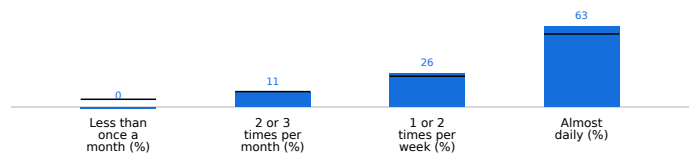
The development of new curriculum



The goals of this school.



Managing classroom behavior



# Student Responsibility

## Student Responsibility

Students are active participants in their own learning and regularly attend class prepared to learn.

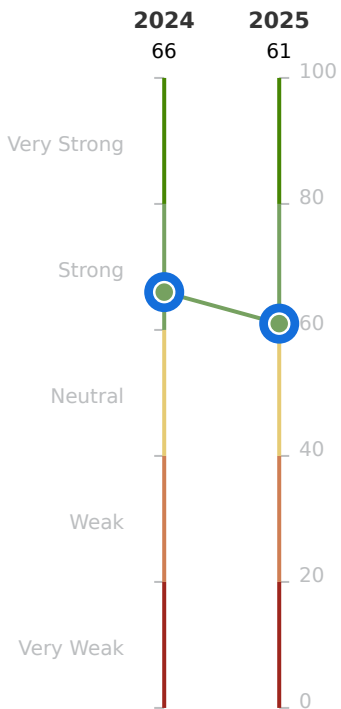
### Essential

Supplemental Measures

### Respondent

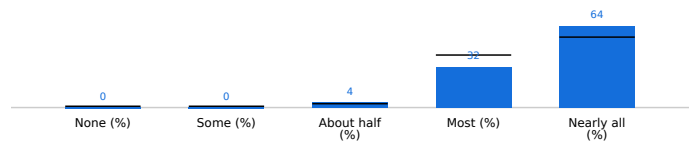
Teacher

### Performance

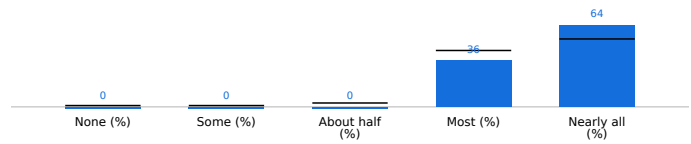


## Teachers report that their students:

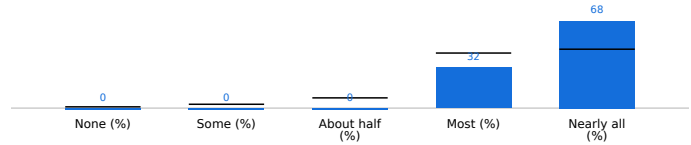
Come to class on time?



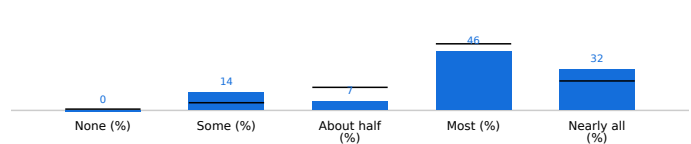
Attend class regularly?



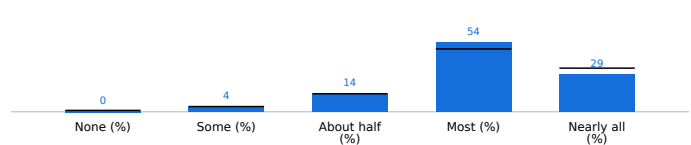
Come to class prepared with the appropriate supplies and books?



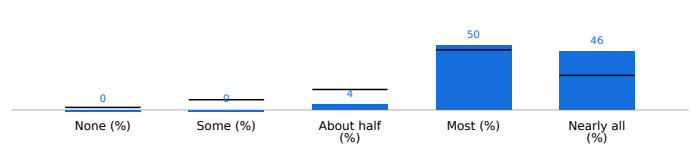
Regularly pay attention in class?



Actively participate in class activities?



Always turn in their homework?



# Student Peer Relationships

## Student Peer Relationships

Students treat each other with respect, work well together, and help each other learn.

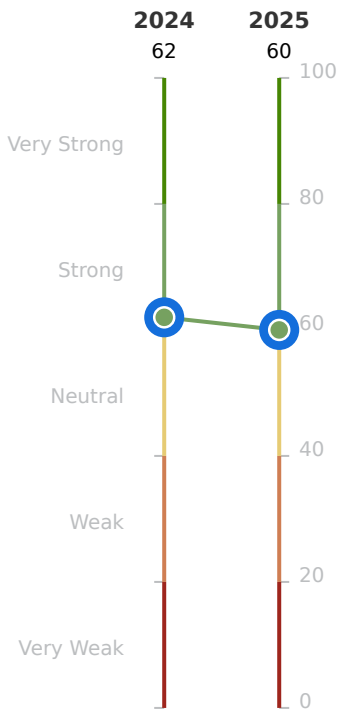
### Essential

Supplemental Measures

### Respondent

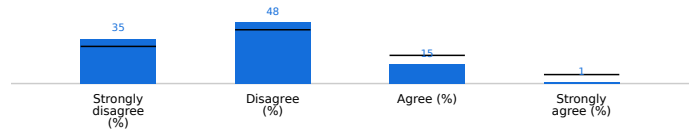
Student

### Performance

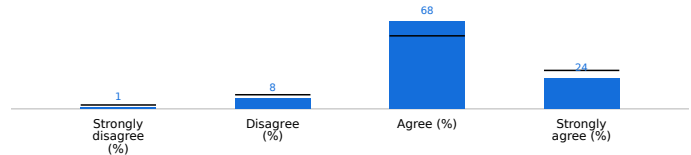


## Students report that their school peers:

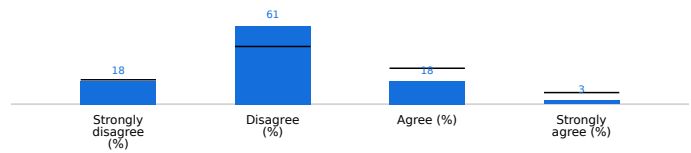
Like to put others down.



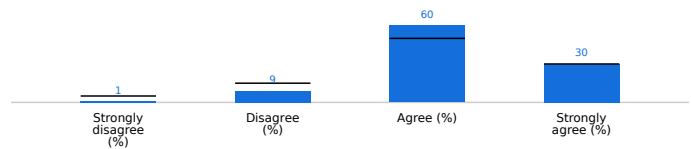
Help each other learn.



Don't get along together very well.



Treat each other with respect.



# Rigorous Study Habits

## Rigorous Study Habits

Students set aside time for schoolwork and give priority to studying.

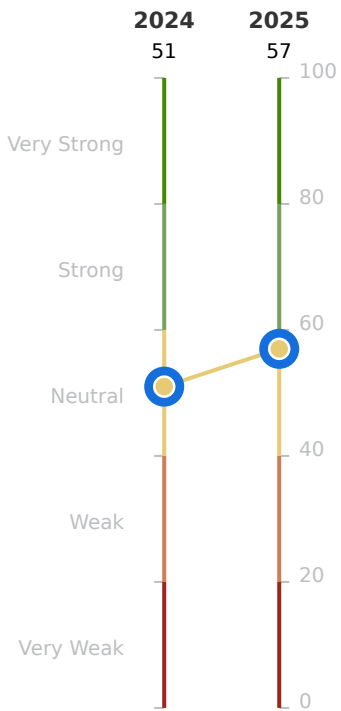
### Essential

Supplemental Measures

### Respondent

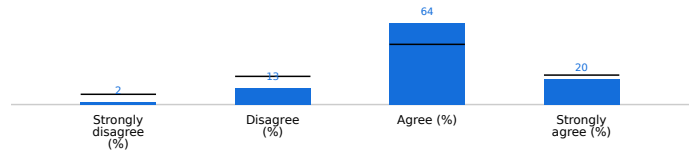
Student

### Performance

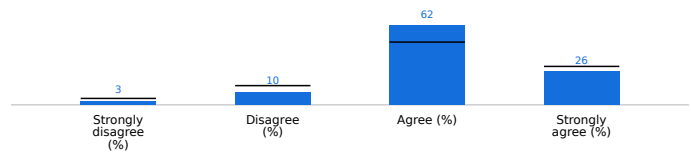


## Students report that:

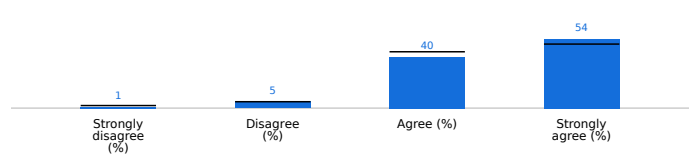
I always study for tests.



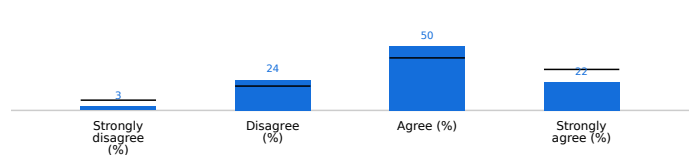
I set aside time to do my homework and study.



I try to do well on my schoolwork even when it isn't interesting to me.



If I need to study, I don't go out with my friends.



# Teacher Safety

## Teacher Safety

Teachers report little or no disorder in the hallways, physical conflict among students, vandalism, robbery or theft, and threats of violence against teachers.

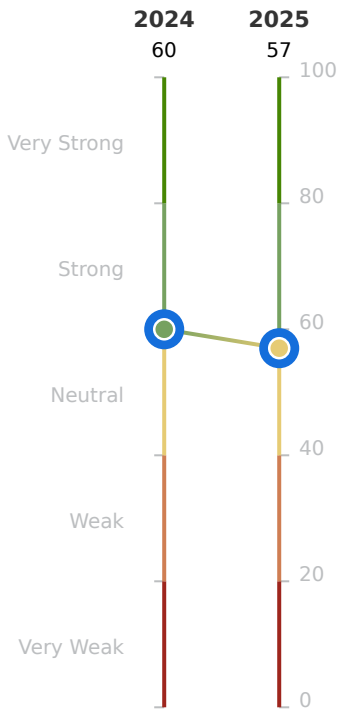
### Essential

Supplemental Measures

### Respondent

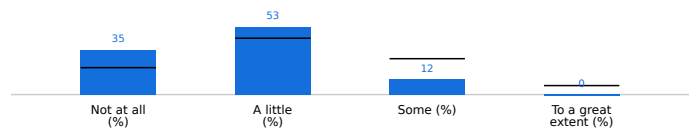
Teacher

### Performance

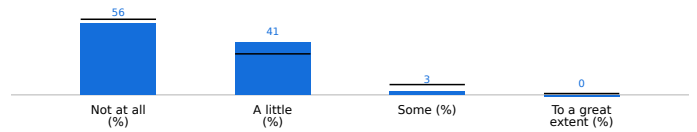


## Teachers report how much each of the following is a problem:

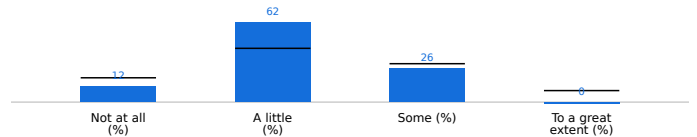
### Physical conflicts among students



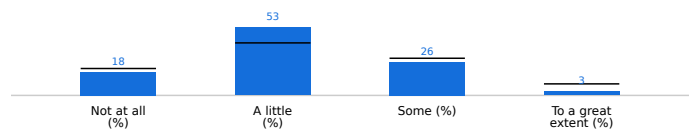
### Robbery or theft



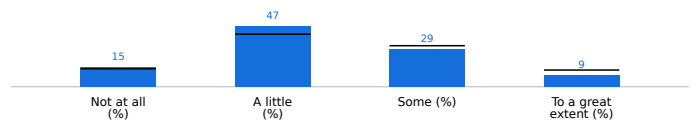
### Disorder in classrooms



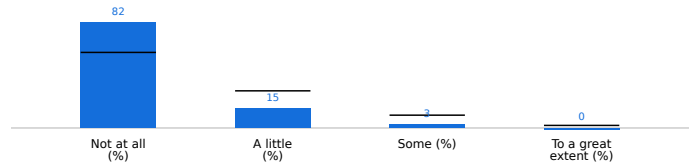
### Disorder in hallways



### Student disrespect of teachers



### Threats of violence toward teachers



# Classroom Disruptions

## Classroom Disruptions

Teachers report on the degree to which other students disrupt their learning.

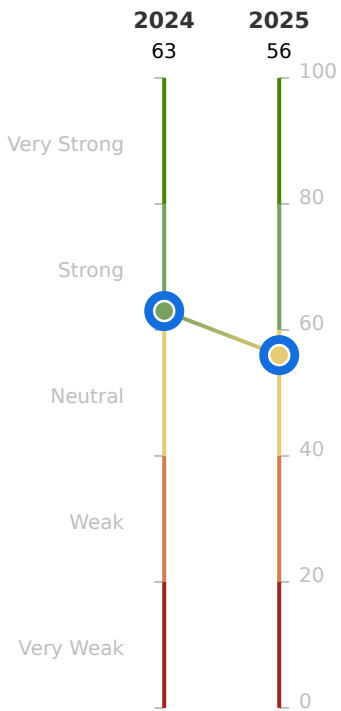
### Essential

Supplemental Measures

### Respondent

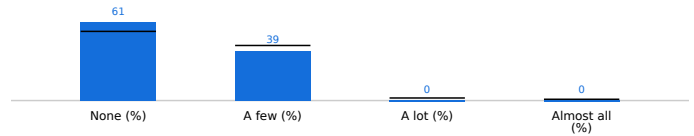
Teacher

### Performance

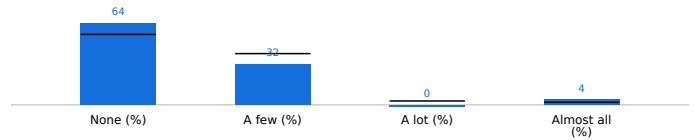


## Teachers report that students in their classrooms:

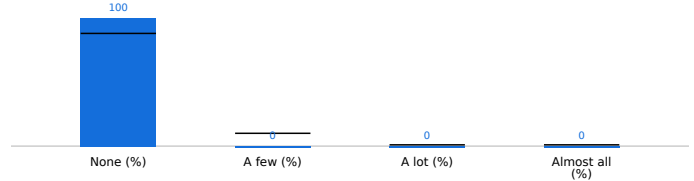
Refuse to respond when addressed?



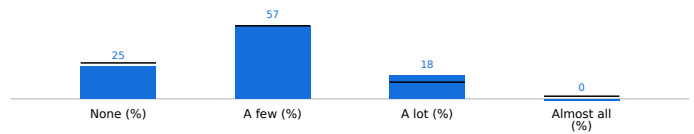
Use inappropriate language during class?



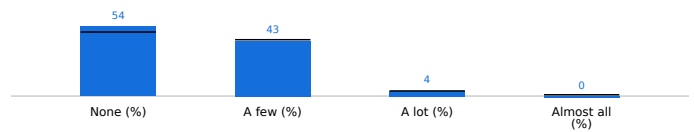
Threaten you verbally?



Do off-task things (e.g., play games, text, talk on cell phone) during instructional time?



Create serious behavior problems in your class?



# Innovation

## Innovation

Teachers have a strong orientation toward improvement and a willingness to be a part of an active learning environment.

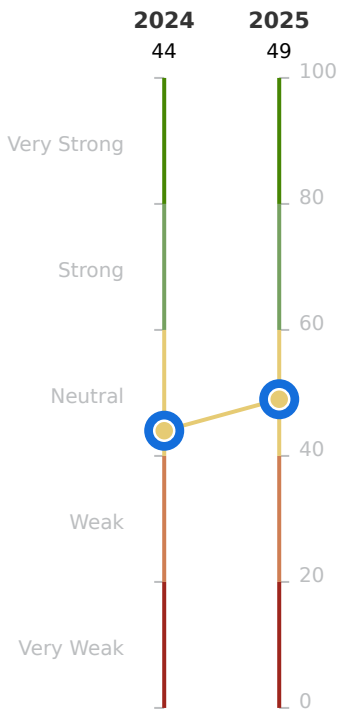
### Essential

Supplemental Measures

### Respondent

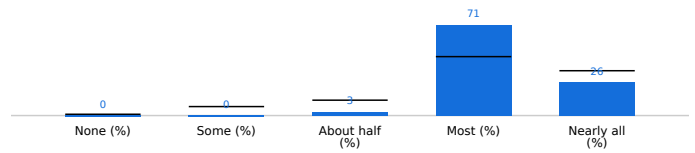
Teacher

### Performance

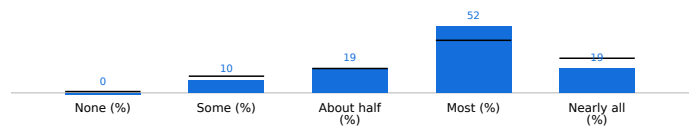


## Teachers report that:

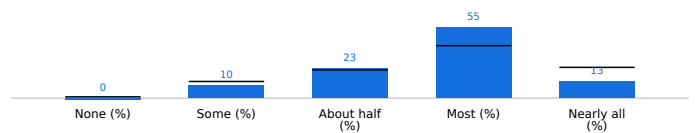
Teachers are really trying to improve their teaching.



Teachers are willing to take risks to make the school better.



Teachers are eager to try new ideas.



# Socialization of New Teachers

## Socialization of New Teachers

New teachers are included in the professional community and are given helpful feedback on their instructional practices.

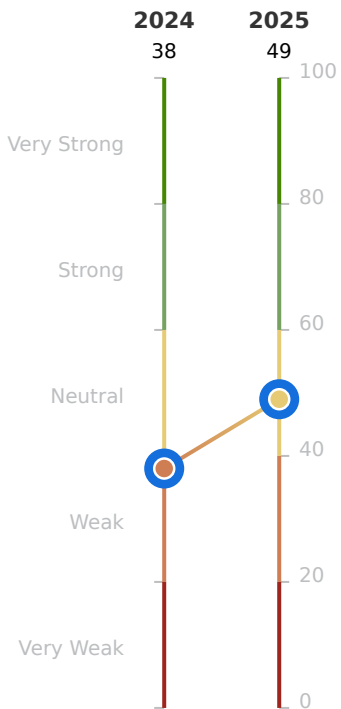
### Essential

Supplemental Measures

### Respondent

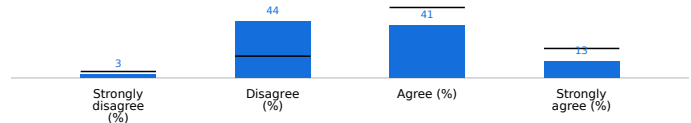
Teacher

### Performance

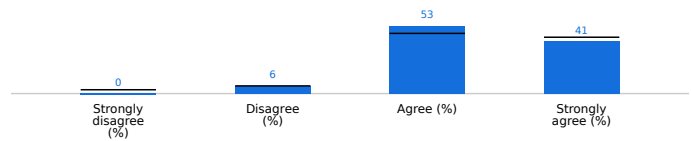


## Teachers report the following:

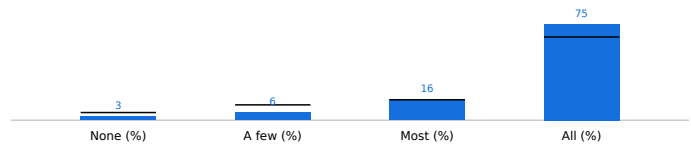
Experienced teachers invite new teachers into their classes to observe, give feedback, etc.



A conscious effort is made by faculty to make new teachers feel welcome here.



How many teachers are assigned a mentor teacher when they first begin working at this school?



# Classroom Rigor

## Classroom Rigor

Teachers encourage all students to make connections and seek multiple perspectives through their coursework.

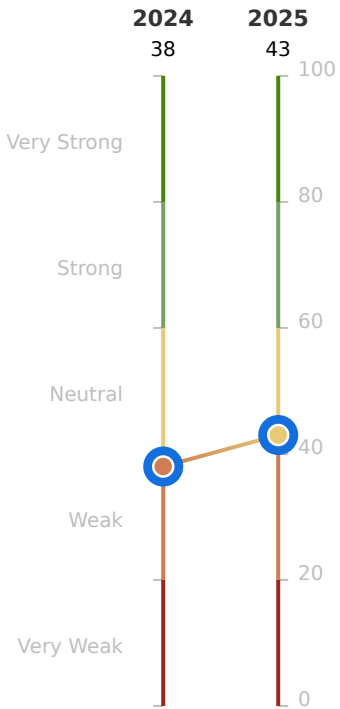
### Essential

Supplemental Measures

### Respondent

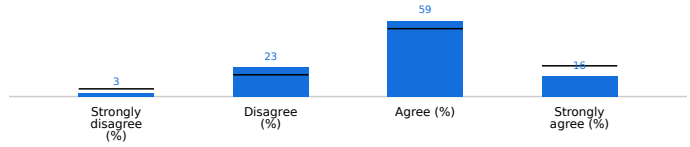
Student

### Performance

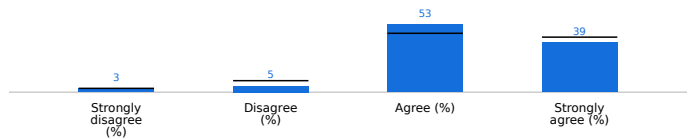


## Students report that the teacher in their target class:

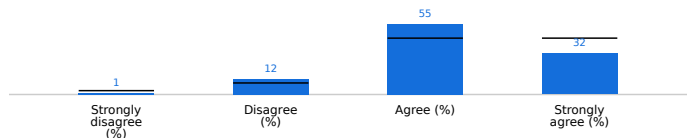
Often connects what I am learning to life outside of the classroom.



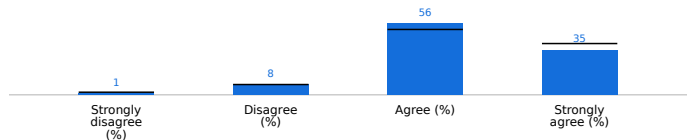
Encourages students to share their ideas about things we are studying in class.



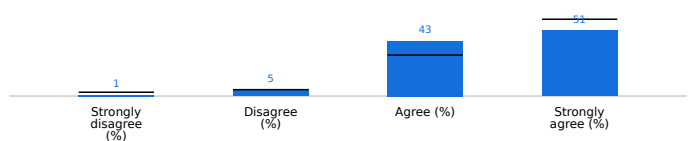
Often requires me to explain my answers.



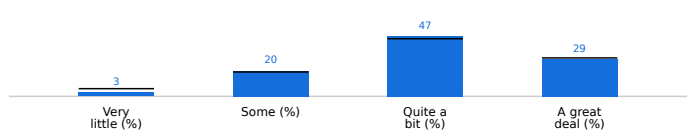
Encourages us to consider different solutions or points of view.



Doesn't let students give up when the work gets hard.



We talk about different solutions or points of view.



# Academic Engagement

## Academic Engagement

Students are interested and engaged in learning.

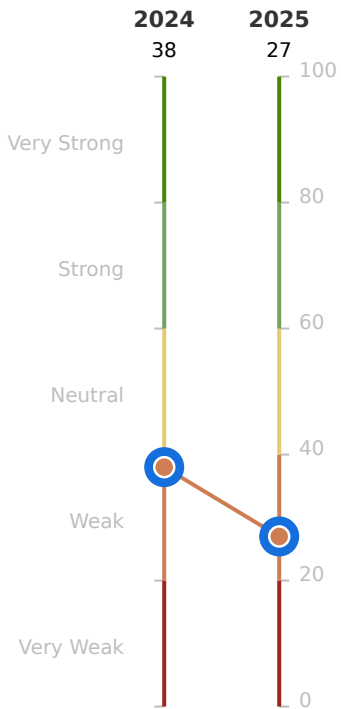
### Essential

Supplemental Measures

### Respondent

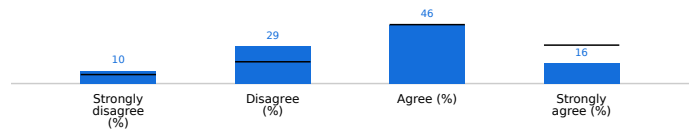
Student

### Performance

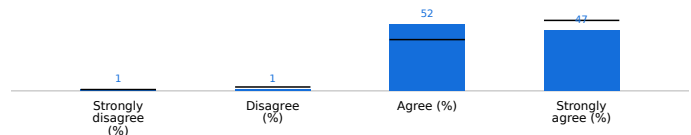


### Students report:

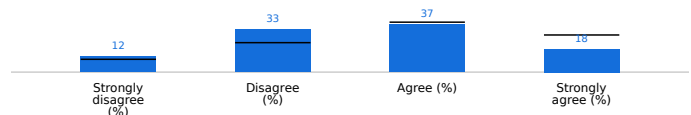
I usually look forward to this class.



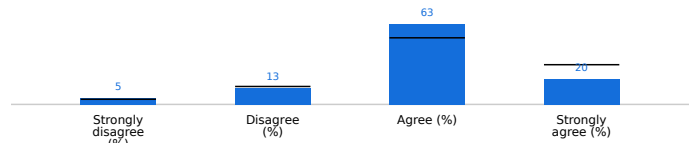
I work hard to do my best in this class.



Sometimes I get so interested in my work I don't want to stop.



The topics we are studying are interesting and challenging.



# Course Clarity

## Course Clarity

Students are provided clear learning goals and instruction that supports achievement.

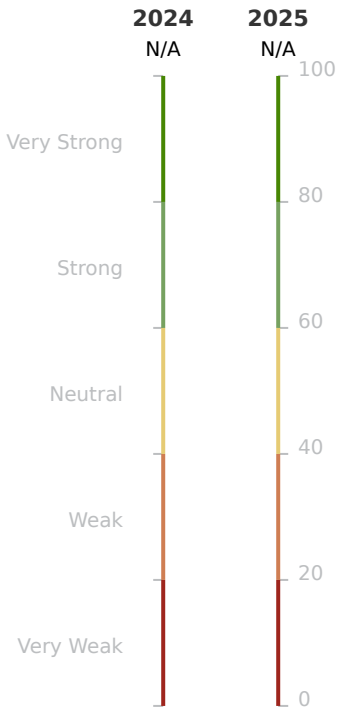
### Essential

Supplemental Measures

### Respondent

Student

### Performance

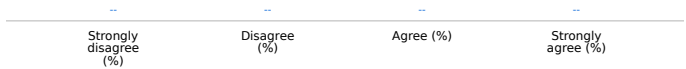


## Students report the following about one specific class:

I learn a lot from feedback on my work.



It's clear to me what I need to do to get a good grade.



The work we do in class is good preparation for the test.



The homework assignments help me to learn the course material.



I know what my teacher wants me to learn in this class.



# Human & Social Resources in the Community

## Human & Social Resources in the Community

Students come from communities where there are adults they can trust who provide a safe environment.

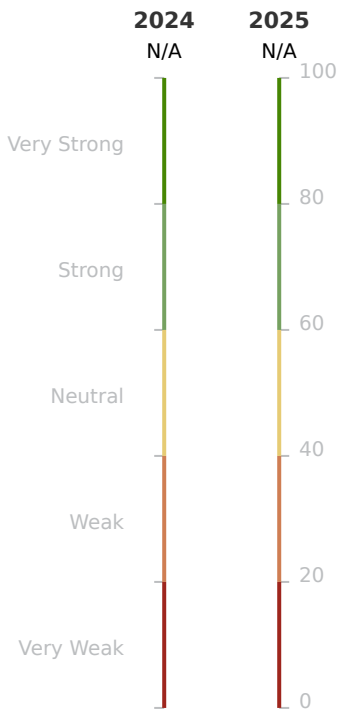
### Essential

Supplemental Measures

### Respondent

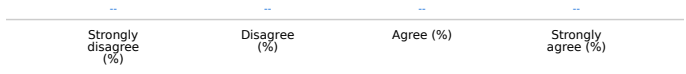
Student

### Performance



## Students report the following about their community:

Adults in this neighborhood know who the local children are.



During the day, it is safe for children to play in the local park or playground.



People in this neighborhood can be trusted.



There are adults in this neighborhood that children can look up to.



The equipment and buildings in the neighborhood, park, or playground are well kept.



# Inquiry-Based Science Instruction

## Inquiry-Based Science Instruction

Students conduct scientific investigations, including generating and testing hypotheses, writing lab reports and using laboratory equipment.

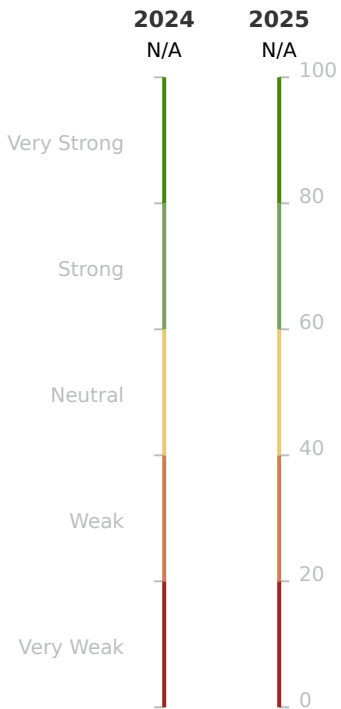
### Essential

Supplemental Measures

### Respondent

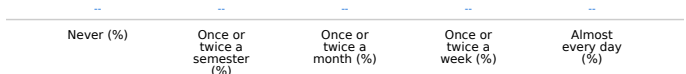
Student

### Performance

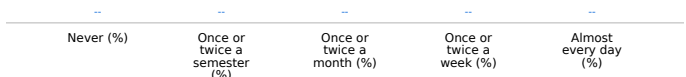


## Students report doing the following in science class:

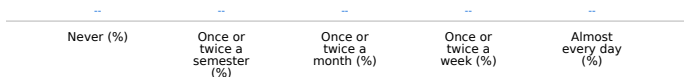
Use laboratory equipment or specimens.



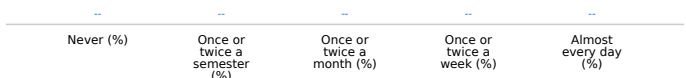
Write lab reports.



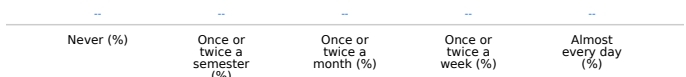
Generate your own hypotheses.



Use evidence/data to support an argument or hypothesis.



Find information from graphs and tables.



# Parent Supportiveness

## Parent Supportiveness

Parents support their children emotionally and developmentally.

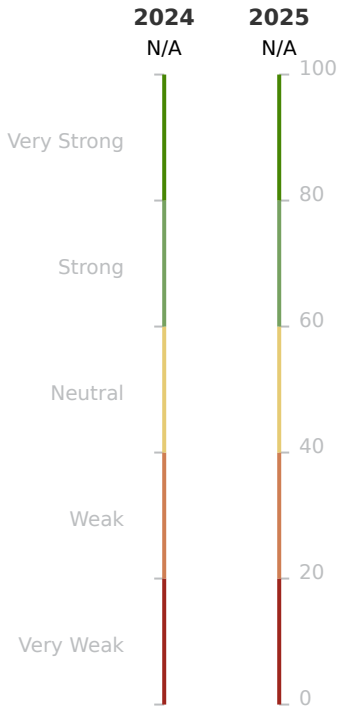
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their parents. My parents:

Encourage you to work hard at school.



Listen to you when you need to talk.

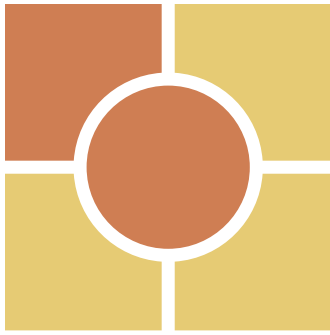


Show they are proud of you.



Take time to help you make decisions.





# Churchill Elem School

## 2025 5Essentials Report

The 5Essentials School Reports for the State of Illinois are derived from 20 years of research on improving schools. The raw data for these reports are based on a comprehensive core of more than 80 student and 150 teacher questions compiled into 22 measures of school climate and practice and formed into five essentials. As measured by the Illinois 5Essentials Survey, those five essentials are leading indicators of school improvement. The power of 5Essentials comes from their prediction of school success, the intuitiveness of the overall framework components (Instruction, Environment, Leaders, Teachers, and Families), and the reliability of the survey measures.

As detailed in the seminal book, *Organizing Schools for Improvement: Lessons from Chicago*, UEI researchers determined that there are five essential supports for school success. These “5Essentials” detail the perspectives and processes central to the delivery and support of student learning.

The 5Essentials framework as measured by our survey instruments is a leading indicator of school performance now and predictive of the future. Data from over 650 schools (elementary and high schools) have found our survey measures to predict many aspects of student and school success, before and after controlling for school type, demographic composition, test scores, and socio-economic status. Our principal indication of the power of the 5Essentials is that University of Chicago analysis of two natural experiments spanning a total of 15 years each found that they mattered considerably: Schools strong in 3-5 Essentials were 10 times more likely to improve student learning substantially compared to schools weak in 3-5 Essentials. This evidence came from over 400 elementary schools representing the best and worst in Illinois. Following those natural experiments, we have found our survey measures reliably predict school success on a variety of outcomes for both high school and elementary schools, including:

- ITBS improvement
- ISAT value-add
- EXPLORE to ACT gains
- EXPLORE to PLAN gains
- PLAN to ACT gains
- Attendance rates
- College enrollment
- High school graduation
- Freshman grades
- Teacher mobility
- Grades in college-preparatory classes

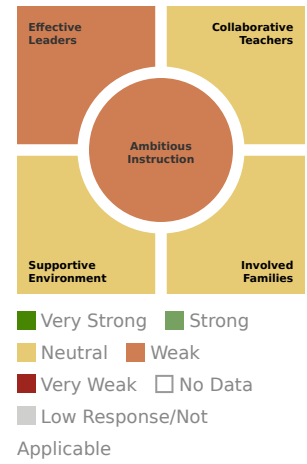
#### References:

(Bryk, et al. 2010)(Selected by Education Next as one of the best education books of the decade: <http://educationnext.org/the-best-books-of-the-past-decade-according-to-ed-next-readers/>)  
(Bryk, et al. 2010); (Easton, Ponisciak and Luppescu 2008); (Easton, Ponisciak and Luppescu 2008); (Allensworth, Correa and Ponisciak 2008); (Bryk, et al. 2010); (Roderick, Nagaoka, et al. 2008); (Allensworth and Easton 2007); (Allensworth, Ponisciak and Mazzeo 2009); (Allensworth, Nomi, et al. 2009); (Montgomery, Allensworth and Correa 2010)

## Table of Contents: Full Report

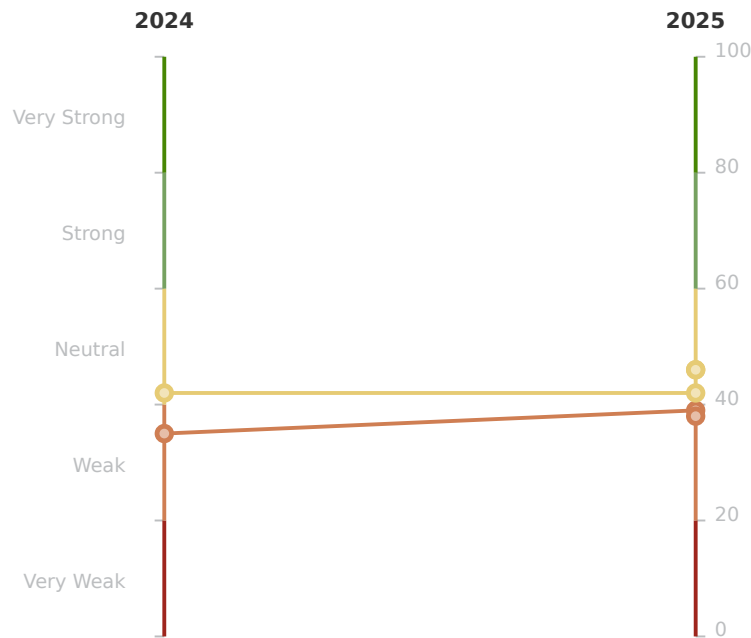
Overall	2
Collaborative Teachers	3
Involved Families	4
Supportive Environment	5
Ambitious Instruction	6
Effective Leaders	7
5Essentials Measures Table	8
5Essentials Measure Pages	9–30
Supplemental Measures Table	32
Supplemental Measure Pages	33–46

Overall, Churchill Elem School is **partially organized** for improvement.



## The 5Essentials

How is Churchill Elem School performing on each of the 5Essentials in 2025?



Essentials	Performance Across Years		
	2024	2025	
Collaborative Teachers	N/A	46	Neutral
Involved Families	N/A	46	Neutral
Supportive Environment	42	42	Neutral
Ambitious Instruction	35	39	Weak
Effective Leaders	N/A	38	Weak

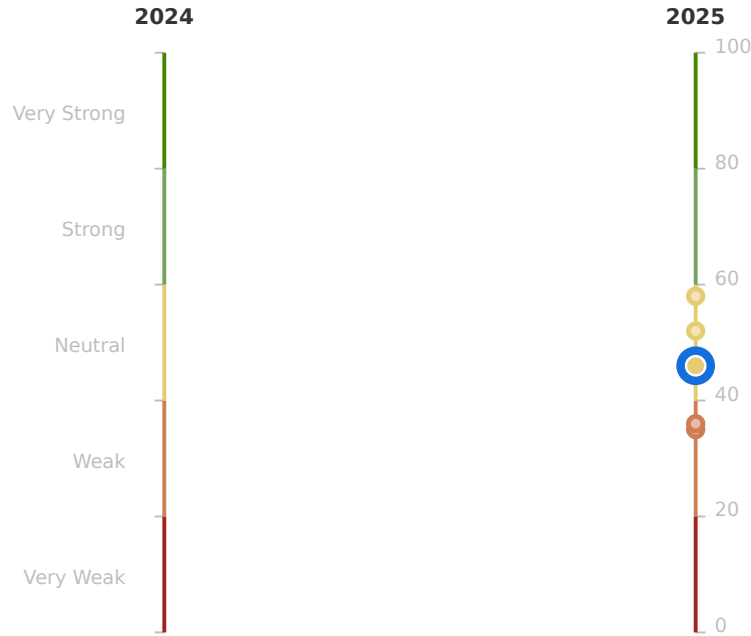
# Collaborative Teachers

## How is Churchill Elem School performing on Collaborative Teachers?

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Collaborative Practices	N/A	58	Teacher
Teacher-Teacher Trust	N/A	52	Teacher
Collective Responsibility	N/A	47	Teacher
School Commitment	N/A	36	Teacher
Quality Professional Development	N/A	35	Teacher

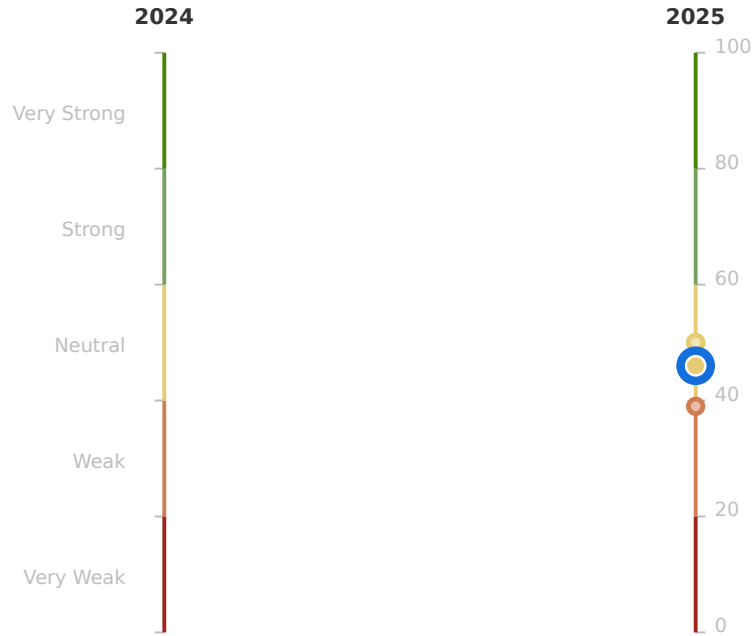
# Involved Families

## How is Churchill Elem School performing on Involved Families?

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Parent Influence on Decision Making in Schools	N/A	50	Teacher
Teacher-Parent Trust	N/A	50	Teacher
Parent Involvement in School	N/A	39	Teacher

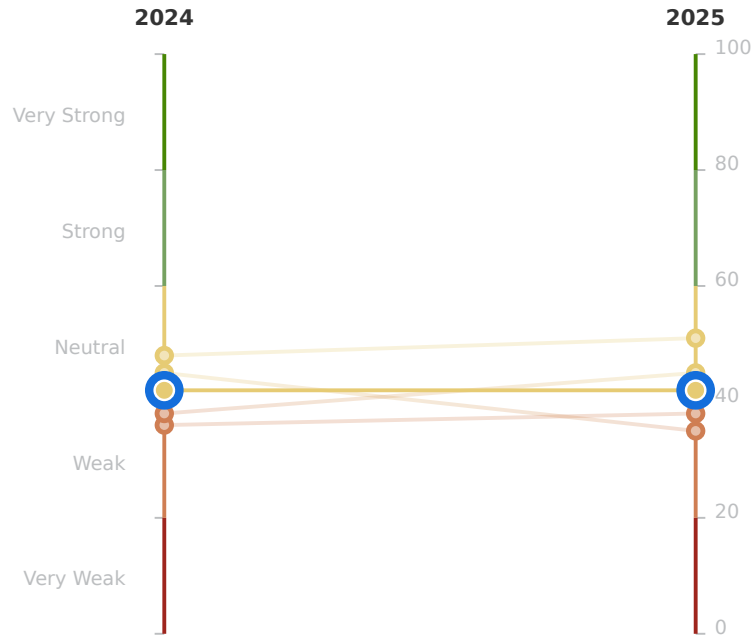
# Supportive Environment

## How is Churchill Elem School performing on Supportive Environment?

In schools with a Supportive Environment, the school is safe, demanding, and supportive. In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- all students value hard work, and
- teachers push all students toward high academic performance.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Peer Support for Academic Work	48	51	Student
Student-Teacher Trust	38	45	Student
Academic Personalism	36	38	Student
Safety	45	35	Student

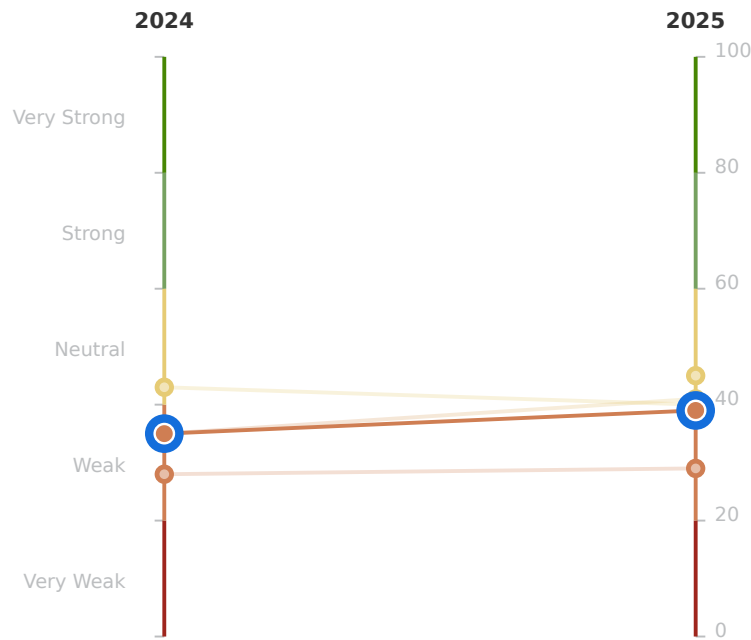
# Ambitious Instruction

## How is Churchill Elem School performing on Ambitious Instruction?

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning. It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Quality of Student Discussion	N/A	45	Teacher
English Instruction	35	41	Student
Math Instruction	43	40	Student
Academic Press	28	29	Student

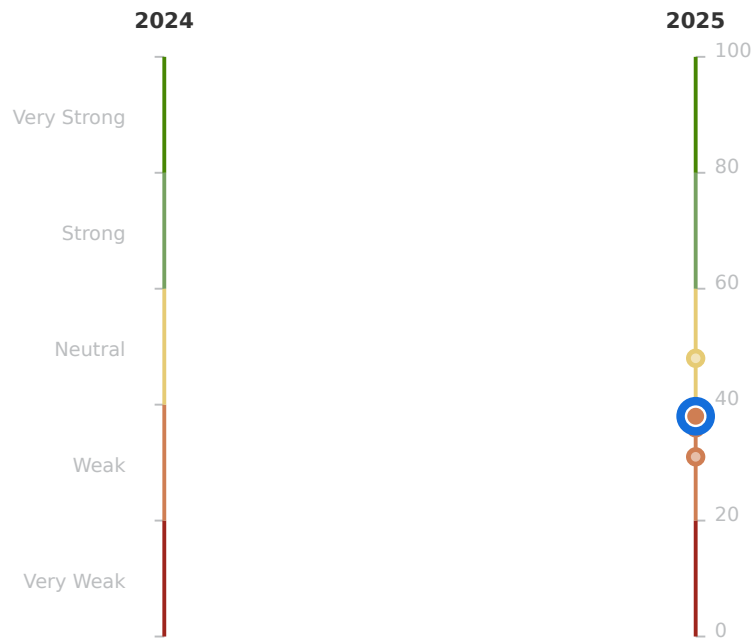
# Effective Leaders

## How is Churchill Elem School performing on Effective Leaders?

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement. Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).





















### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Program Coherence	N/A	48	Teacher
Teacher Influence	N/A	38	Teacher
Instructional Leadership	N/A	36	Teacher
Teacher-Principal Trust	N/A	31	Teacher

# All 5Essentials Measures

How is Churchill Elem School performing on all 5Essentials measures in 2025?


Page	Measure	Change	Performance	Essential	Respondent
9	Collaborative Practices	N/A	58 <b>Neutral</b>	 Collaborative Teachers	Teacher
10	Teacher-Teacher Trust	N/A	52 <b>Neutral</b>	 Collaborative Teachers	Teacher
11	Peer Support for Academic Work	+ 3	51 <b>Neutral</b>	 Supportive Environment	Student
12	Parent Influence on Decision Making in Schools	N/A	50 <b>Neutral</b>	 Involved Families	Teacher
13	Teacher-Parent Trust	N/A	50 <b>Neutral</b>	 Involved Families	Teacher
14	Program Coherence	N/A	48 <b>Neutral</b>	 Effective Leaders	Teacher
15	Collective Responsibility	N/A	47 <b>Neutral</b>	 Collaborative Teachers	Teacher
16	Quality of Student Discussion	N/A	45 <b>Neutral</b>	 Ambitious Instruction	Teacher
17	Student-Teacher Trust	+ 7	45 <b>Neutral</b>	 Supportive Environment	Student
18	English Instruction	+ 6	41 <b>Neutral</b>	 Ambitious Instruction	Student
19	Math Instruction	- 3	40 <b>Neutral</b>	 Ambitious Instruction	Student
20	Parent Involvement in School	N/A	39 <b>Weak</b>	 Involved Families	Teacher
21	Academic Personalism	+ 2	38 <b>Weak</b>	 Supportive Environment	Student
22	Teacher Influence	N/A	38 <b>Weak</b>	 Effective Leaders	Teacher
23	Instructional Leadership	N/A	36 <b>Weak</b>	 Effective Leaders	Teacher
25	School Commitment	N/A	36 <b>Weak</b>	 Collaborative Teachers	Teacher
26	Quality Professional Development	N/A	35 <b>Weak</b>	 Collaborative Teachers	Teacher
27	Safety	- 10	35 <b>Weak</b>	 Supportive Environment	Student
28	Teacher-Principal Trust	N/A	31 <b>Weak</b>	 Effective Leaders	Teacher
30	Academic Press	+ 1	29 <b>Weak</b>	 Ambitious Instruction	Student

# Collaborative Practices

## Collaborative Practices

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

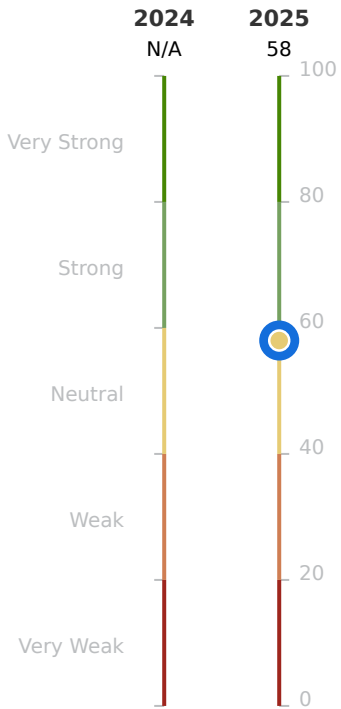
### Essential

 Collaborative Teachers

### Respondent

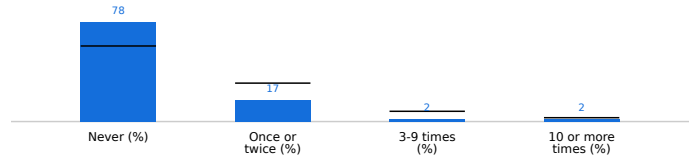
Teacher

### Performance

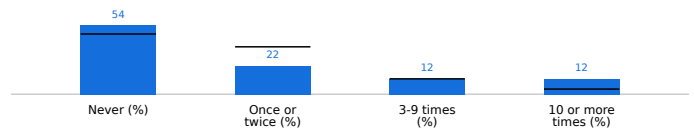


## Teachers report how often they have done the following:

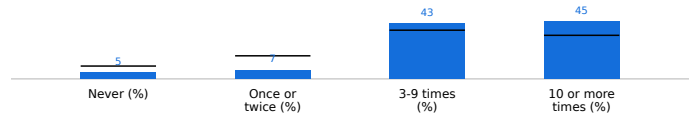
Observed another teacher's classroom to offer feedback.



Observed another teacher's classroom to get ideas for your own instruction.



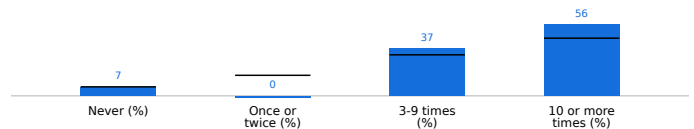
Gone over student assessment data with other teachers to make instructional decisions.



Worked with other teachers to develop materials or activities for particular classes.



Worked on instructional strategies with other teachers.



# Teacher-Teacher Trust

## Teacher-Teacher Trust

Teachers are supportive and respectful of one another, personally and professionally.

### Essential

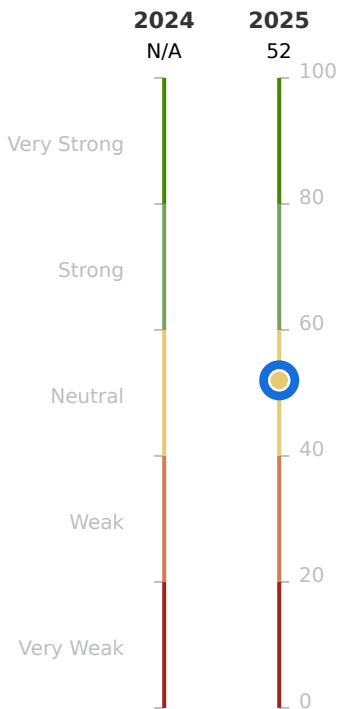


Collaborative Teachers

### Respondent

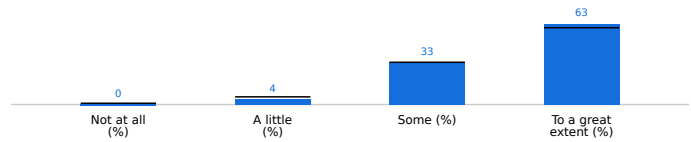
Teacher

### Performance

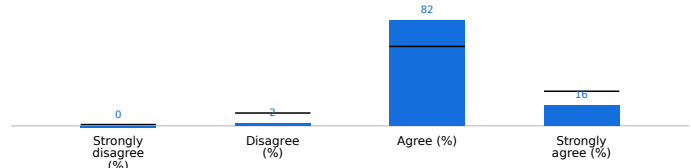


## Teachers report the following:

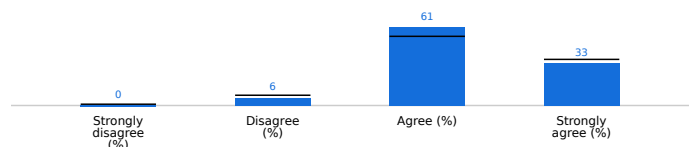
Teachers feel respected by other teachers



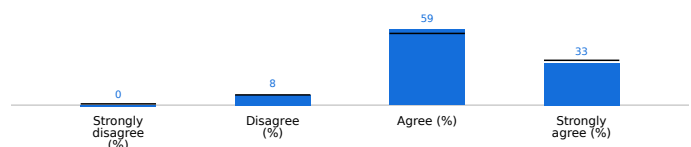
Teachers in this school trust each other.



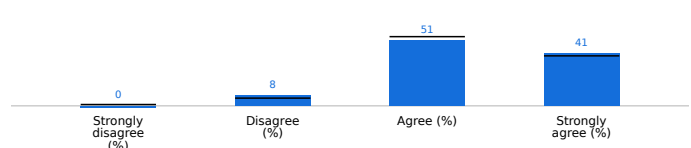
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.



Teachers respect other teachers who take the lead in school improvement efforts.



Teachers at this school respect those colleagues who are experts at their craft.




# Peer Support for Academic Work

## Peer Support for Academic Work

Students demonstrate behaviors that lead to academic achievement.

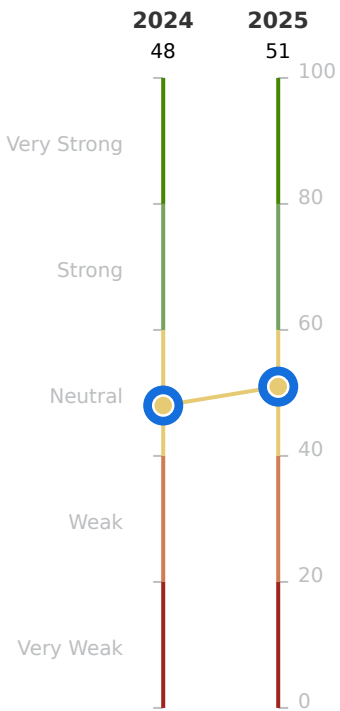
### Essential

 Supportive Environment

### Respondent

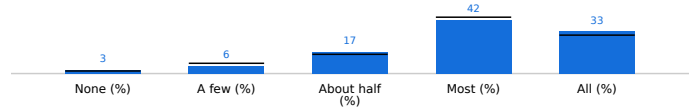
Student

### Performance

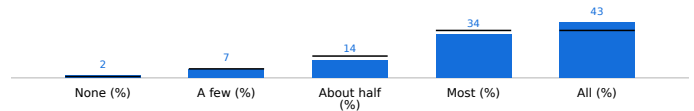


## Students report that their classroom peers:

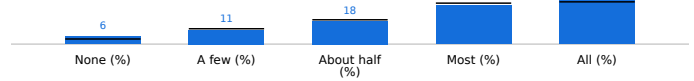
Feel it is important to attend school every day?



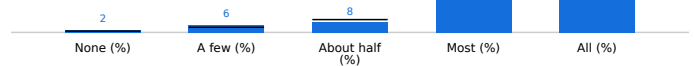
Feel it is important to pay attention in class?



Think doing homework is important?



Try hard to get good grades?

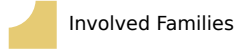


# Parent Influence on Decision Making in Schools

## Parent Influence on Decision Making in Schools

The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

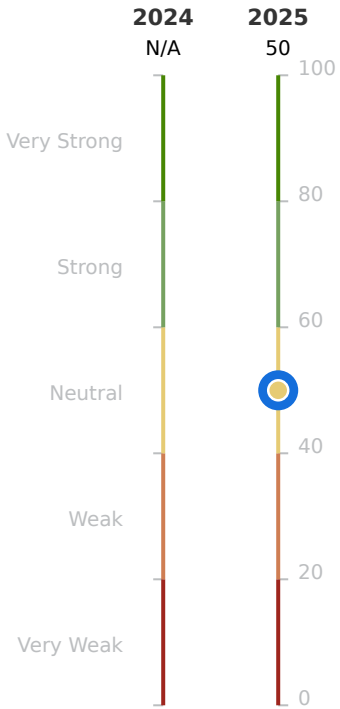
### Essential



### Respondent

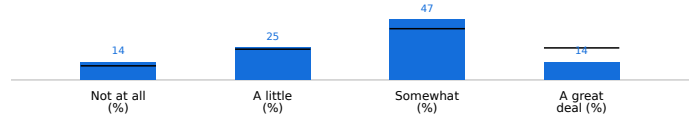
Teacher

### Performance

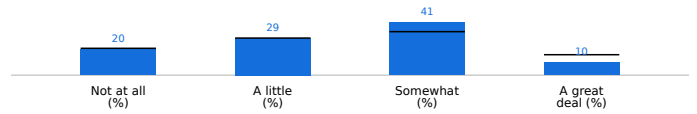


### Teachers report that the school:

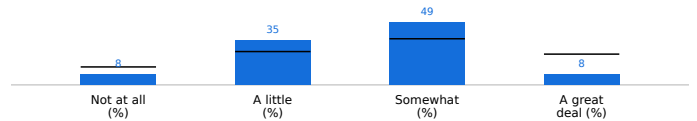
Involves parents in the development of programs aimed at improving students' academic outcomes.



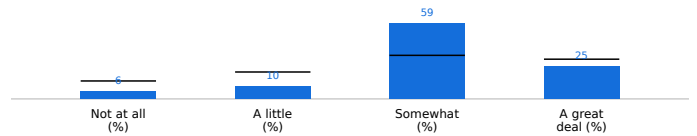
Involves parents in commenting on school curricula.



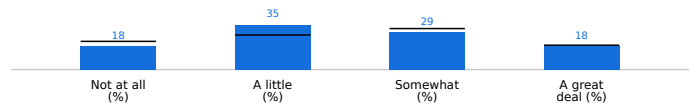
Includes parent leaders from all backgrounds in school improvement efforts.



Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).



Encourage more involved parents/guardians to reach out to less involved parents/guardians?

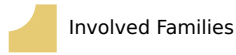


# Teacher-Parent Trust

## Teacher-Parent Trust

Teachers and parents are partners in improving student learning.

### Essential

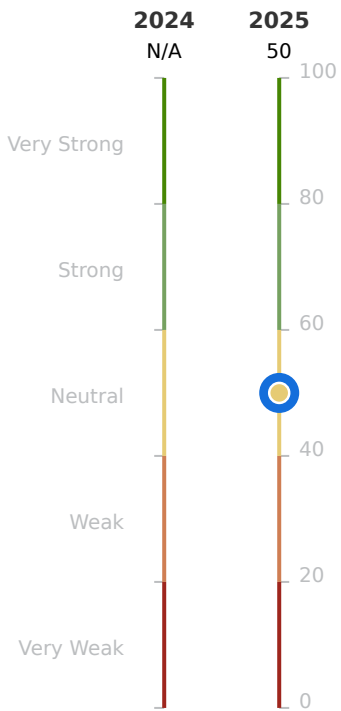


Involved Families

### Respondent

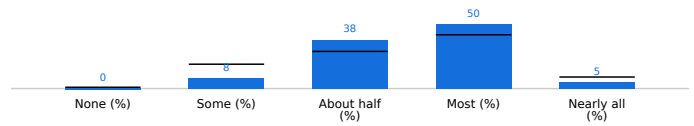
Teacher

### Performance

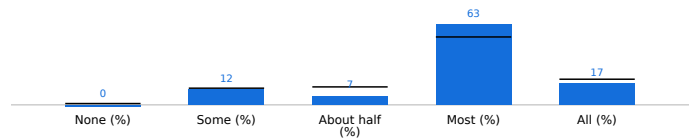


### Teachers report the following:

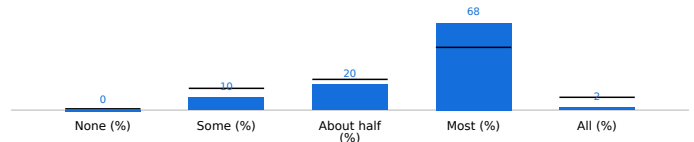
Teachers feel good about parents' support for their work.



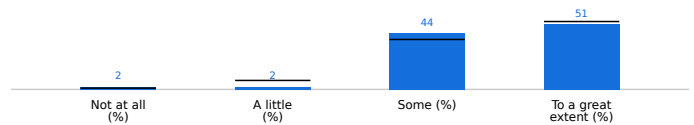
Parents support teachers' teaching efforts.



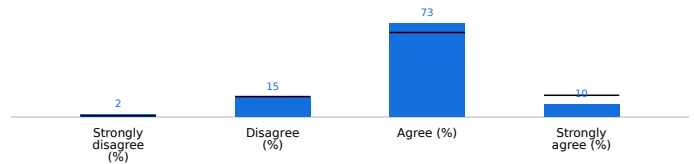
Parents do their best to help their children learn.



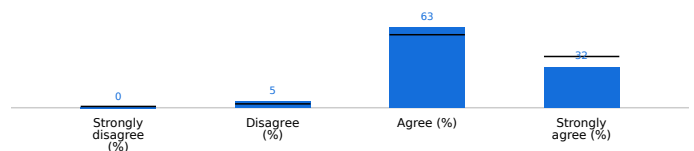
Teachers feel respected by the parents of the students



Teachers and parents at this school think of each other as partners in educating children.



Staff at this school work hard to build trusting relationships with parents.




# Program Coherence

## Program Coherence

School programs are coordinated and consistent with its goals for student learning.

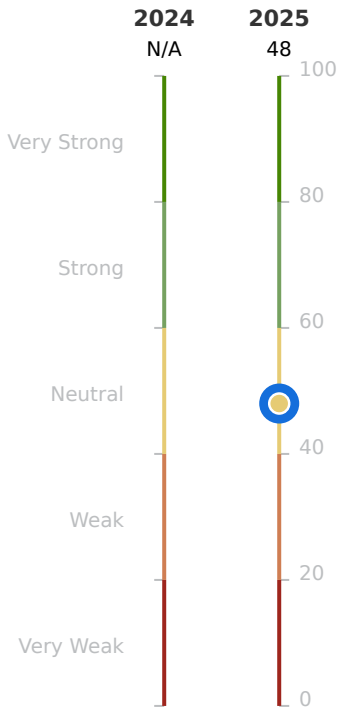
### Essential

 Effective Leaders

### Respondent

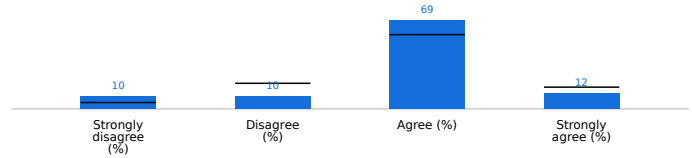
Teacher

### Performance

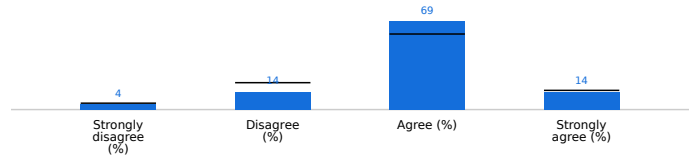


## Teachers report the following:

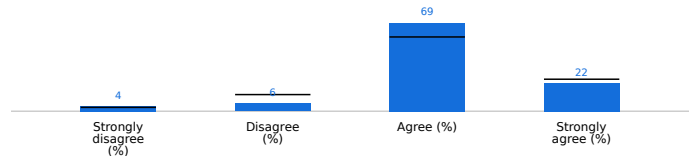
Once we start a new program in this school, we follow up to make sure that it's working.



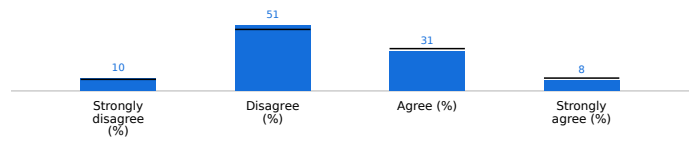
Curriculum, instruction, and learning materials are well coordinated across different grade levels at this school.



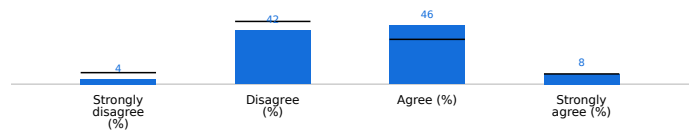
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.



We have so many different programs in this school that I can't keep track of them all.



Many special programs come and go at this school.




# Collective Responsibility

## Collective Responsibility

Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

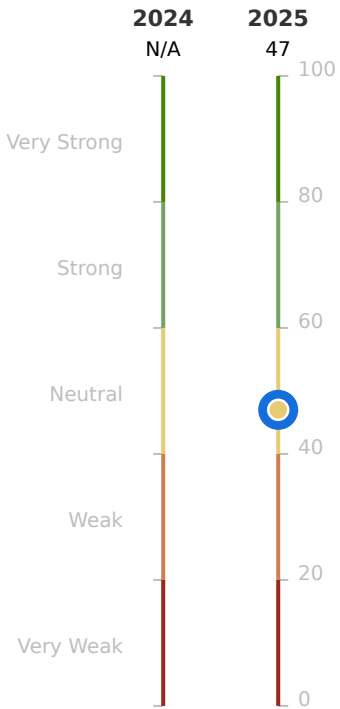
### Essential

 Collaborative Teachers

### Respondent

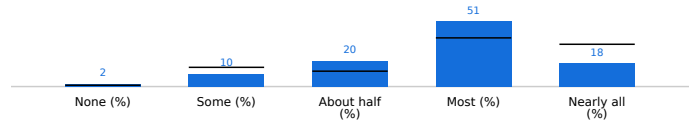
Teacher

### Performance

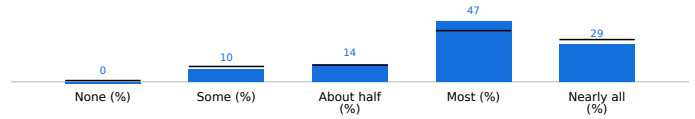


## Teachers report that other teachers in the school:

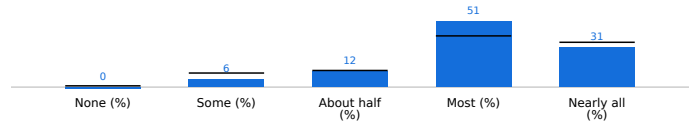
Help maintain discipline in the entire school, not just their classroom?



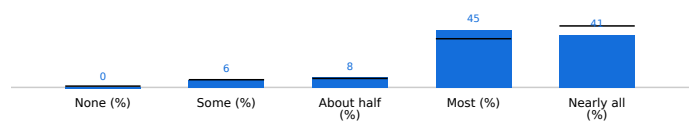
Take responsibility for improving the school.



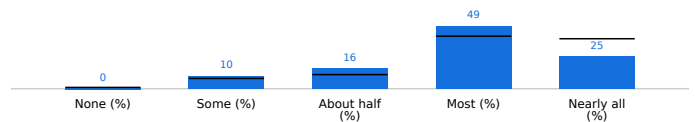
Feel responsible to help each other do their best.



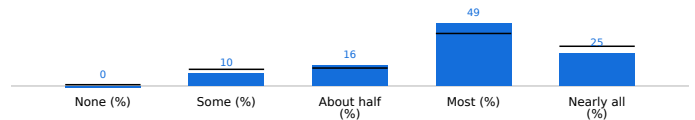
Feel responsible that all students learn.



Feel responsible for helping students develop self-control.



Feel responsible when students in this school fail.




# Quality of Student Discussion

## Quality of Student Discussion

Students participate in classroom discussions that build their critical thinking skills.

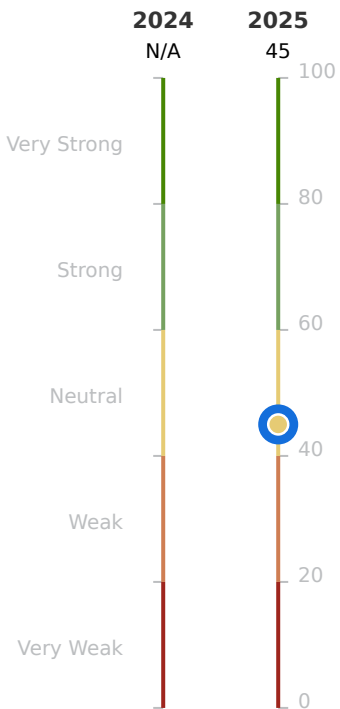
### Essential

 Ambitious Instruction

### Respondent

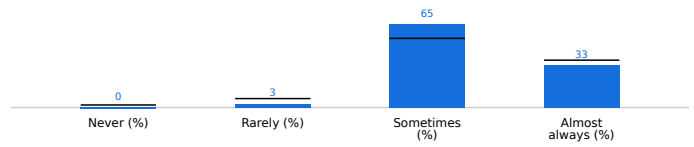
Teacher

### Performance

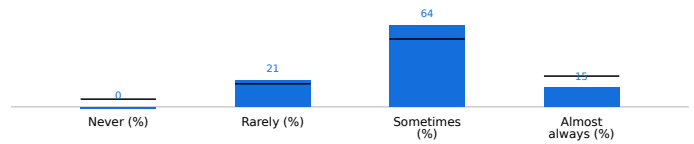


## Teachers report the following about classroom discussions:

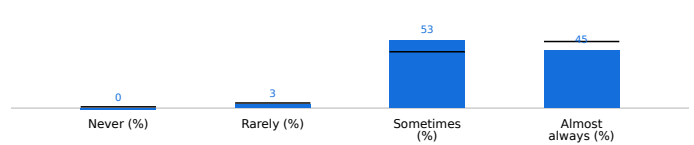
Students build on each other's ideas during discussion.



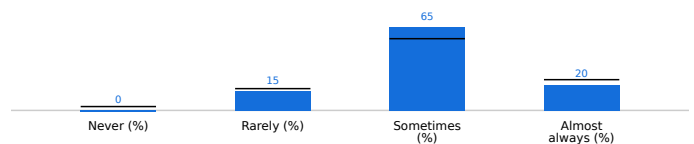
Students use data and text references to support their ideas.



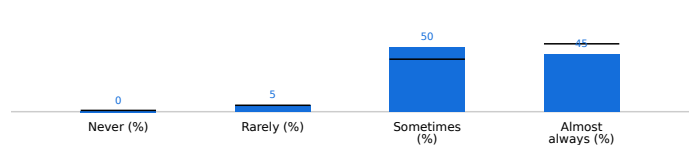
Students show each other respect.



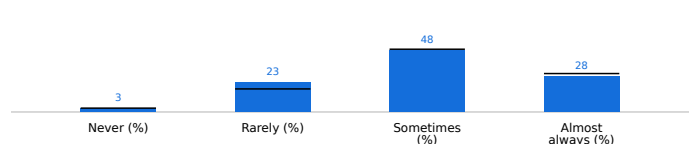
Students provide constructive feedback to their peers and to me.



Most students participate in the discussion at some point.



Students encourage each other to participate in discussion.




# Student-Teacher Trust

## Student-Teacher Trust

Students and teachers share a high level of mutual trust and respect.

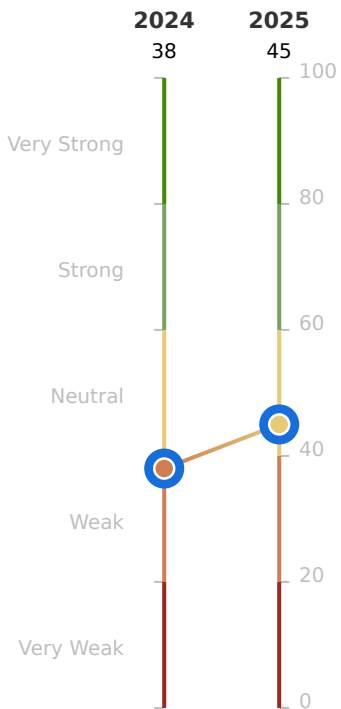
### Essential

 Supportive Environment

### Respondent

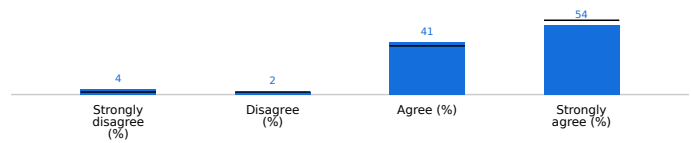
Student

### Performance

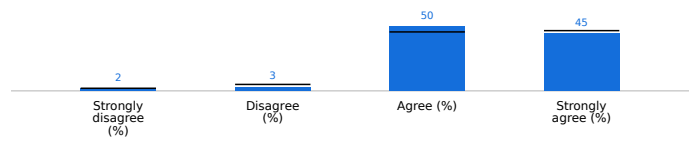


### Students report:

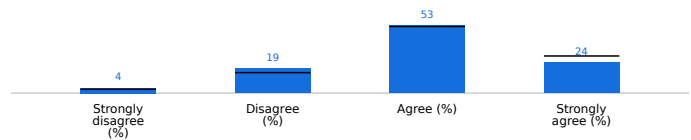
I feel safe with my teachers at this school.



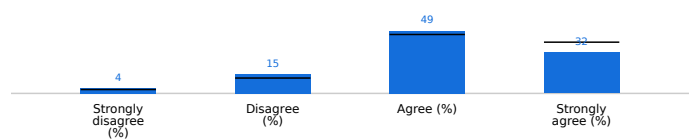
I feel comfortable with my teachers at this school.



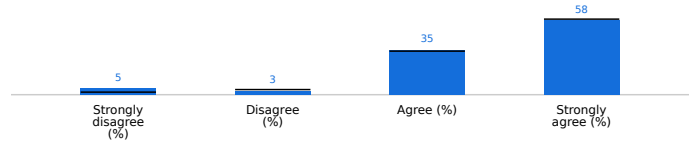
My teachers always keep their promises.



My teachers always listen to students' ideas.



My teachers treat me with respect.




# English Instruction

## English Instruction

Students interact with course material and one another to build and apply critical reading and writing skills.

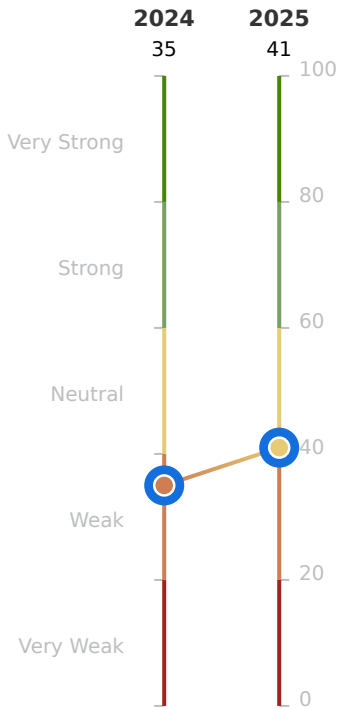
### Essential

 Ambitious Instruction

### Respondent

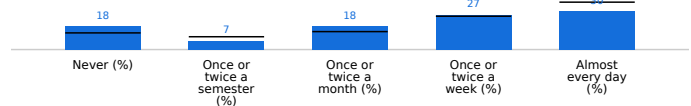
Student

### Performance

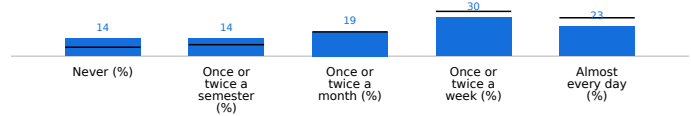


## Students report doing the following in English class:

Debate the meaning of a reading.



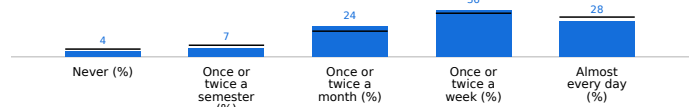
Discuss connections between a reading and real life people or situations.



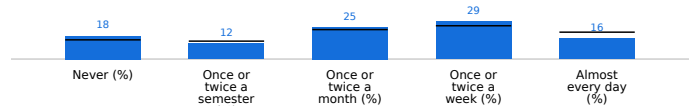
Discuss how culture, time, or place affects an author's writing.



Improve a piece of writing as a class or with partners.



Rewrite a paper or essay in response to comments.




# Math Instruction

## Math Instruction

Students interact with course material and one another to build and apply knowledge in their math classes.

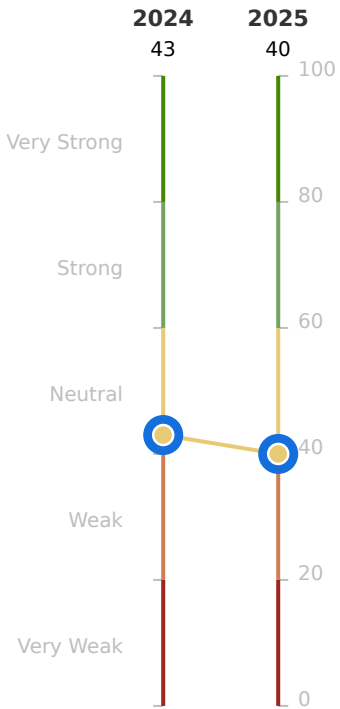
### Essential

 Ambitious Instruction

### Respondent

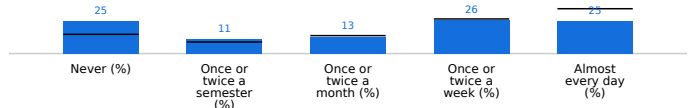
Student

### Performance

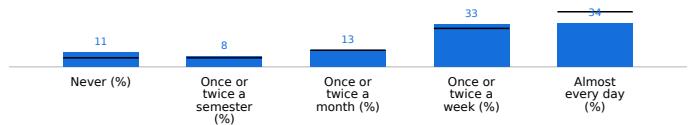


## Students report that they do the following in math class:

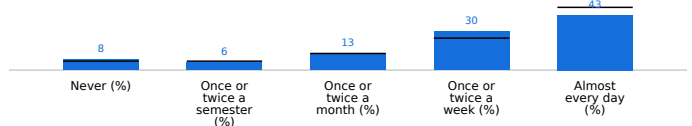
Apply math to situations in life outside of school.



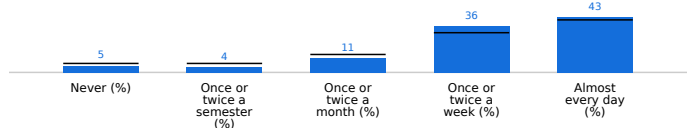
Discuss possible solutions to problems with other students.



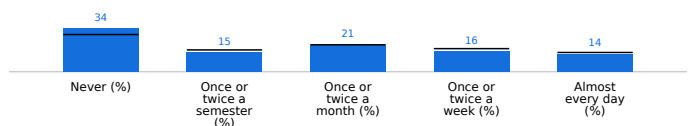
Explain how you solved a problem to the class.



Write a few sentences to explain how you solved a math problem.



Write a math problem for other students to solve.

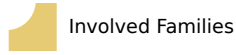


# Parent Involvement in School

## Parent Involvement in School

Parents are active participants in their child's schooling.

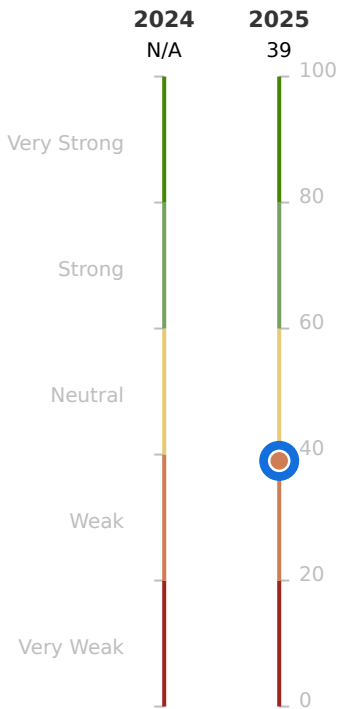
### Essential



### Respondent

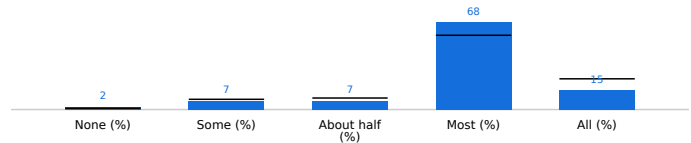
Teacher

### Performance

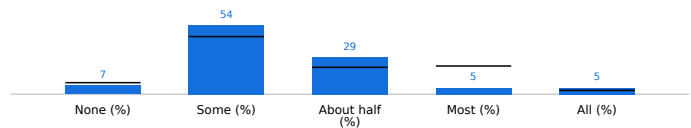


## Teachers report that students' parents:

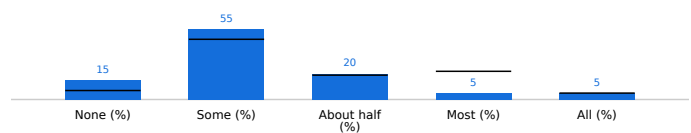
Attended parent-teacher conferences when you requested them.



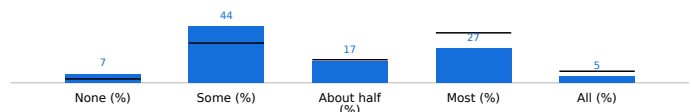
Volunteered time to support the school/center (e.g., volunteer in classrooms, help with school/center-wide events, etc.).



Contacted you about their child's performance.



Responded to your suggestions for helping their child.




# Academic Personalism

## Academic Personalism

Teachers connect with students in the classroom and support them in achieving academic goals.

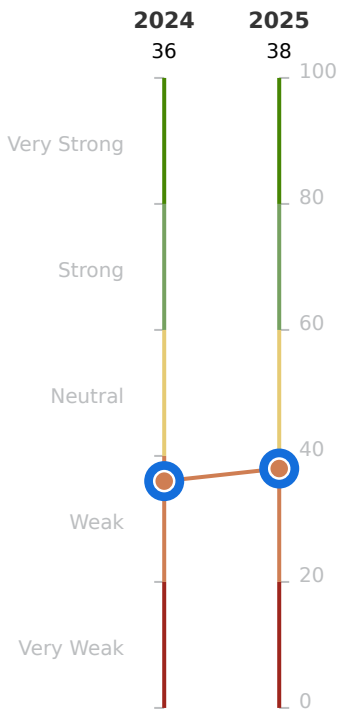
### Essential

 Supportive Environment

### Respondent

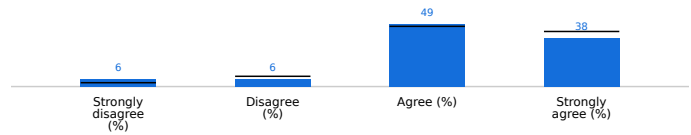
Student

### Performance

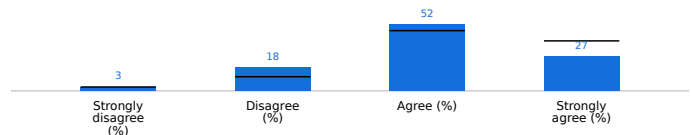


## Students report that their teacher:

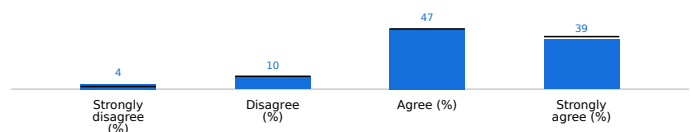
Helps me catch up if I am behind.



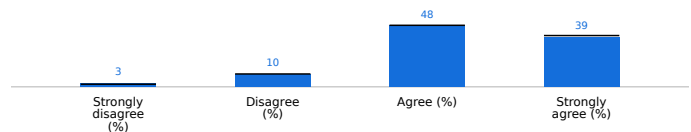
Is willing to give extra help on schoolwork if I need it.



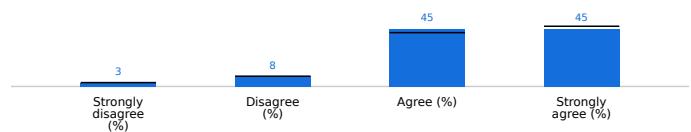
Notifies if I have trouble learning something.



Gives me specific suggestions about how I can improve my work in this class.



Explains things in a different way if I don't understand something in class.



# Teacher Influence

## Teacher Influence

Teachers have influence in a broad range of decisions regarding school policies and practices.

### Essential

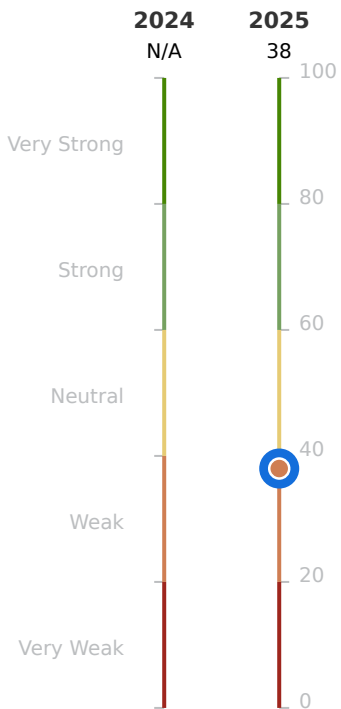


Effective Leaders

### Respondent

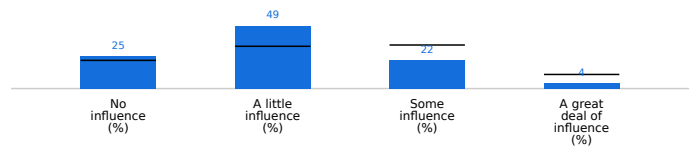
Teacher

### Performance

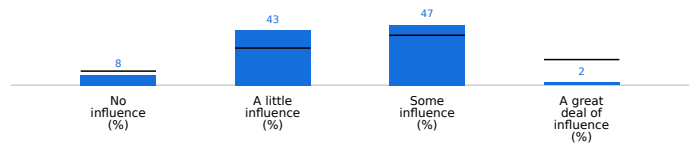


## Teachers report having influence on:

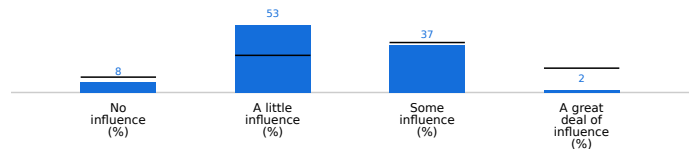
Planning how discretionary school funds should be used.



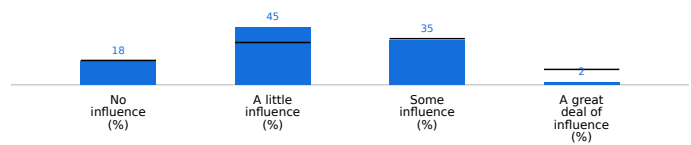
Determining which books and other instructional materials are used in classrooms.



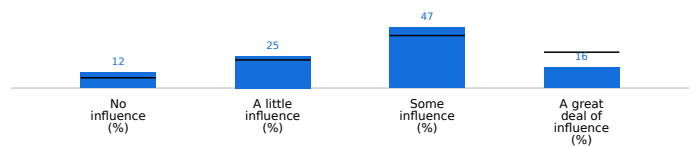
Establishing the curriculum and instructional program.



Determining the content of in-service programs.



Setting standards for student behavior.



# Instructional Leadership

## Instructional Leadership

The school leadership team sets high standards for teaching and student learning.

### Essential

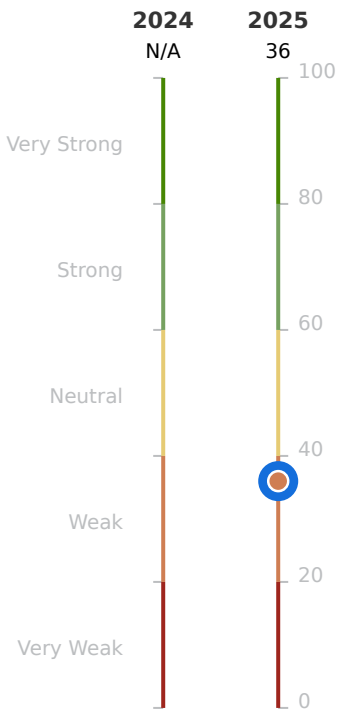


Effective Leaders

### Respondent

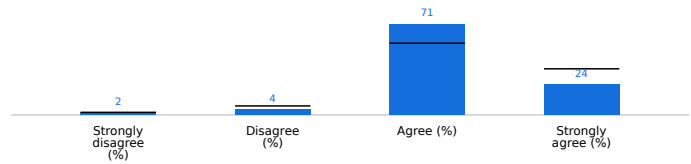
Teacher

### Performance

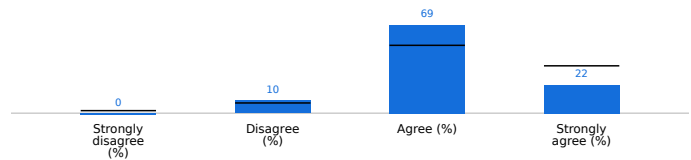


## Teachers report that a member of the school leadership team:

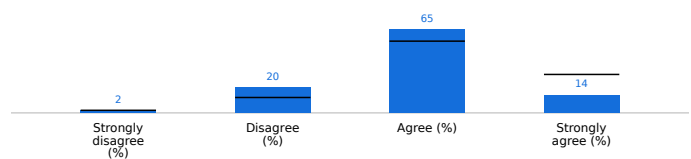
Makes clear to the staff the leadership's expectations for meeting instructional goals.



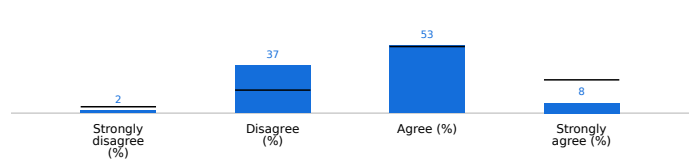
Communicates a clear vision for our school.



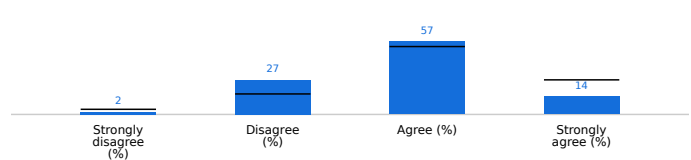
Presses teachers to implement what they have learned in professional development.



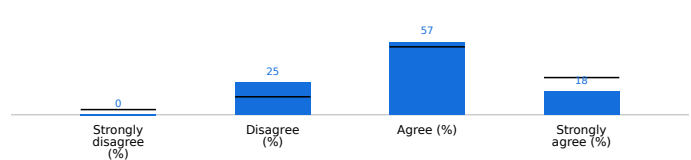
Knows what's going on in my classroom.



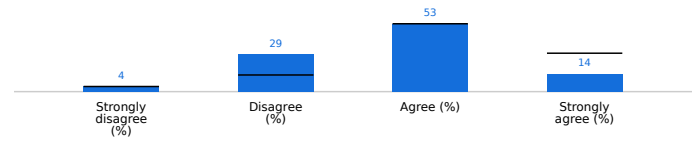
Provides me with useful feedback to improve my teaching.



Has provided me with the support I need to improve my teaching.



Makes sure teachers receive the coaching and support they need to implement new practices.

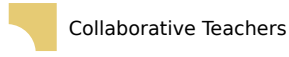


# School Commitment

## School Commitment

Teachers are deeply committed to the school.

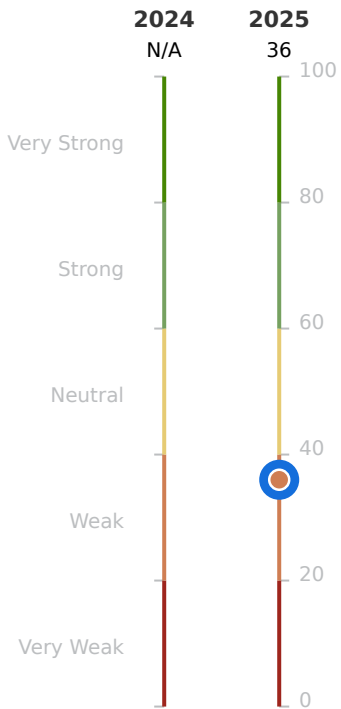
### Essential



### Respondent

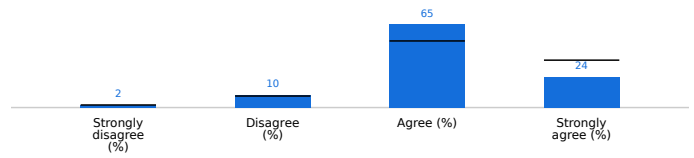
Teacher

### Performance

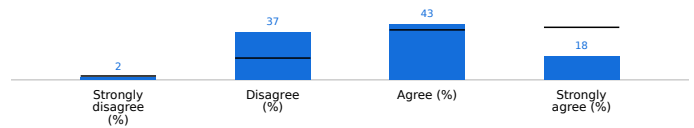


## Teachers report the following:

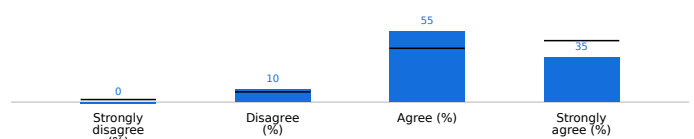
I usually look forward to each working day at this school.



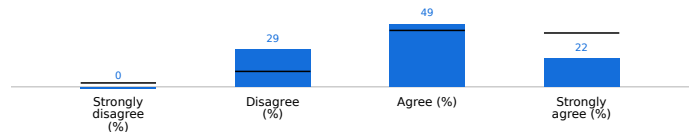
I wouldn't want to work in any other school.



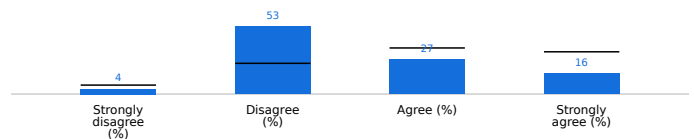
I feel loyal to this school.



I would recommend this school to parents seeking a place for their child.



This school would be my first choice for my own child.




# Quality Professional Development

## Quality Professional Development

Professional development is rigorous and focused on student learning.

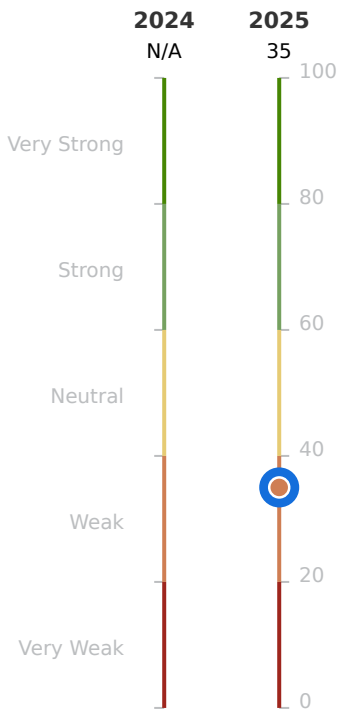
### Essential

 Collaborative Teachers

### Respondent

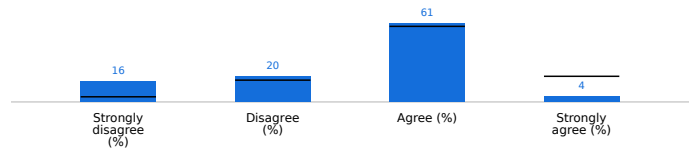
Teacher

### Performance

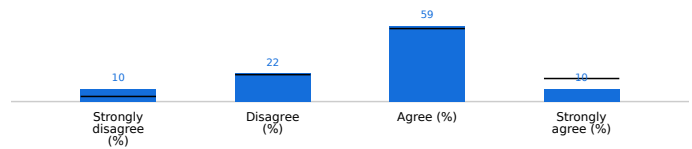


## Teachers report that professional development this year has:

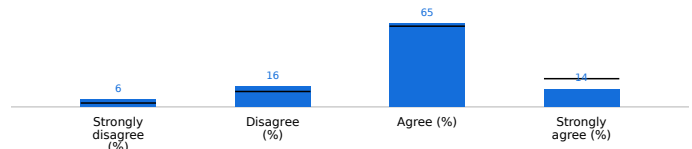
Been sustained and coherently focused, rather than short-term and unrelated.



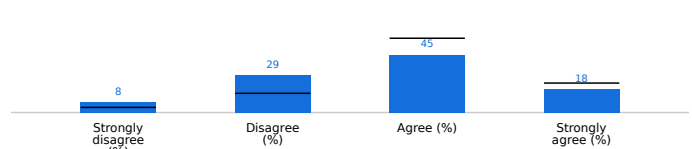
Included enough time to think carefully about, try, and evaluate new ideas.



Been closely connected to my school's improvement plan.



Included opportunities to work productively with colleagues in my school.



# Safety

## Safety

Students feel safe both in and around the school building.

### Essential

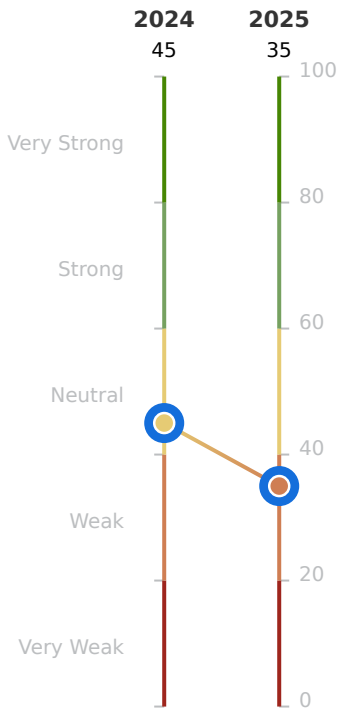


Supportive Environment

### Respondent

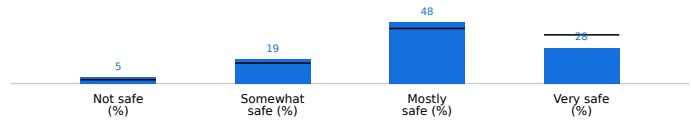
Student

### Performance

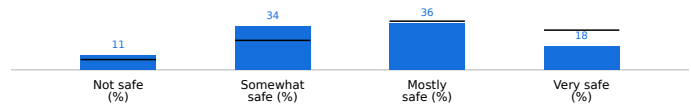


## Students report how safe they feel:

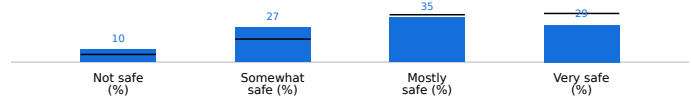
In the hallways of the school?



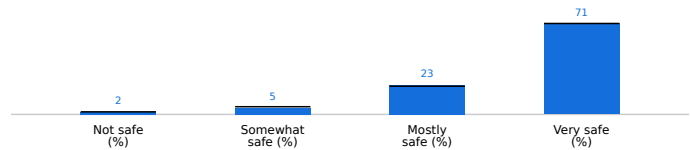
In the bathrooms of the school?



Outside around the school?



In your classes?



# Teacher-Principal Trust

## Teacher-Principal Trust

Teachers and parents are partners in improving student learning.

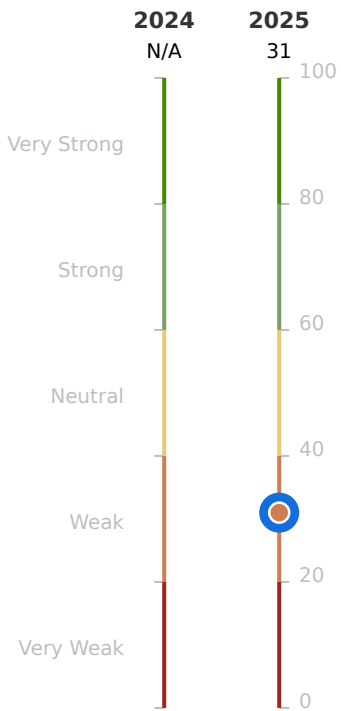
### Essential



### Respondent

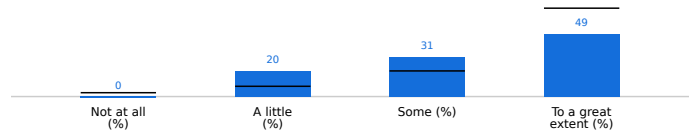
Teacher

### Performance

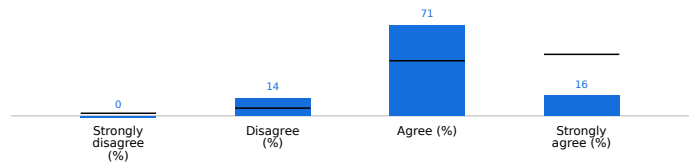


## Teachers report the following:

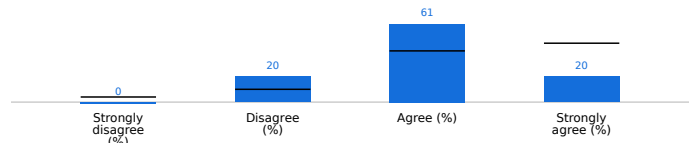
Teachers feel respected by the principal



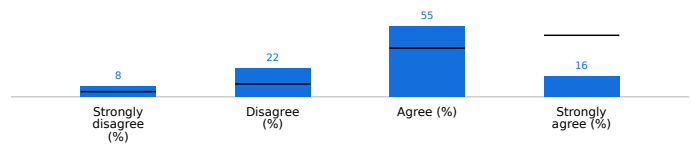
The principal has confidence in the expertise of the teachers.



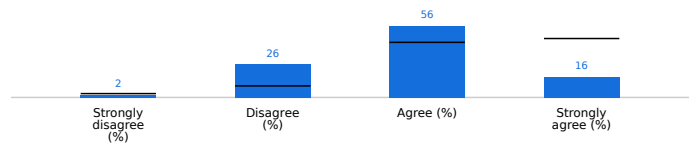
I trust the principal at his or her word.



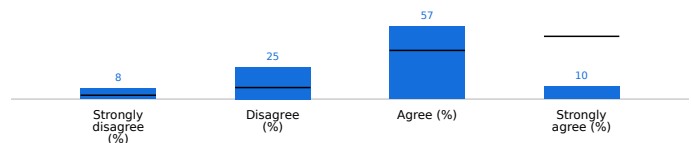
It's OK in this school to discuss feelings, worries, and frustrations with the principal.



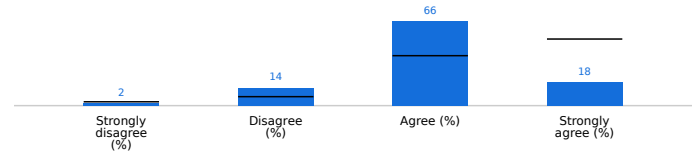
The principal takes a personal interest in the professional development of teachers.



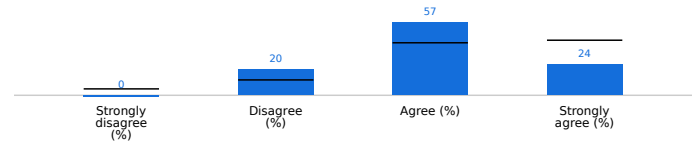
The principal looks out for the personal welfare of the faculty members.



The principal places the needs of children ahead of personal and political interests.



The principal at this school is an effective manager who makes the school run smoothly.




# Academic Press

## Academic Press

Teachers expect students to do their best and to meet academic demands.

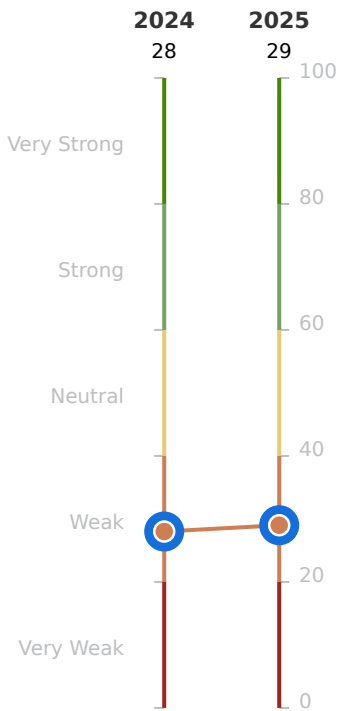
### Essential

 Ambitious Instruction

### Respondent

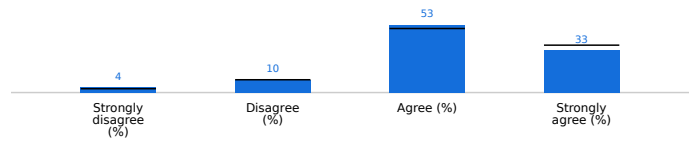
Student

### Performance

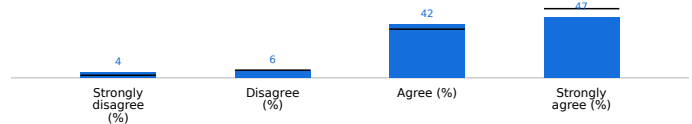


## Students report the following about one specific class:

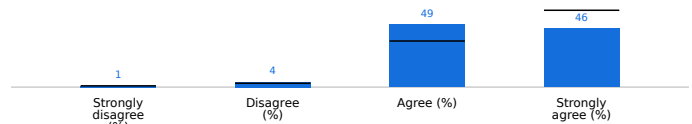
This class really makes me think.



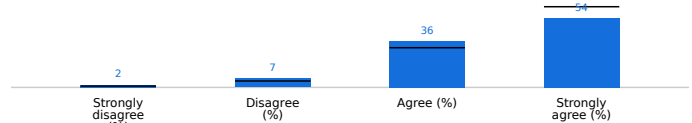
I really learn a lot in this class



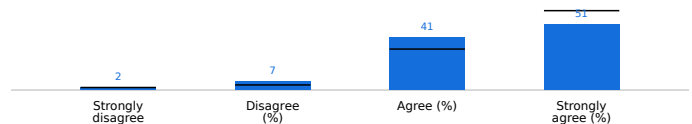
The teacher expects everyone to work hard



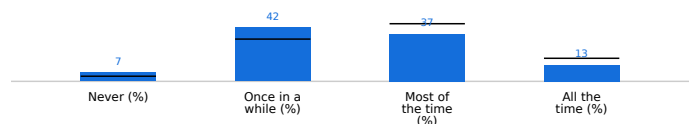
The teacher expects me to do my best all the time



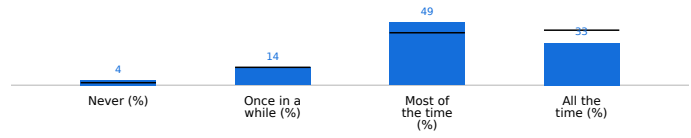
The teacher wants us to become better thinkers, not just memorize things



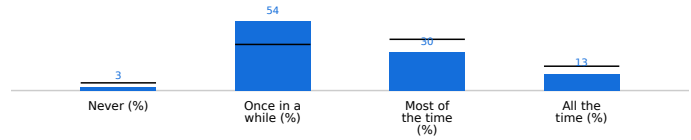
This class challenges me



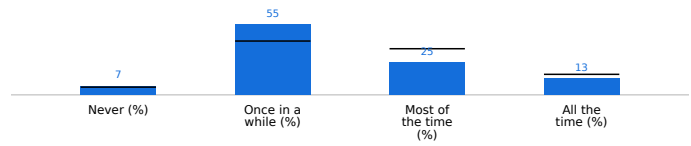
This class requires me to work hard to do well



The teacher asks difficult questions on tests



The teacher asks difficult questions in class



# All Supplemental Measures

How is Churchill Elem School performing on all supplemental measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
33	Reflective Dialogue	N/A	62 <b>Strong</b>	Supplemental Measures	Teacher
34	Rigorous Study Habits	+ 15	57 <b>Neutral</b>	Supplemental Measures	Student
35	Innovation	N/A	50 <b>Neutral</b>	Supplemental Measures	Teacher
36	Socialization of New Teachers	N/A	47 <b>Neutral</b>	Supplemental Measures	Teacher
37	Classroom Disruptions	N/A	46 <b>Neutral</b>	Supplemental Measures	Teacher
38	Student Responsibility	N/A	43 <b>Neutral</b>	Supplemental Measures	Teacher
39	Student Peer Relationships	+ 4	42 <b>Neutral</b>	Supplemental Measures	Student
40	Academic Engagement	+ 0	41 <b>Neutral</b>	Supplemental Measures	Student
41	Teacher Safety	N/A	35 <b>Weak</b>	Supplemental Measures	Teacher
42	Classroom Rigor	+ 2	30 <b>Weak</b>	Supplemental Measures	Student
43	Course Clarity	N/A	Low Resp Or N/A	Supplemental Measures	Student
44	Human & Social Resources in the Community	N/A	Low Resp Or N/A	Supplemental Measures	Student
45	Inquiry-Based Science Instruction	N/A	Low Resp Or N/A	Supplemental Measures	Student
46	Parent Supportiveness	N/A	Low Resp Or N/A	Supplemental Measures	Student

# Reflective Dialogue

## Reflective Dialogue

Teachers frequently talk with each other about curriculum, instruction, and student learning.

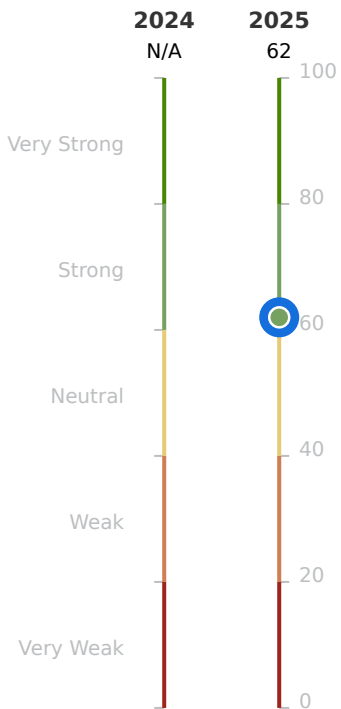
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report having conversations with colleagues about:

Instruction in the teachers' lounge, faculty meetings, etc.



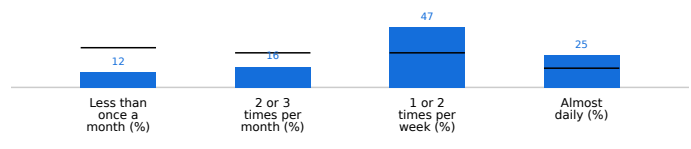
Student work



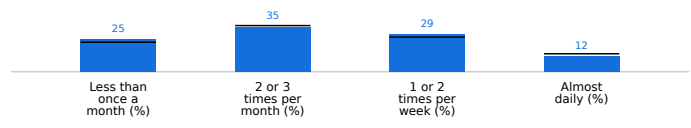
What helps students learn the best



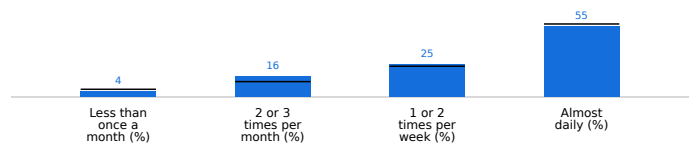
The development of new curriculum



The goals of this school.



Managing classroom behavior



# Rigorous Study Habits

## Rigorous Study Habits

Students set aside time for schoolwork and give priority to studying.

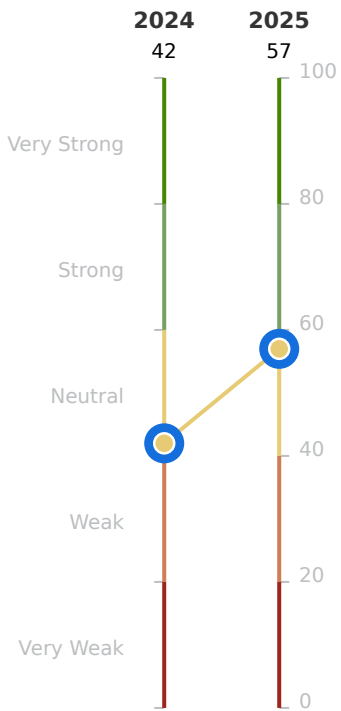
### Essential

Supplemental Measures

### Respondent

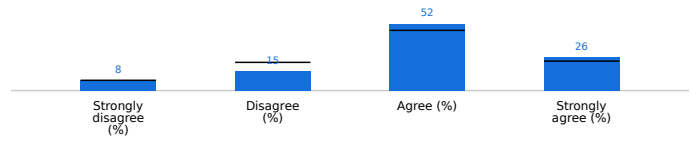
Student

### Performance

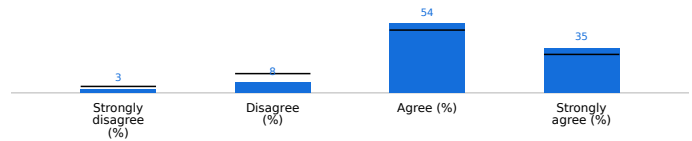


## Students report that:

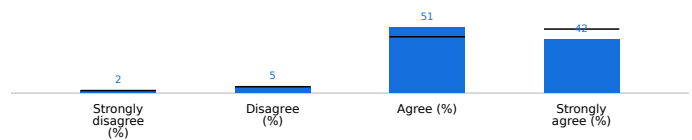
I always study for tests.



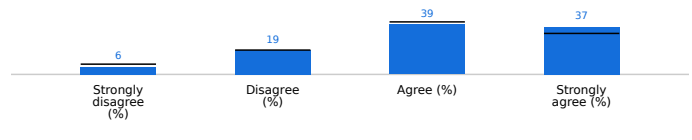
I set aside time to do my homework and study.



I try to do well on my schoolwork even when it isn't interesting to me.



If I need to study, I don't go out with my friends.



# Innovation

## Innovation

Teachers have a strong orientation toward improvement and a willingness to be a part of an active learning environment.

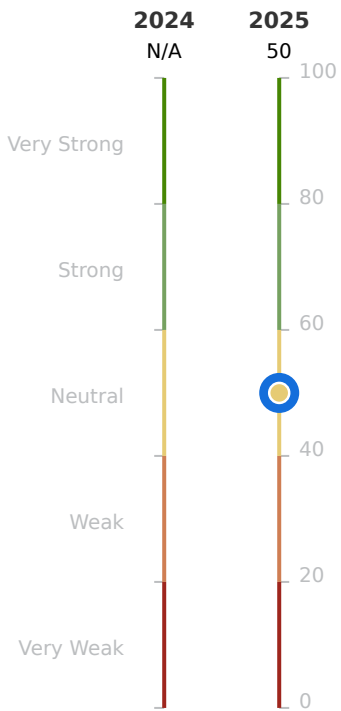
### Essential

Supplemental Measures

### Respondent

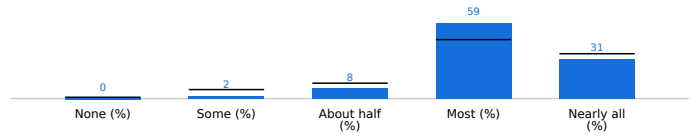
Teacher

### Performance

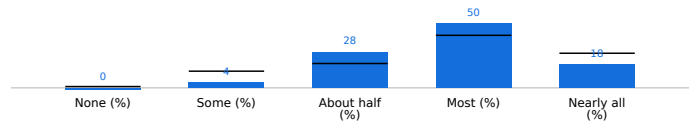


### Teachers report that:

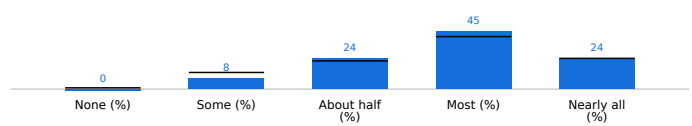
Teachers are really trying to improve their teaching.



Teachers are willing to take risks to make the school better.



Teachers are eager to try new ideas.



# Socialization of New Teachers

## Socialization of New Teachers

New teachers are included in the professional community and are given helpful feedback on their instructional practices.

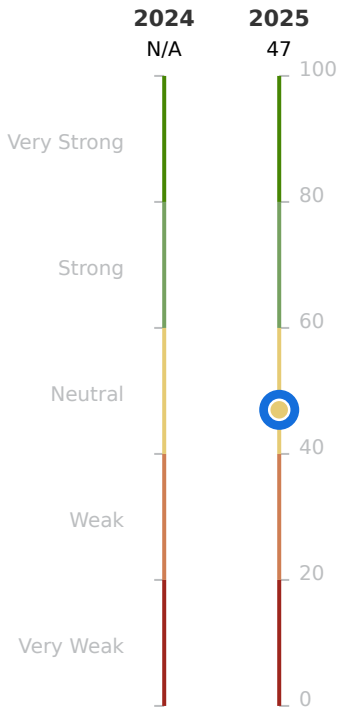
### Essential

Supplemental Measures

### Respondent

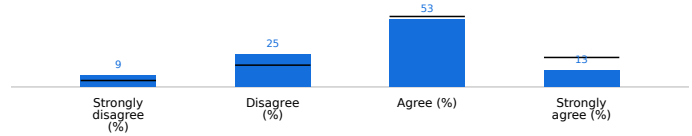
Teacher

### Performance

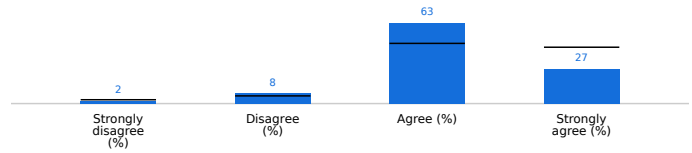


## Teachers report the following:

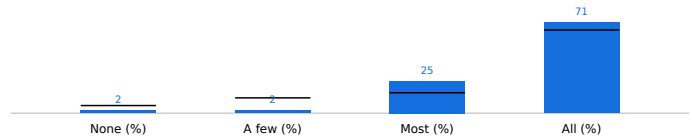
Experienced teachers invite new teachers into their classes to observe, give feedback, etc.



A conscious effort is made by faculty to make new teachers feel welcome here.



How many teachers are assigned a mentor teacher when they first begin working at this school?



# Classroom Disruptions

## Classroom Disruptions

Teachers report on the degree to which other students disrupt their learning.

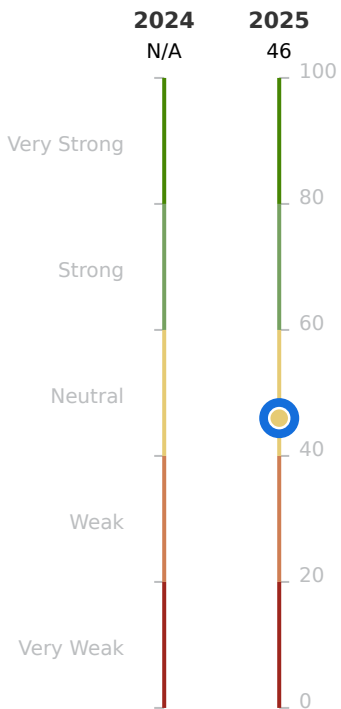
### Essential

Supplemental Measures

### Respondent

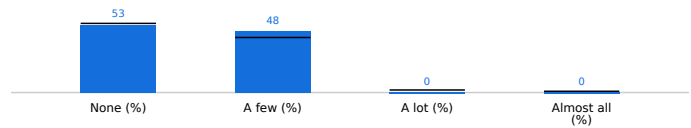
Teacher

### Performance

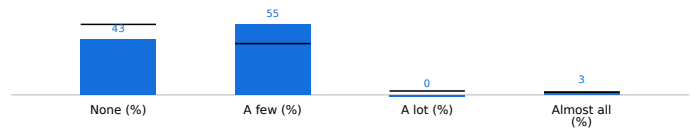


## Teachers report that students in their classrooms:

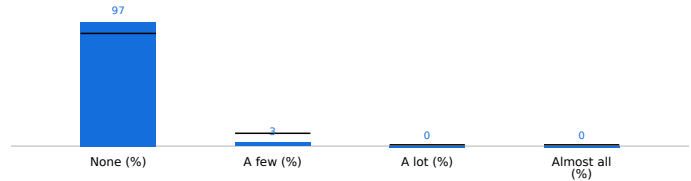
Refuse to respond when addressed?



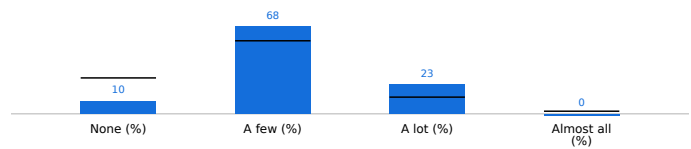
Use inappropriate language during class?



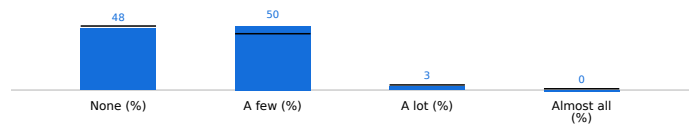
Threaten you verbally?



Do off-task things (e.g., play games, text, talk on cell phone) during instructional time?



Create serious behavior problems in your class?



# Student Responsibility

## Student Responsibility

Students are active participants in their own learning and regularly attend class prepared to learn.

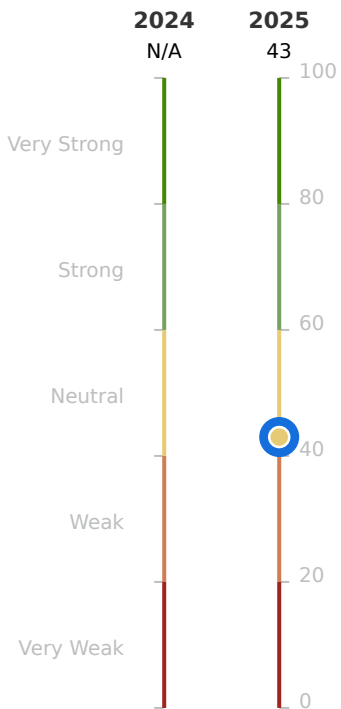
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance

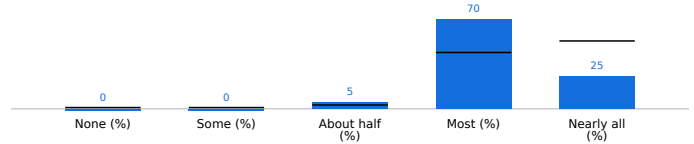


## Teachers report that their students:

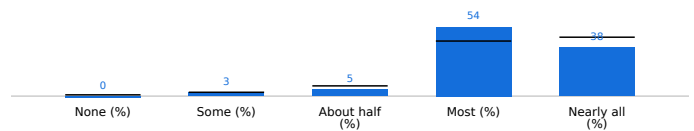
Come to class on time?



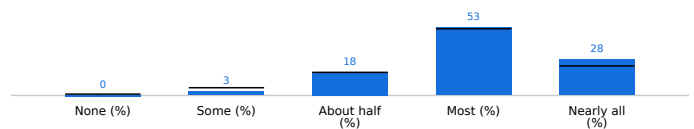
Attend class regularly?



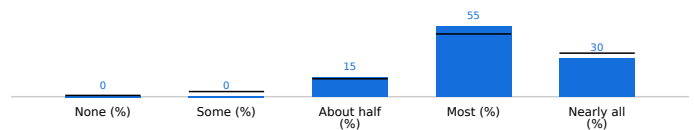
Come to class prepared with the appropriate supplies and books?



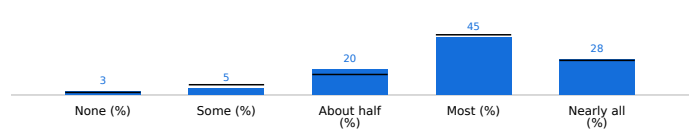
Regularly pay attention in class?



Actively participate in class activities?



Always turn in their homework?



# Student Peer Relationships

## Student Peer Relationships

Students treat each other with respect, work well together, and help each other learn.

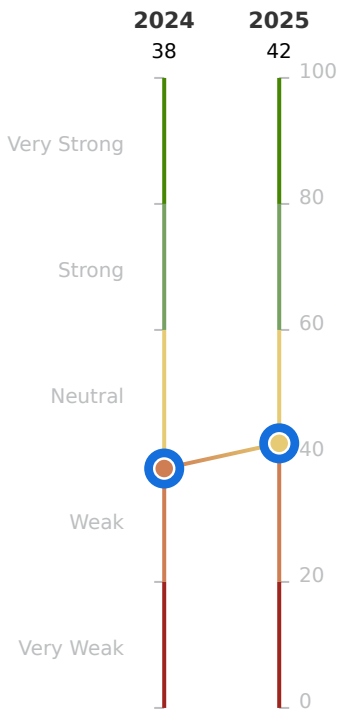
### Essential

Supplemental Measures

### Respondent

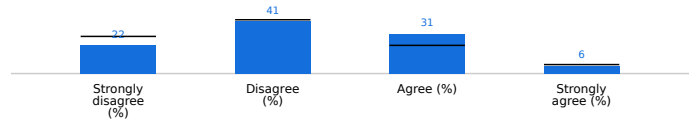
Student

### Performance

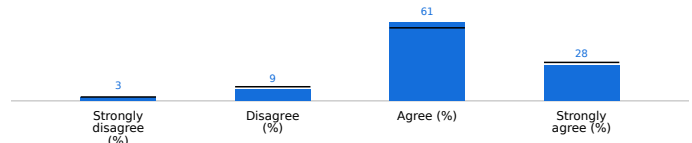


## Students report that their school peers:

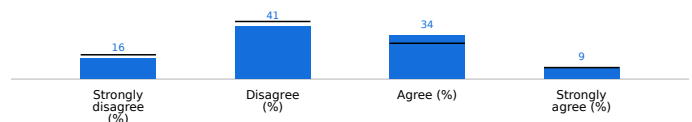
Like to put others down.



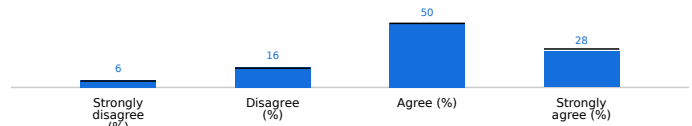
Help each other learn.



Don't get along together very well.



Treat each other with respect.



# Academic Engagement

## Academic Engagement

Students are interested and engaged in learning.

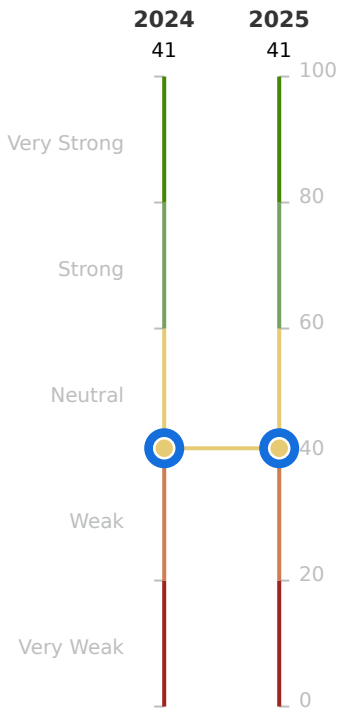
### Essential

Supplemental Measures

### Respondent

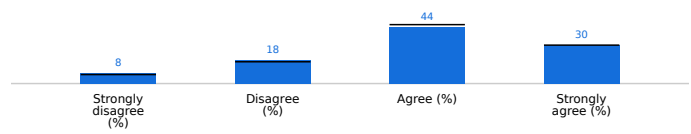
Student

### Performance

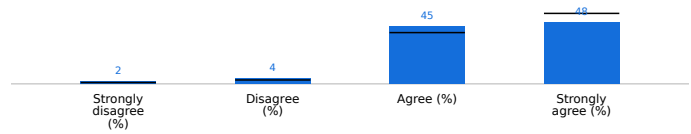


### Students report:

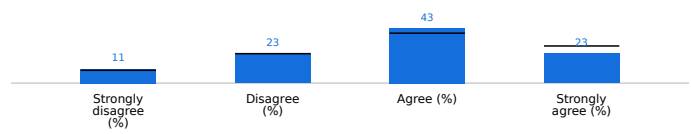
I usually look forward to this class.



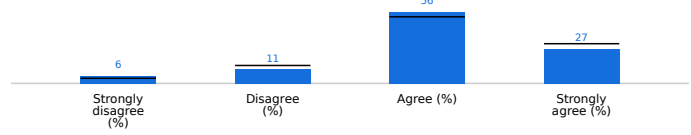
I work hard to do my best in this class.



Sometimes I get so interested in my work I don't want to stop.



The topics we are studying are interesting and challenging.



# Teacher Safety

## Teacher Safety

Teachers report little or no disorder in the hallways, physical conflict among students, vandalism, robbery or theft, and threats of violence against teachers.

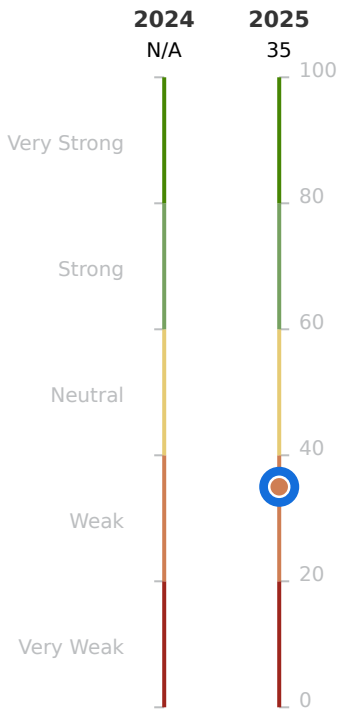
### Essential

Supplemental Measures

### Respondent

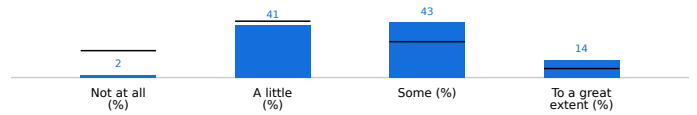
Teacher

### Performance

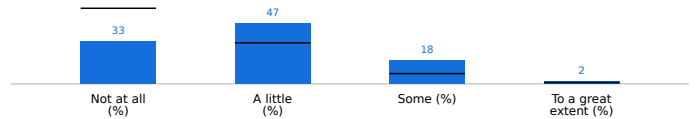


## Teachers report how much each of the following is a problem:

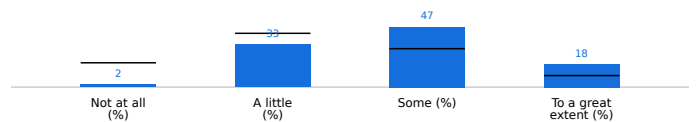
### Physical conflicts among students



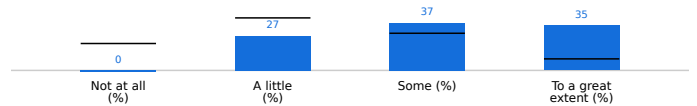
### Robbery or theft



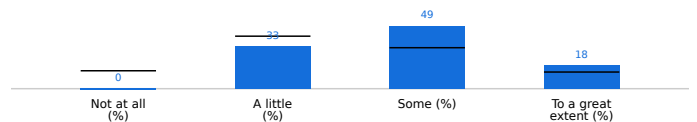
### Disorder in classrooms



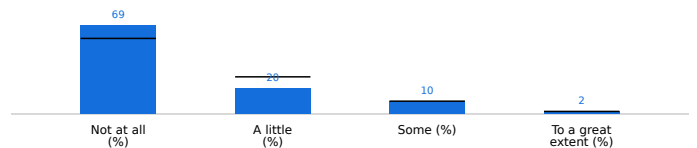
### Disorder in hallways



### Student disrespect of teachers



### Threats of violence toward teachers



# Classroom Rigor

## Classroom Rigor

Teachers encourage all students to make connections and seek multiple perspectives through their coursework.

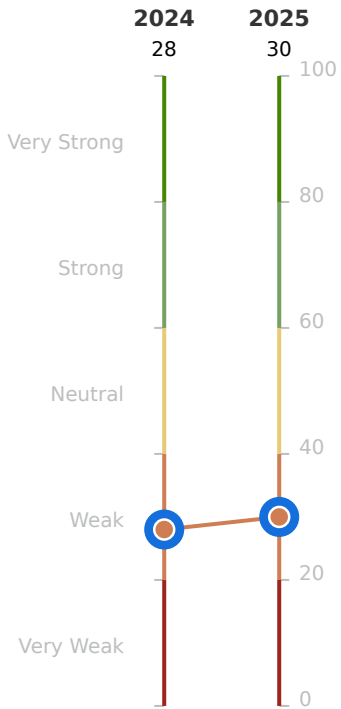
### Essential

Supplemental Measures

### Respondent

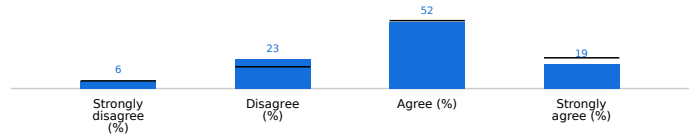
Student

### Performance

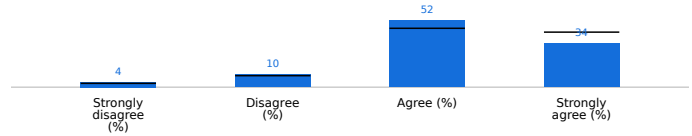


## Students report that the teacher in their target class:

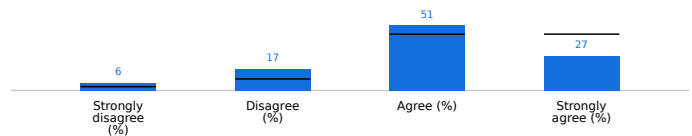
Often connects what I am learning to life outside of the classroom.



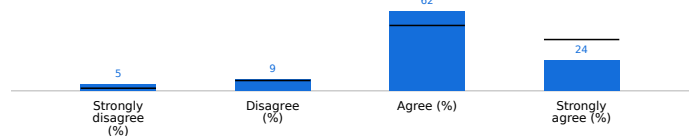
Encourages students to share their ideas about things we are studying in class.



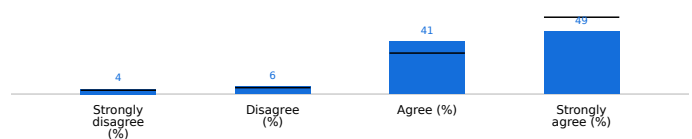
Often requires me to explain my answers.



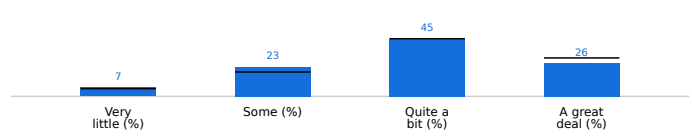
Encourages us to consider different solutions or points of view.



Doesn't let students give up when the work gets hard.



We talk about different solutions or points of view.



# Course Clarity

## Course Clarity

Students are provided clear learning goals and instruction that supports achievement.

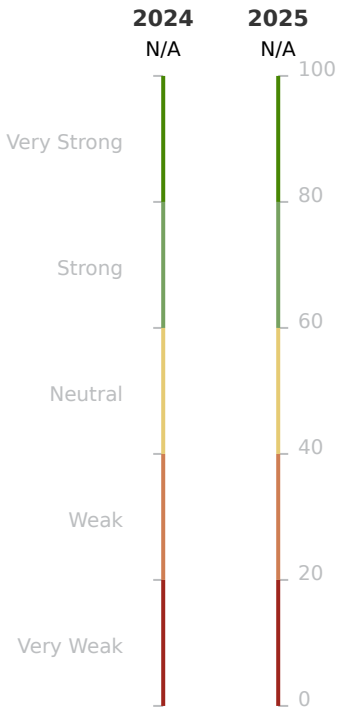
### Essential

Supplemental Measures

### Respondent

Student

### Performance

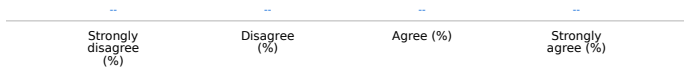


## Students report the following about one specific class:

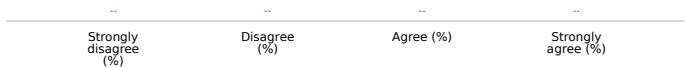
I learn a lot from feedback on my work.



It's clear to me what I need to do to get a good grade.



The work we do in class is good preparation for the test.



The homework assignments help me to learn the course material.



I know what my teacher wants me to learn in this class.



# Human & Social Resources in the Community

## Human & Social Resources in the Community

Students come from communities where there are adults they can trust who provide a safe environment.

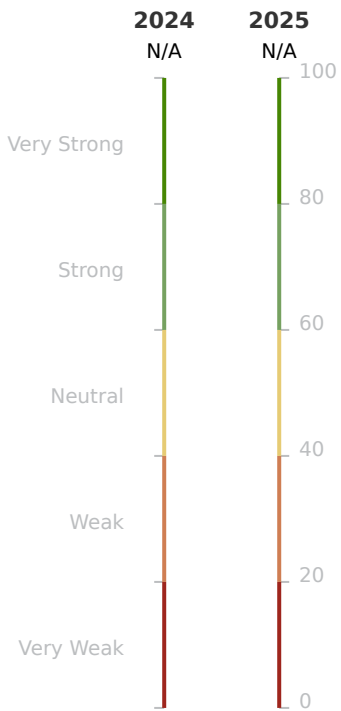
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their community:

Adults in this neighborhood know who the local children are.



During the day, it is safe for children to play in the local park or playground.



People in this neighborhood can be trusted.



There are adults in this neighborhood that children can look up to.



The equipment and buildings in the neighborhood, park, or playground are well kept.



# Inquiry-Based Science Instruction

## Inquiry-Based Science Instruction

Students conduct scientific investigations, including generating and testing hypotheses, writing lab reports and using laboratory equipment.

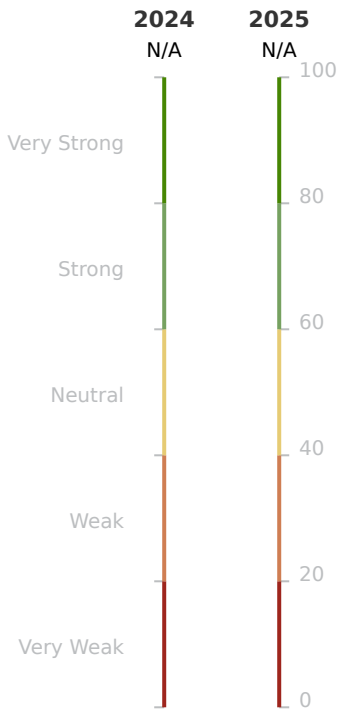
### Essential

Supplemental Measures

### Respondent

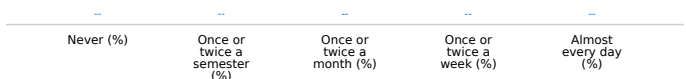
Student

### Performance

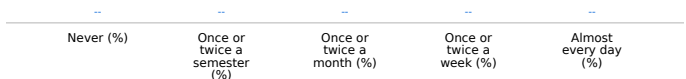


## Students report doing the following in science class:

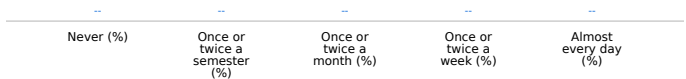
Use laboratory equipment or specimens.



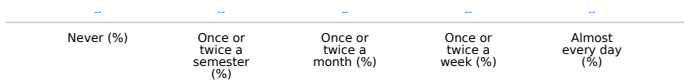
Write lab reports.



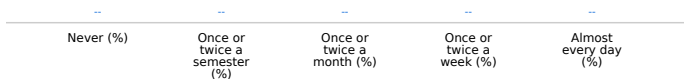
Generate your own hypotheses.



Use evidence/data to support an argument or hypothesis.



Find information from graphs and tables.



# Parent Supportiveness

## Parent Supportiveness

Parents support their children emotionally and developmentally.

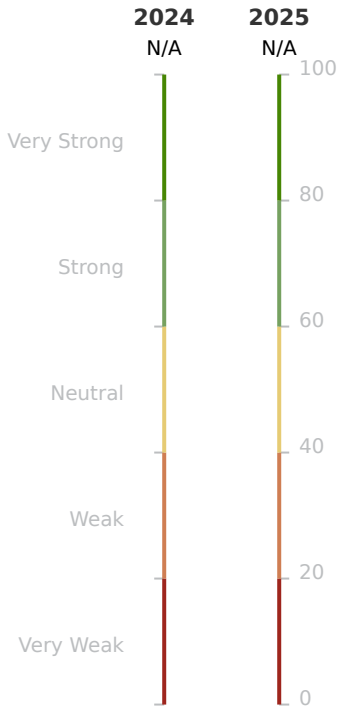
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their parents. My parents:

Encourage you to work hard at school.



Listen to you when you need to talk.

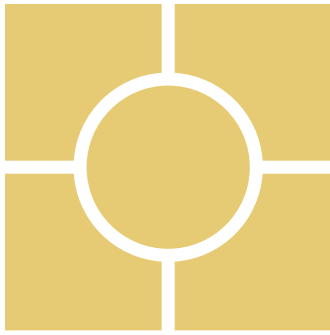


Show they are proud of you.



Take time to help you make decisions.





# Forest Glen Elem School

## 2025 5Essentials Report

The 5Essentials School Reports for the State of Illinois are derived from 20 years of research on improving schools. The raw data for these reports are based on a comprehensive core of more than 80 student and 150 teacher questions compiled into 22 measures of school climate and practice and formed into five essentials. As measured by the Illinois 5Essentials Survey, those five essentials are leading indicators of school improvement. The power of 5Essentials comes from their prediction of school success, the intuitiveness of the overall framework components (Instruction, Environment, Leaders, Teachers, and Families), and the reliability of the survey measures.

As detailed in the seminal book, *Organizing Schools for Improvement: Lessons from Chicago*, UEI researchers determined that there are five essential supports for school success. These “5Essentials” detail the perspectives and processes central to the delivery and support of student learning.

The 5Essentials framework as measured by our survey instruments is a leading indicator of school performance now and predictive of the future. Data from over 650 schools (elementary and high schools) have found our survey measures to predict many aspects of student and school success, before and after controlling for school type, demographic composition, test scores, and socio-economic status. Our principal indication of the power of the 5Essentials is that University of Chicago analysis of two natural experiments spanning a total of 15 years each found that they mattered considerably: Schools strong in 3-5 Essentials were 10 times more likely to improve student learning substantially compared to schools weak in 3-5 Essentials. This evidence came from over 400 elementary schools representing the best and worst in Illinois. Following those natural experiments, we have found our survey measures reliably predict school success on a variety of outcomes for both high school and elementary schools, including:

- ITBS improvement
- ISAT value-add
- EXPLORE to ACT gains
- EXPLORE to PLAN gains
- PLAN to ACT gains
- Attendance rates
- College enrollment
- High school graduation
- Freshman grades
- Teacher mobility
- Grades in college-preparatory classes

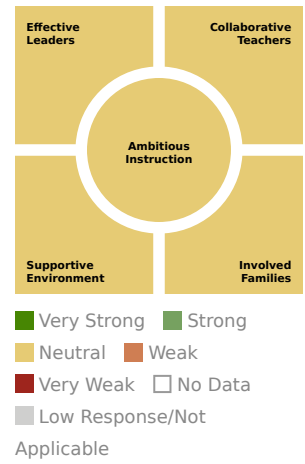
#### References:

(Bryk, et al. 2010)(Selected by Education Next as one of the best education books of the decade: <http://educationnext.org/the-best-books-of-the-past-decade-according-to-ed-next-readers/>)  
(Bryk, et al. 2010); (Easton, Ponisciak and Luppescu 2008); (Easton, Ponisciak and Luppescu 2008); (Allensworth, Correa and Ponisciak 2008); (Bryk, et al. 2010); (Roderick, Nagaoka, et al. 2008); (Allensworth and Easton 2007); (Allensworth, Ponisciak and Mazzeo 2009); (Allensworth, Nomi, et al. 2009); (Montgomery, Allensworth and Correa 2010)

## Table of Contents: Full Report

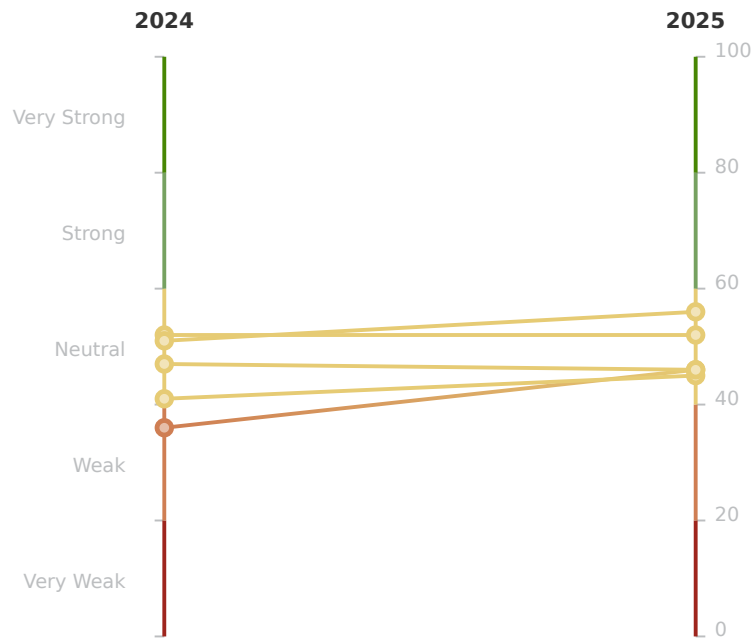
Overall	2
Supportive Environment	3
Involved Families	4
Ambitious Instruction	5
Collaborative Teachers	6
Effective Leaders	7
5Essentials Measures Table	8
5Essentials Measure Pages	9–31
Supplemental Measures Table	32
Supplemental Measure Pages	33–46

Overall, Forest Glen Elem School is **moderately organized** for improvement.



## The 5Essentials

How is Forest Glen Elem School performing on each of the 5Essentials in 2025?



Essentials	Performance Across Years		
	2024	2025	
Supportive Environment	51	56	Neutral
Involved Families	52	52	Neutral
Ambitious Instruction	36	46	Neutral
Collaborative Teachers	47	46	Neutral
Effective Leaders	41	45	Neutral

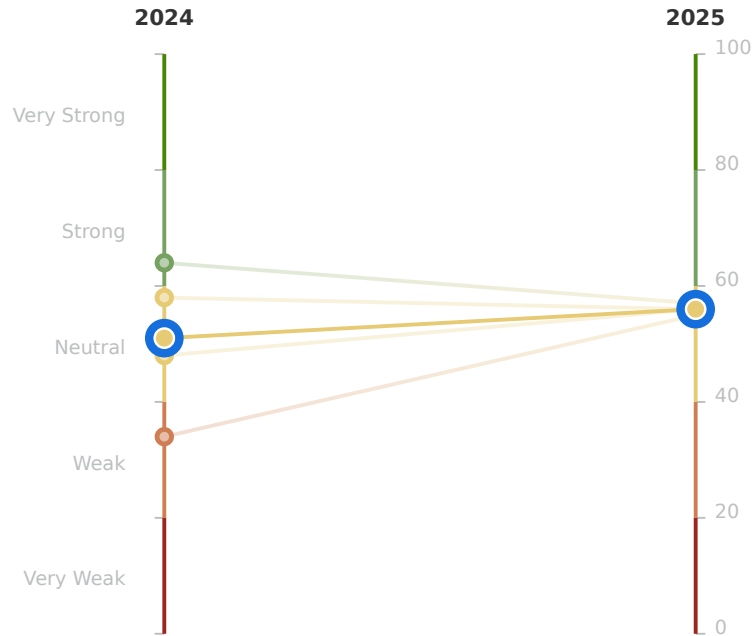
# Supportive Environment

## How is Forest Glen Elem School performing on Supportive Environment?

In schools with a Supportive Environment, the school is safe, demanding, and supportive. In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- all students value hard work, and
- teachers push all students toward high academic performance.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Safety	64	57	Student
Peer Support for Academic Work	58	56	Student
Student-Teacher Trust	48	56	Student
Academic Personalism	34	55	Student

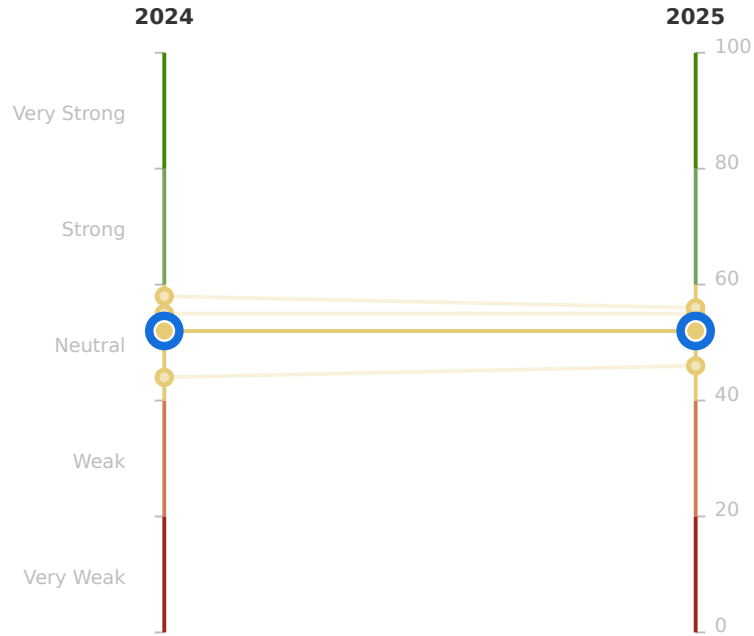
# Involved Families

## How is Forest Glen Elem School performing on Involved Families?

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Teacher-Parent Trust	58	56	Teacher
Parent Involvement in School	55	55	Teacher
Parent Influence on Decision Making in Schools	44	46	Teacher

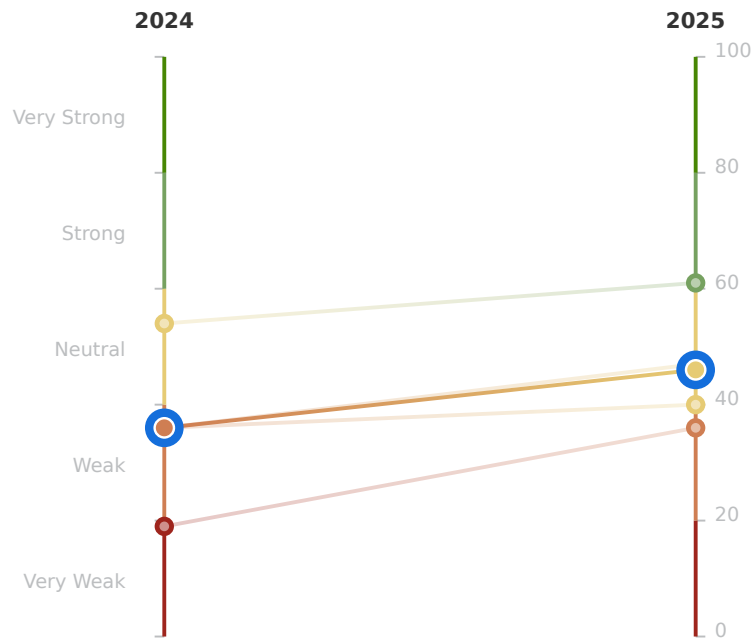
# Ambitious Instruction

## How is Forest Glen Elem School performing on Ambitious Instruction?

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning. It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Quality of Student Discussion	54	61	Teacher
Academic Press	36	47	Student
Math Instruction	36	40	Student
English Instruction	19	36	Student

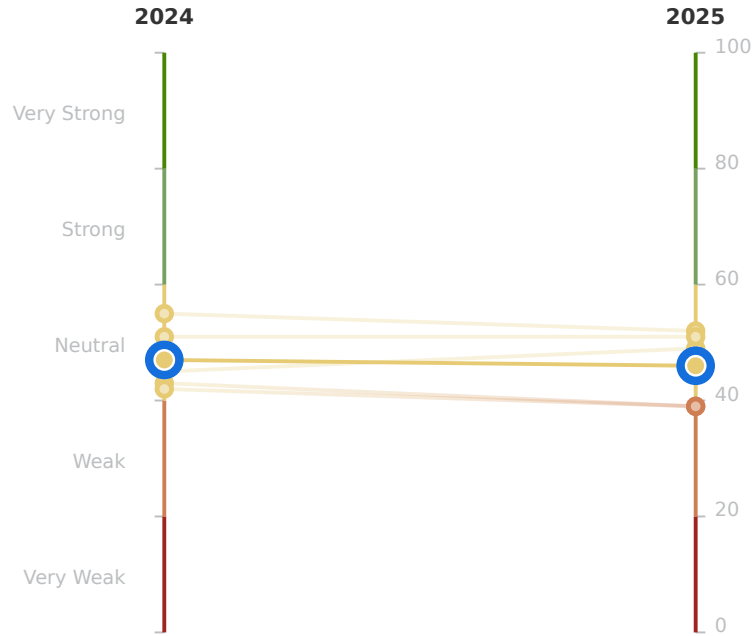
# Collaborative Teachers

## How is Forest Glen Elem School performing on Collaborative Teachers?

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
School Commitment	55	52	Teacher
Teacher-Teacher Trust	51	51	Teacher
Collaborative Practices	45	49	Teacher
Collective Responsibility	43	39	Teacher
Quality Professional Development	42	39	Teacher

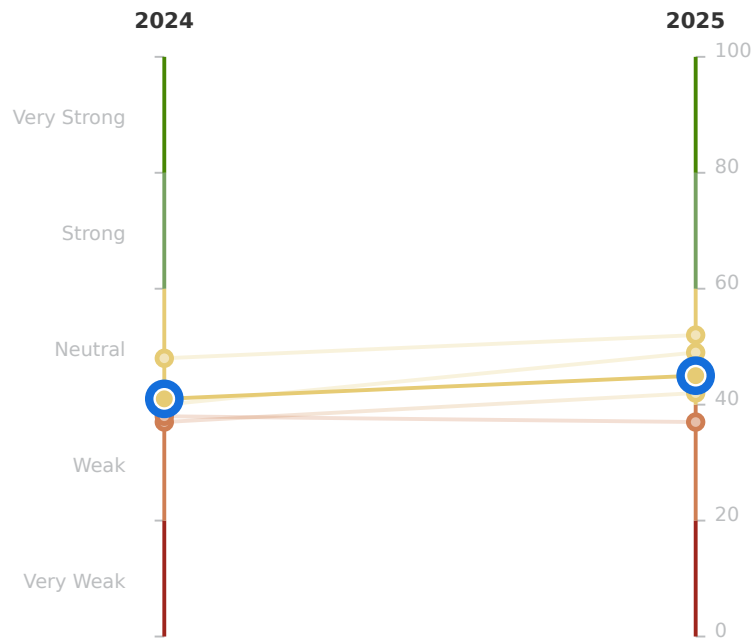
# Effective Leaders

## How is Forest Glen Elem School performing on Effective Leaders?

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement. Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).





















### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Teacher-Principal Trust	48	52	Teacher
Program Coherence	40	49	Teacher
Instructional Leadership	37	42	Teacher
Teacher Influence	38	37	Teacher

# All 5Essentials Measures

How is Forest Glen Elem School performing on all 5Essentials measures in 2025?


Page	Measure	Change	Performance	Essential	Respondent
9	Quality of Student Discussion	+ 7	61 <b>Strong</b>	 Ambitious Instruction	Teacher
10	Safety	- 7	57 <b>Neutral</b>	 Supportive Environment	Student
11	Peer Support for Academic Work	- 2	56 <b>Neutral</b>	 Supportive Environment	Student
12	Student-Teacher Trust	+ 8	56 <b>Neutral</b>	 Supportive Environment	Student
13	Teacher-Parent Trust	- 2	56 <b>Neutral</b>	 Involved Families	Teacher
14	Academic Personalism	+ 21	55 <b>Neutral</b>	 Supportive Environment	Student
15	Parent Involvement in School	+ 0	55 <b>Neutral</b>	 Involved Families	Teacher
16	School Commitment	- 3	52 <b>Neutral</b>	 Collaborative Teachers	Teacher
17	Teacher-Principal Trust	+ 4	52 <b>Neutral</b>	 Effective Leaders	Teacher
19	Teacher-Teacher Trust	+ 0	51 <b>Neutral</b>	 Collaborative Teachers	Teacher
20	Collaborative Practices	+ 4	49 <b>Neutral</b>	 Collaborative Teachers	Teacher
21	Program Coherence	+ 9	49 <b>Neutral</b>	 Effective Leaders	Teacher
22	Academic Press	+ 11	47 <b>Neutral</b>	 Ambitious Instruction	Student
24	Parent Influence on Decision Making in Schools	+ 2	46 <b>Neutral</b>	 Involved Families	Teacher
25	Instructional Leadership	+ 5	42 <b>Neutral</b>	 Effective Leaders	Teacher
27	Math Instruction	+ 4	40 <b>Neutral</b>	 Ambitious Instruction	Student
28	Collective Responsibility	- 4	39 <b>Weak</b>	 Collaborative Teachers	Teacher
29	Quality Professional Development	- 3	39 <b>Weak</b>	 Collaborative Teachers	Teacher
30	Teacher Influence	- 1	37 <b>Weak</b>	 Effective Leaders	Teacher
31	English Instruction	+ 17	36 <b>Weak</b>	 Ambitious Instruction	Student

# Quality of Student Discussion

## Quality of Student Discussion

Students participate in classroom discussions that build their critical thinking skills.

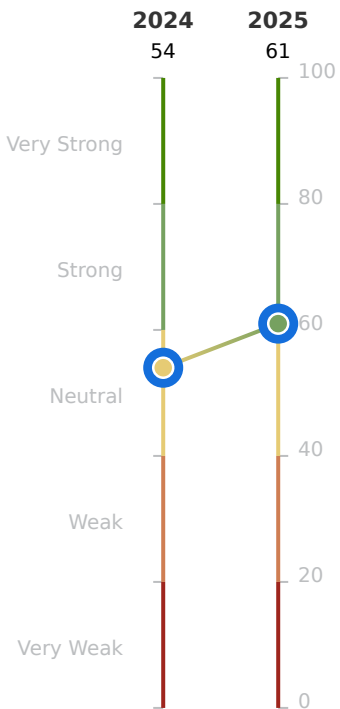
### Essential

 Ambitious Instruction

### Respondent

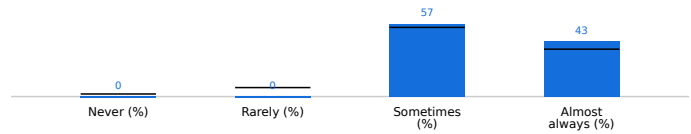
Teacher

### Performance

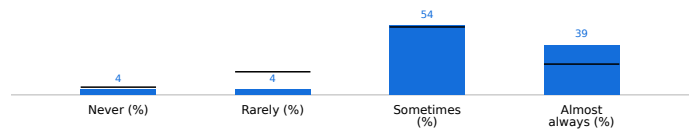


## Teachers report the following about classroom discussions:

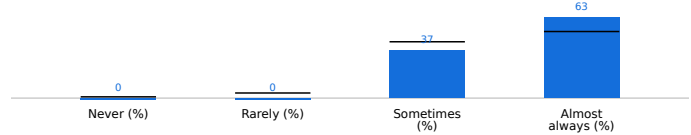
Students build on each other's ideas during discussion.



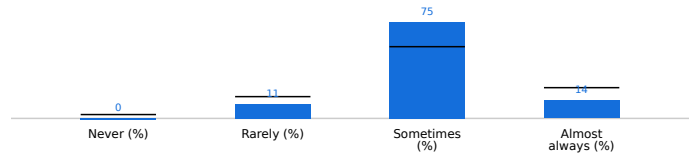
Students use data and text references to support their ideas.



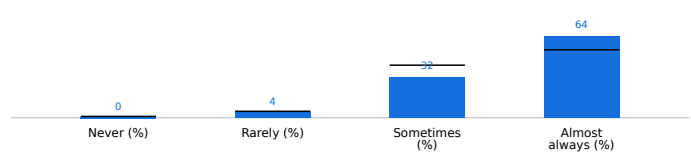
Students show each other respect.



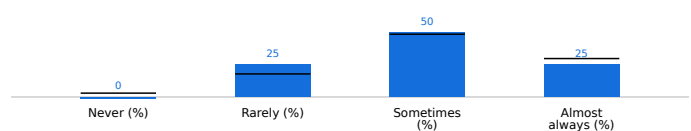
Students provide constructive feedback to their peers and to me.



Most students participate in the discussion at some point.



Students encourage each other to participate in discussion.



# Safety

## Safety

Students feel safe both in and around the school building.

### Essential

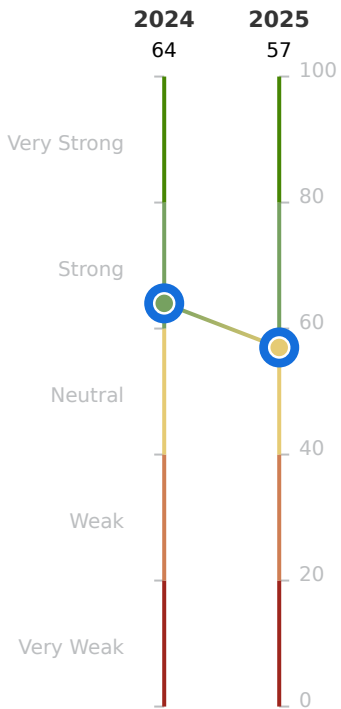


Supportive Environment

### Respondent

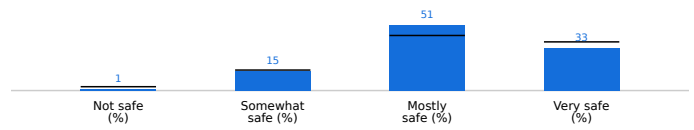
Student

### Performance

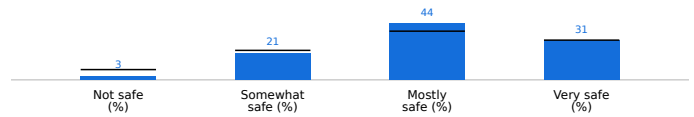


## Students report how safe they feel:

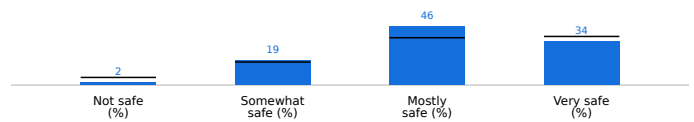
In the hallways of the school?



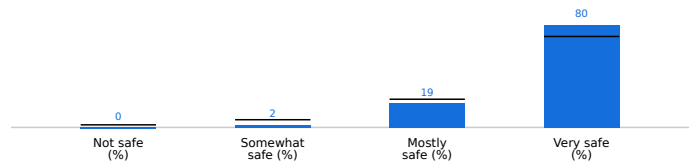
In the bathrooms of the school?



Outside around the school?



In your classes?




# Peer Support for Academic Work

## Peer Support for Academic Work

Students demonstrate behaviors that lead to academic achievement.

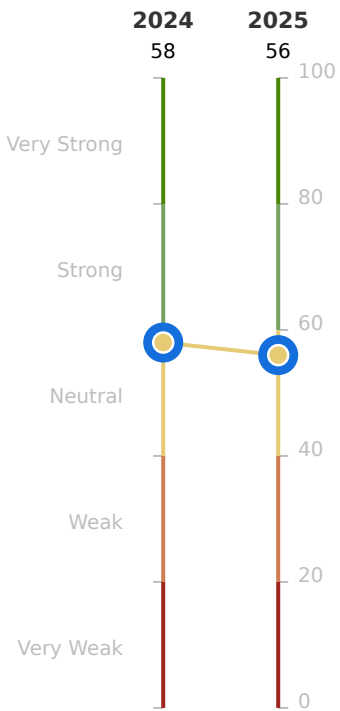
### Essential

 Supportive Environment

### Respondent

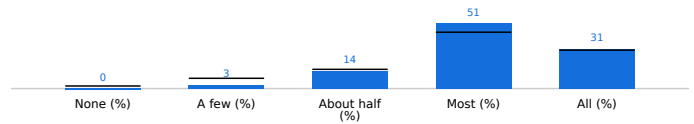
Student

### Performance

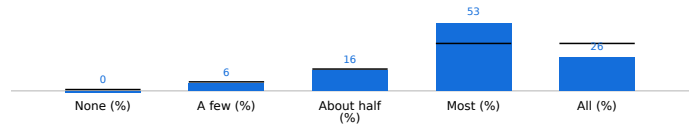


## Students report that their classroom peers:

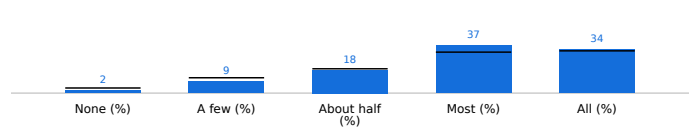
Feel it is important to attend school every day?



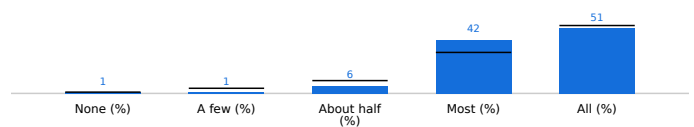
Feel it is important to pay attention in class?



Think doing homework is important?



Try hard to get good grades?



# Student-Teacher Trust

## Student-Teacher Trust

Students and teachers share a high level of mutual trust and respect.

### Essential

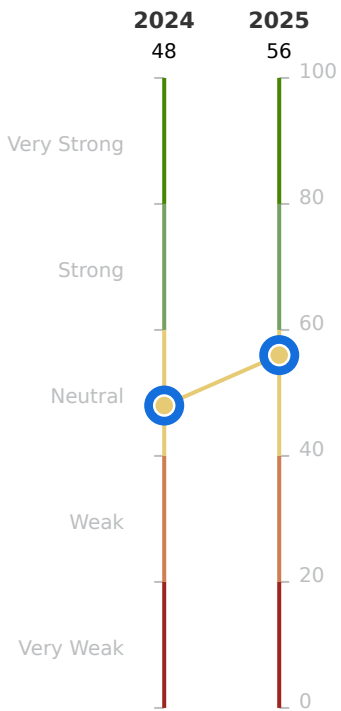


Supportive Environment

### Respondent

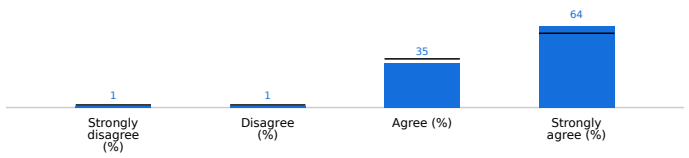
Student

### Performance

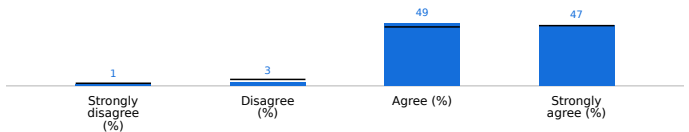


### Students report:

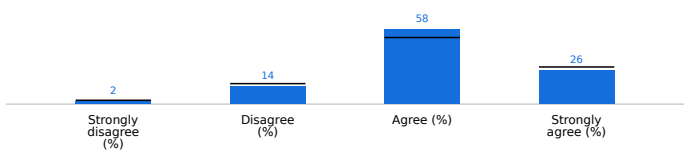
I feel safe with my teachers at this school.



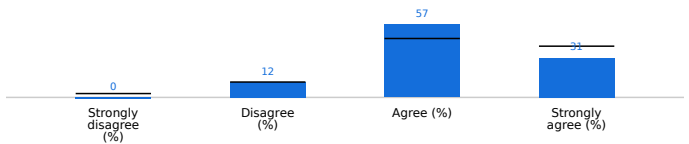
I feel comfortable with my teachers at this school.



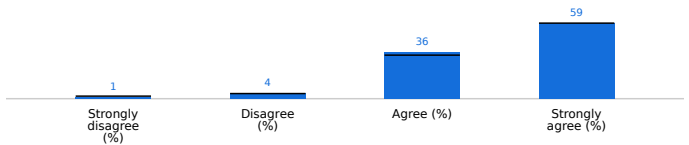
My teachers always keep their promises.



My teachers always listen to students' ideas.



My teachers treat me with respect.

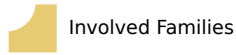


# Teacher-Parent Trust

## Teacher-Parent Trust

Teachers and parents are partners in improving student learning.

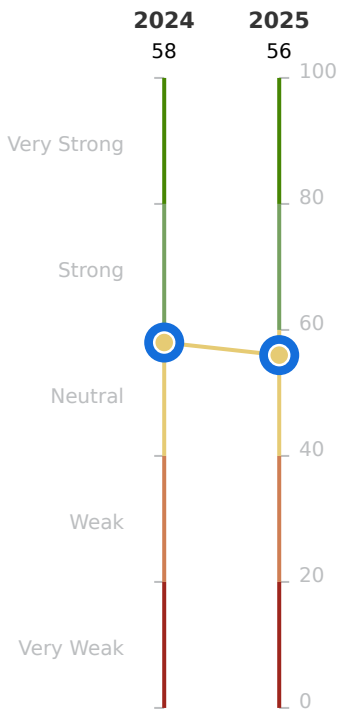
### Essential



### Respondent

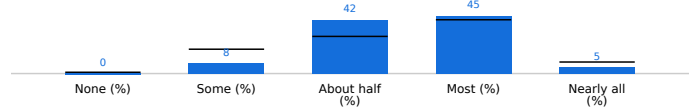
Teacher

### Performance

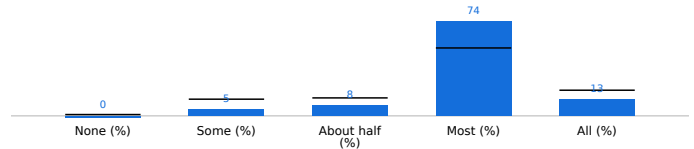


### Teachers report the following:

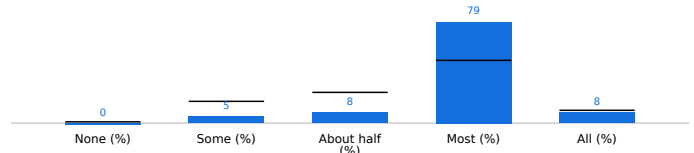
Teachers feel good about parents' support for their work.



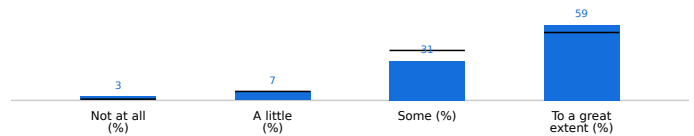
Parents support teachers' teaching efforts.



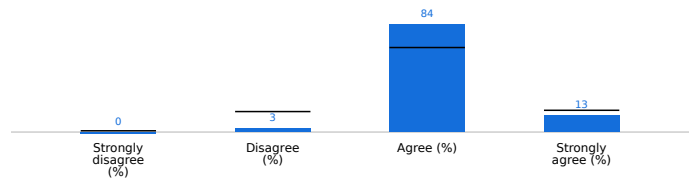
Parents do their best to help their children learn.



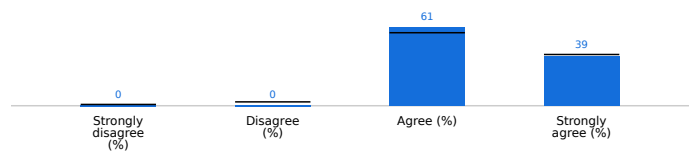
Teachers feel respected by the parents of the students



Teachers and parents at this school think of each other as partners in educating children.



Staff at this school work hard to build trusting relationships with parents.

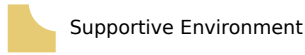


# Academic Personalism

## Academic Personalism

Teachers connect with students in the classroom and support them in achieving academic goals.

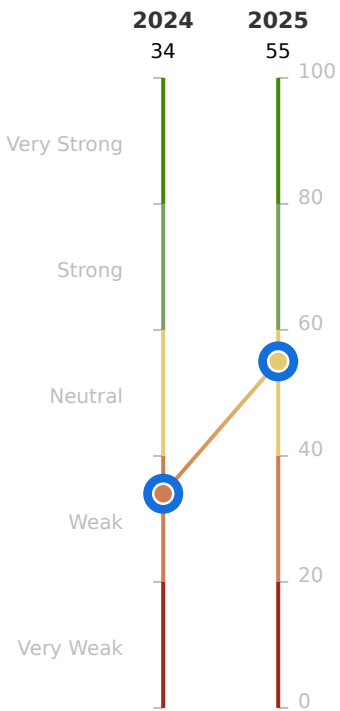
### Essential



### Respondent

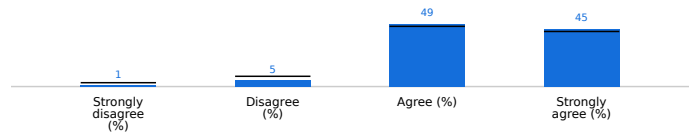
Student

### Performance

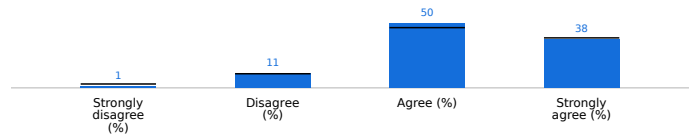


## Students report that their teacher:

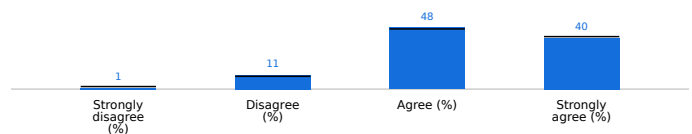
Helps me catch up if I am behind.



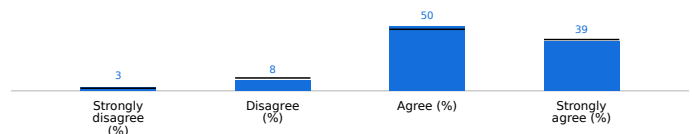
Is willing to give extra help on schoolwork if I need it.



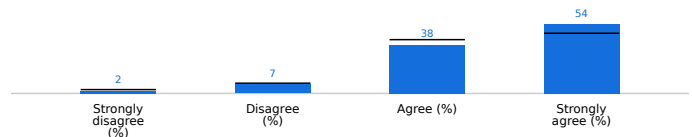
Notifies if I have trouble learning something.



Gives me specific suggestions about how I can improve my work in this class.



Explains things in a different way if I don't understand something in class.

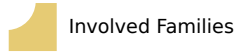


# Parent Involvement in School

## Parent Involvement in School

Parents are active participants in their child's schooling.

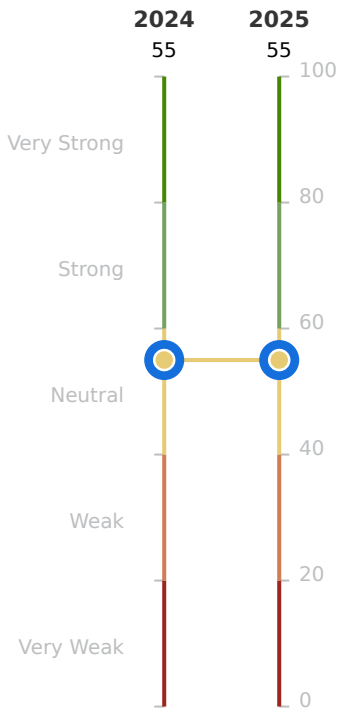
### Essential



### Respondent

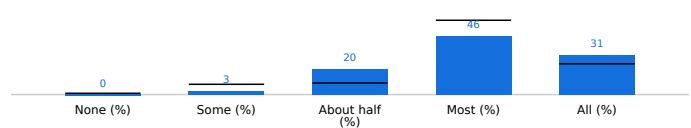
Teacher

### Performance

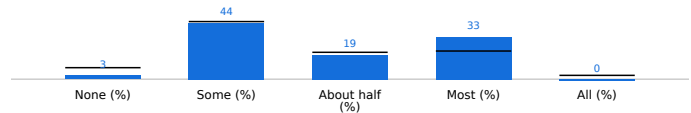


## Teachers report that students' parents:

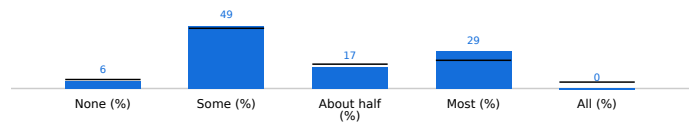
Attended parent-teacher conferences when you requested them.



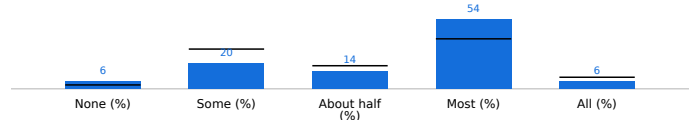
Volunteered time to support the school/center (e.g., volunteer in classrooms, help with school/center-wide events, etc.).



Contacted you about their child's performance.



Responded to your suggestions for helping their child.

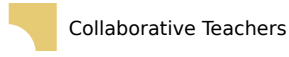


# School Commitment

## School Commitment

Teachers are deeply committed to the school.

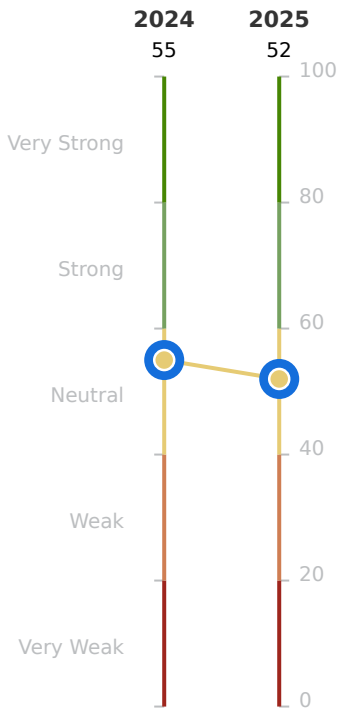
### Essential



### Respondent

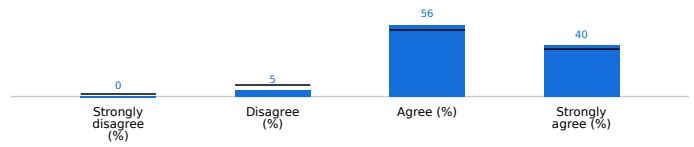
Teacher

### Performance

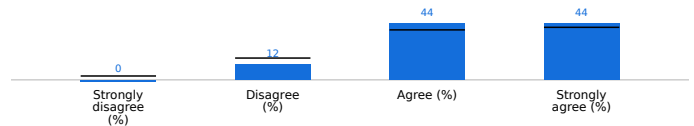


## Teachers report the following:

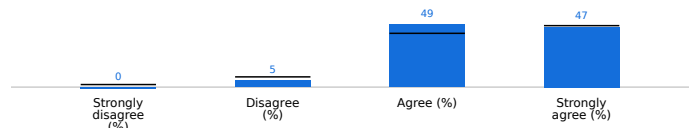
I usually look forward to each working day at this school.



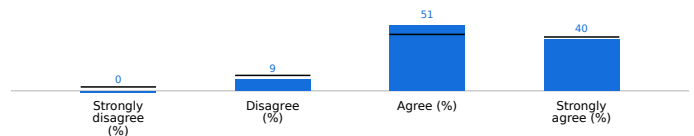
I wouldn't want to work in any other school.



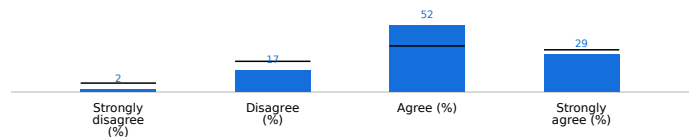
I feel loyal to this school.



I would recommend this school to parents seeking a place for their child.



This school would be my first choice for my own child.




# Teacher-Principal Trust

## Teacher-Principal Trust

Teachers and parents are partners in improving student learning.

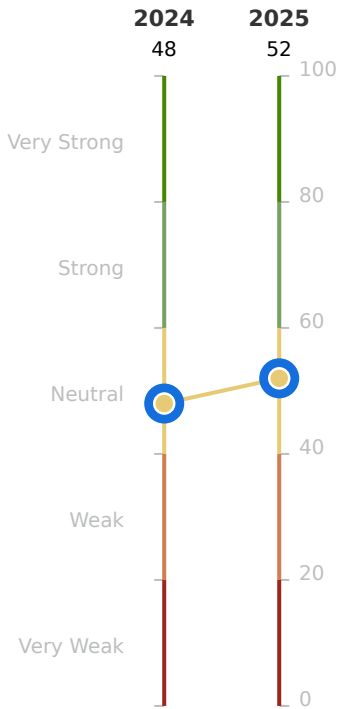
### Essential

 Effective Leaders

### Respondent

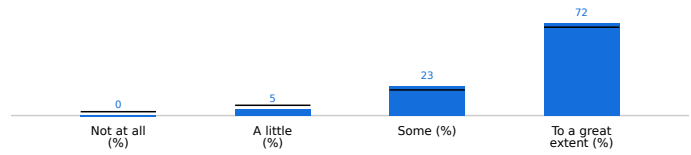
Teacher

### Performance

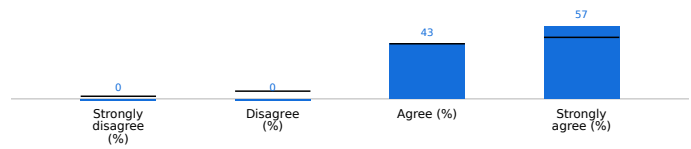


## Teachers report the following:

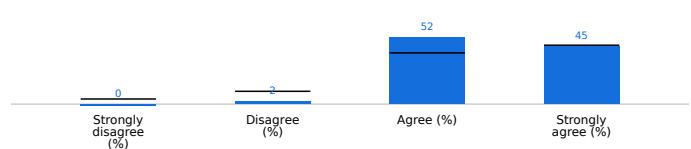
Teachers feel respected by the principal



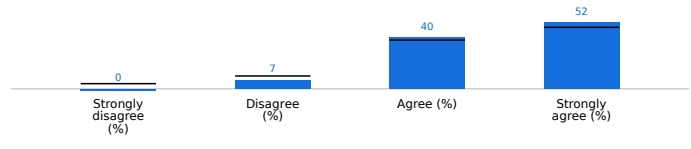
The principal has confidence in the expertise of the teachers.



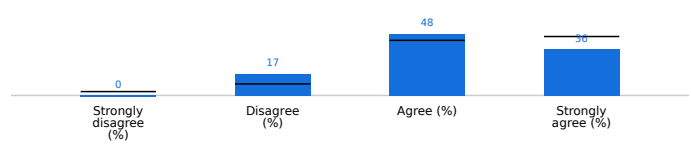
I trust the principal at his or her word.



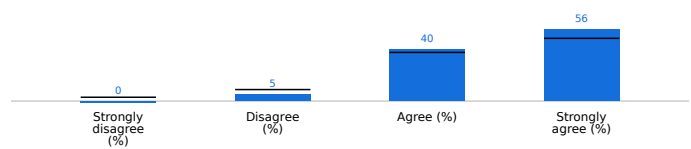
It's OK in this school to discuss feelings, worries, and frustrations with the principal.



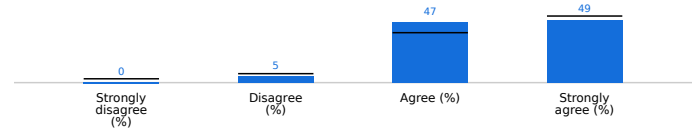
The principal takes a personal interest in the professional development of teachers.



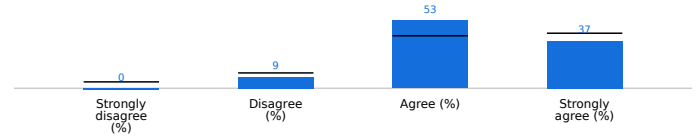
The principal looks out for the personal welfare of the faculty members.



The principal places the needs of children ahead of personal and political interests.



The principal at this school is an effective manager who makes the school run smoothly.




# Teacher-Teacher Trust

## Teacher-Teacher Trust

Teachers are supportive and respectful of one another, personally and professionally.

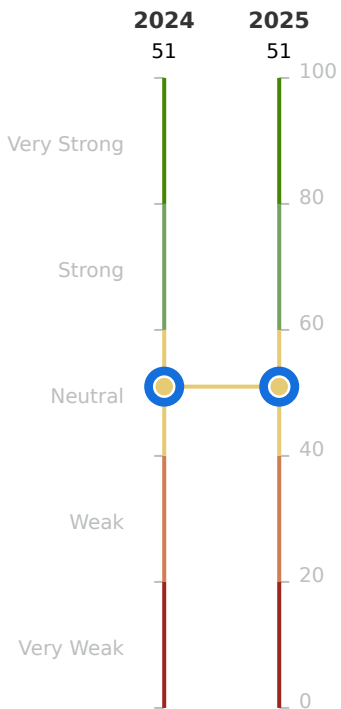
### Essential

 Collaborative Teachers

### Respondent

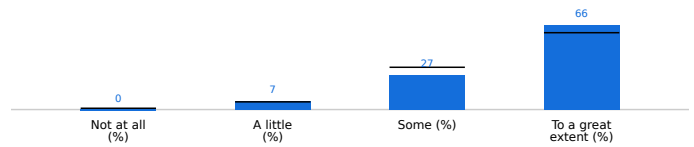
Teacher

### Performance

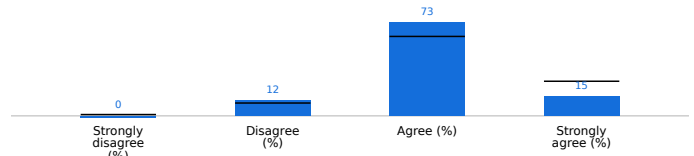


## Teachers report the following:

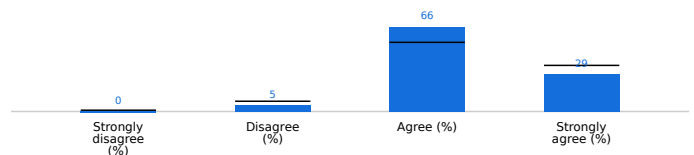
Teachers feel respected by other teachers



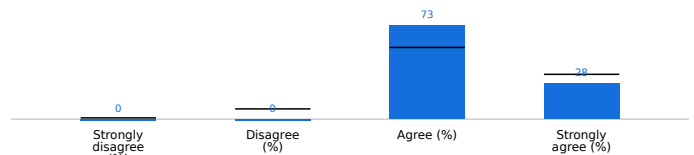
Teachers in this school trust each other.



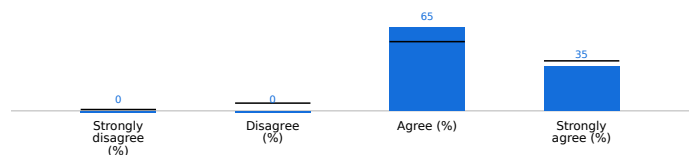
It's OK in this school to discuss feelings, worries, and frustrations with other teachers.



Teachers respect other teachers who take the lead in school improvement efforts.



Teachers at this school respect those colleagues who are experts at their craft.



# Collaborative Practices

## Collaborative Practices

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

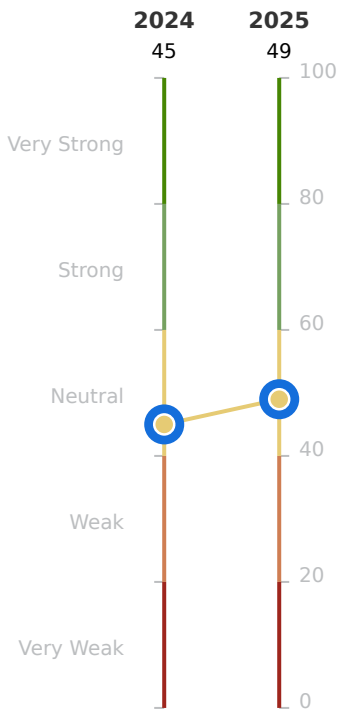
### Essential

Collaborative Teachers

### Respondent

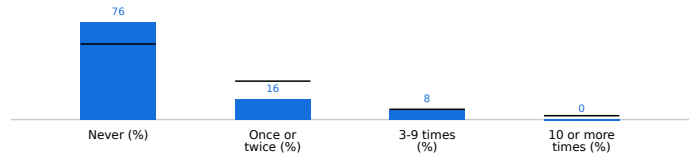
Teacher

### Performance

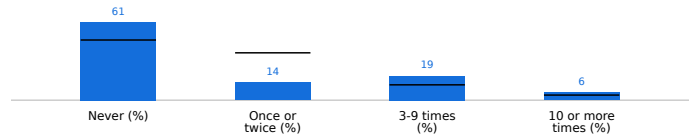


## Teachers report how often they have done the following:

Observed another teacher's classroom to offer feedback.



Observed another teacher's classroom to get ideas for your own instruction.



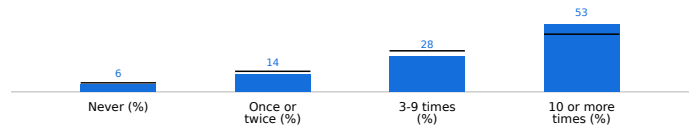
Gone over student assessment data with other teachers to make instructional decisions.



Worked with other teachers to develop materials or activities for particular classes.



Worked on instructional strategies with other teachers.



# Program Coherence

## Program Coherence

School programs are coordinated and consistent with its goals for student learning.

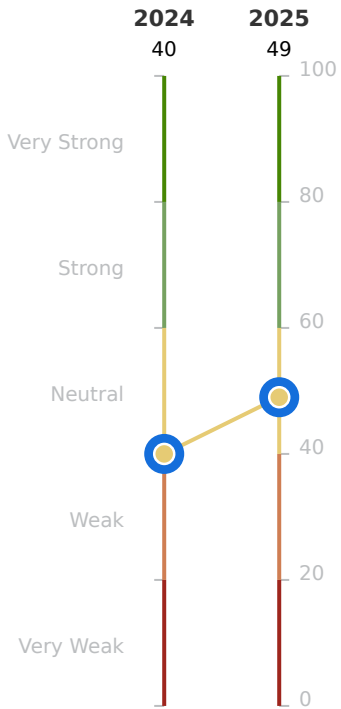
### Essential

 Effective Leaders

### Respondent

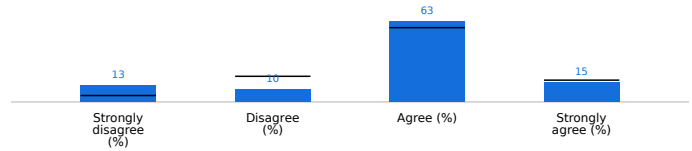
Teacher

### Performance

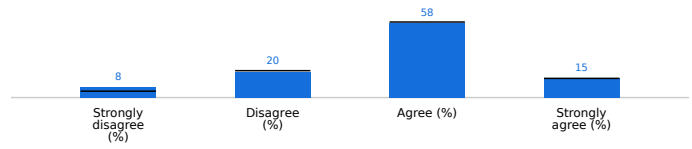


### Teachers report the following:

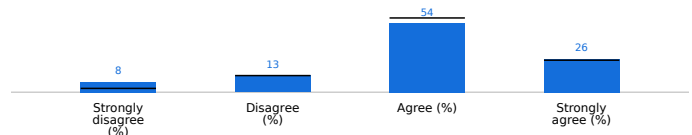
Once we start a new program in this school, we follow up to make sure that it's working.



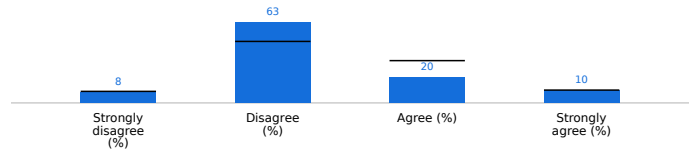
Curriculum, instruction, and learning materials are well coordinated across different grade levels at this school.



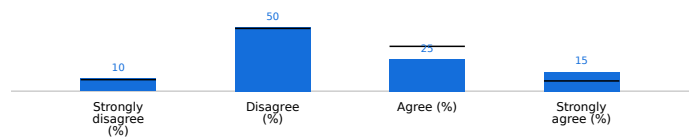
There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.



We have so many different programs in this school that I can't keep track of them all.



Many special programs come and go at this school.




# Academic Press

## Academic Press

Teachers expect students to do their best and to meet academic demands.

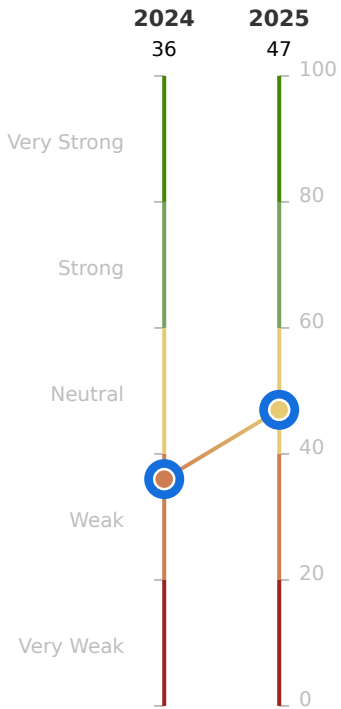
### Essential

 Ambitious Instruction

### Respondent

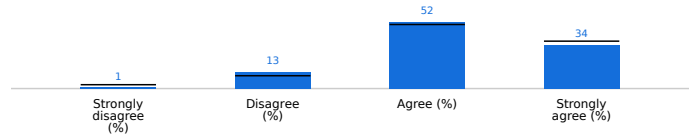
Student

### Performance

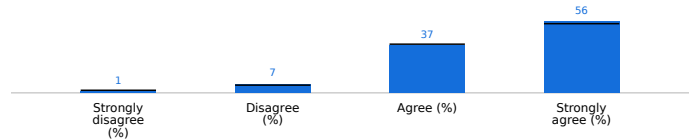


## Students report the following about one specific class:

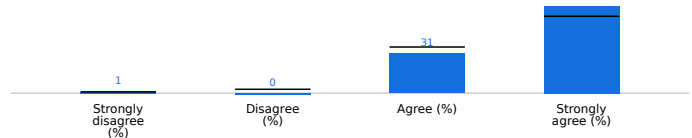
This class really makes me think.



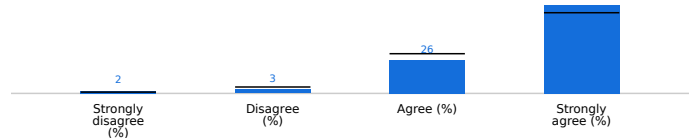
I really learn a lot in this class



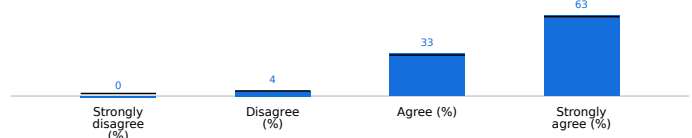
The teacher expects everyone to work hard



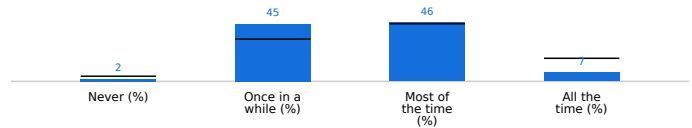
The teacher expects me to do my best all the time



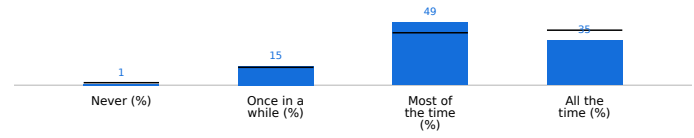
The teacher wants us to become better thinkers, not just memorize things



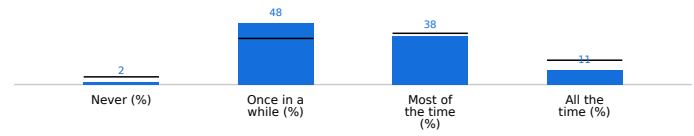
This class challenges me



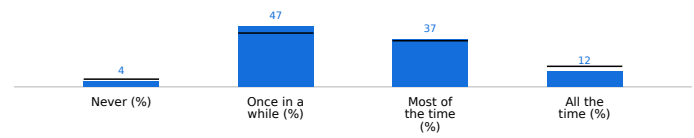
This class requires me to work hard to do well



The teacher asks difficult questions on tests



The teacher asks difficult questions in class

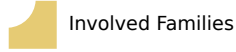


# Parent Influence on Decision Making in Schools

## Parent Influence on Decision Making in Schools

The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

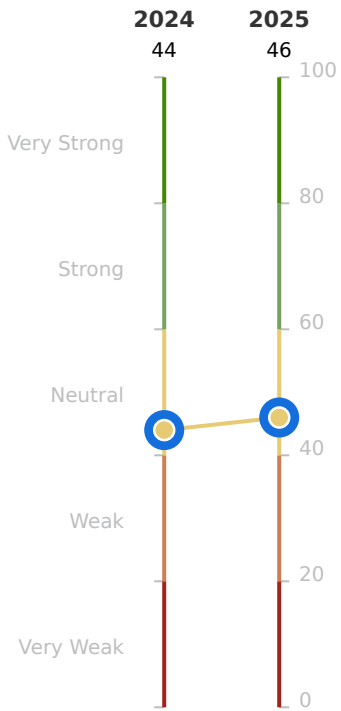
### Essential



### Respondent

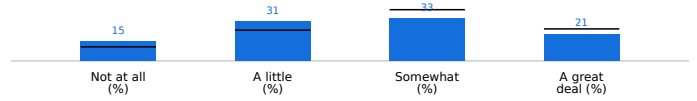
Teacher

### Performance

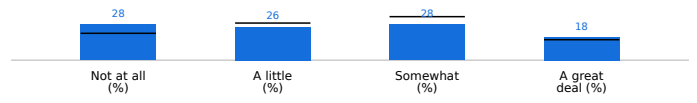


### Teachers report that the school:

Involves parents in the development of programs aimed at improving students' academic outcomes.



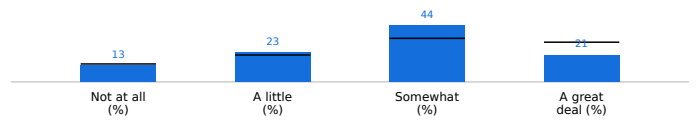
Involves parents in commenting on school curricula.



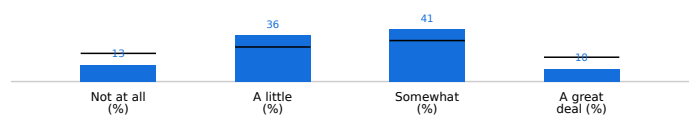
Includes parent leaders from all backgrounds in school improvement efforts.



Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).



Encourage more involved parents/guardians to reach out to less involved parents/guardians?



# Instructional Leadership

## Instructional Leadership

The school leadership team sets high standards for teaching and student learning.

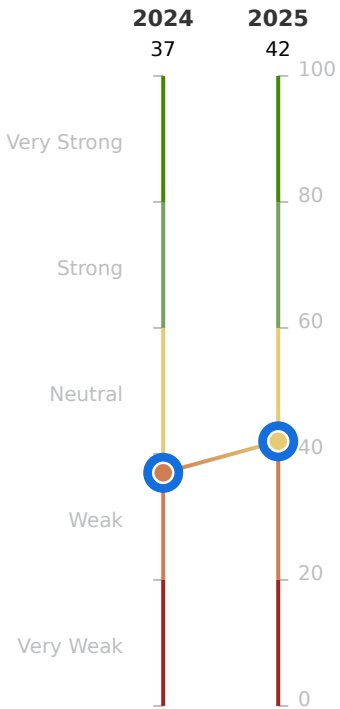
### Essential

Effective Leaders

### Respondent

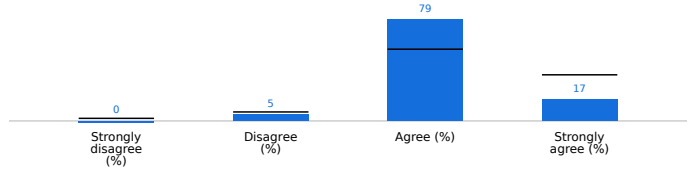
Teacher

### Performance

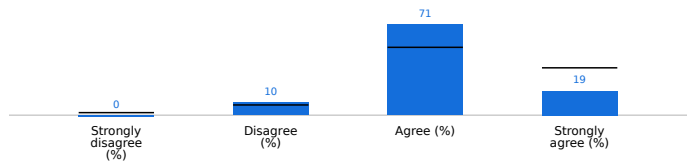


## Teachers report that a member of the school leadership team:

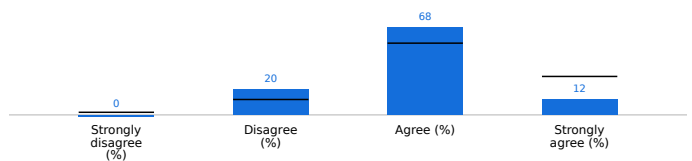
Makes clear to the staff the leadership's expectations for meeting instructional goals.



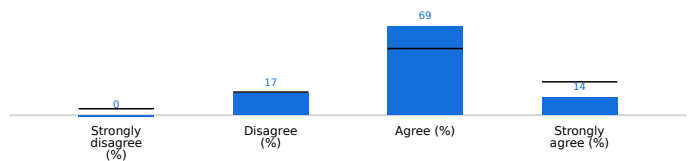
Communicates a clear vision for our school.



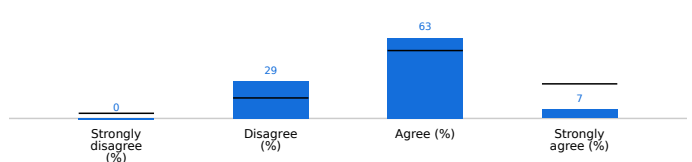
Presses teachers to implement what they have learned in professional development.



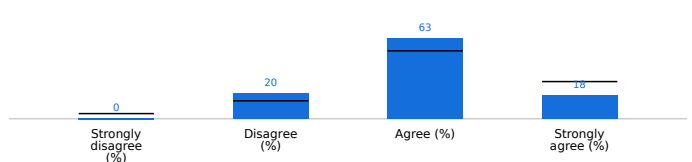
Knows what's going on in my classroom.



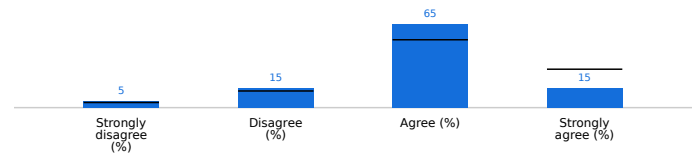
Provides me with useful feedback to improve my teaching.



Has provided me with the support I need to improve my teaching.



Makes sure teachers receive the coaching and support they need to implement new practices.




# Math Instruction

## Math Instruction

Students interact with course material and one another to build and apply knowledge in their math classes.

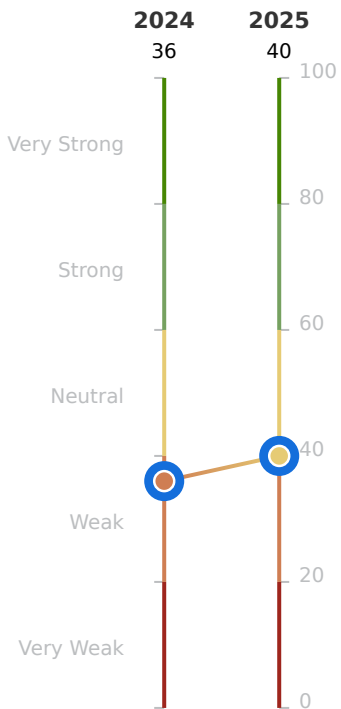
### Essential

 Ambitious Instruction

### Respondent

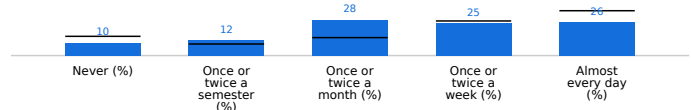
Student

### Performance

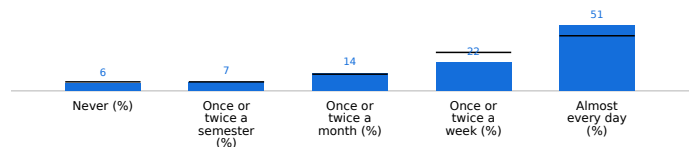


## Students report that they do the following in math class:

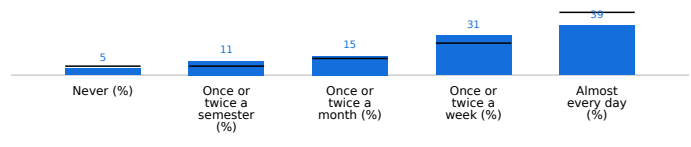
Apply math to situations in life outside of school.



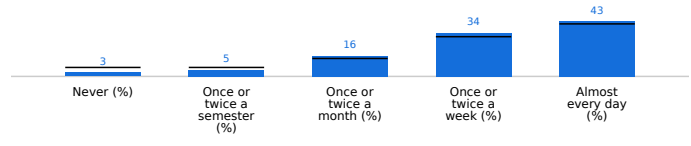
Discuss possible solutions to problems with other students.



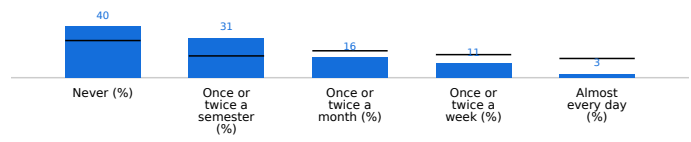
Explain how you solved a problem to the class.



Write a few sentences to explain how you solved a math problem.



Write a math problem for other students to solve.




# Collective Responsibility

## Collective Responsibility

Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

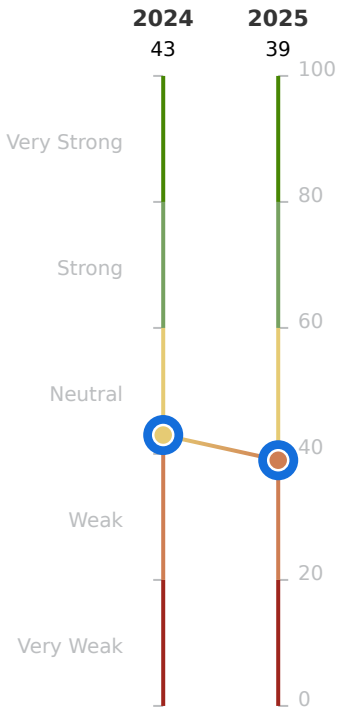
### Essential

 Collaborative Teachers

### Respondent

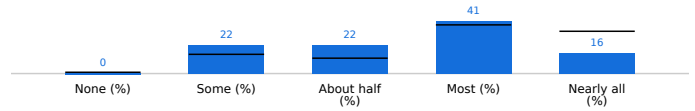
Teacher

### Performance

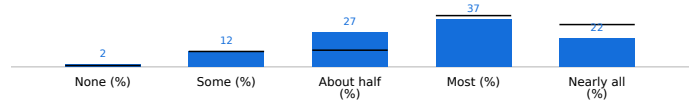


## Teachers report that other teachers in the school:

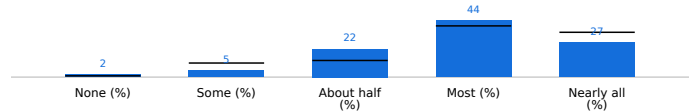
Help maintain discipline in the entire school, not just their classroom?



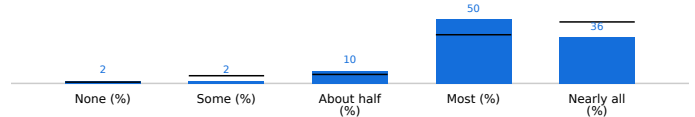
Take responsibility for improving the school.



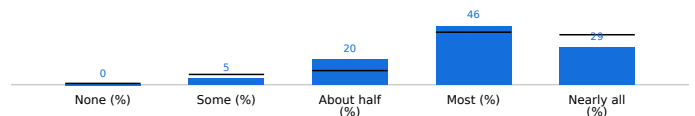
Feel responsible to help each other do their best.



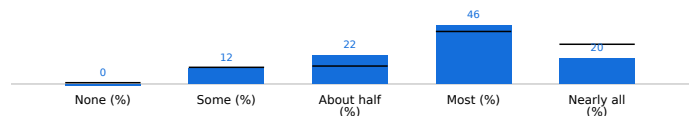
Feel responsible that all students learn.



Feel responsible for helping students develop self-control.



Feel responsible when students in this school fail.




# Quality Professional Development

## Quality Professional Development

Professional development is rigorous and focused on student learning.

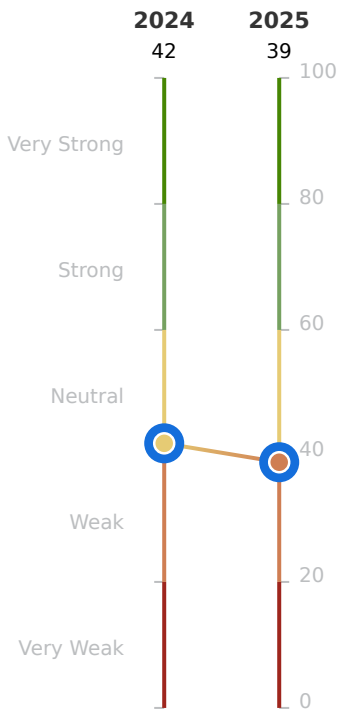
### Essential

 Collaborative Teachers

### Respondent

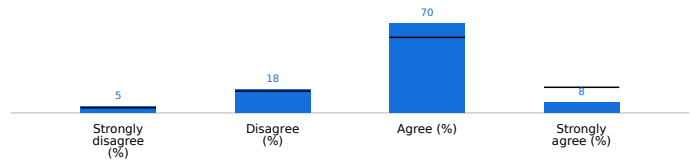
Teacher

### Performance

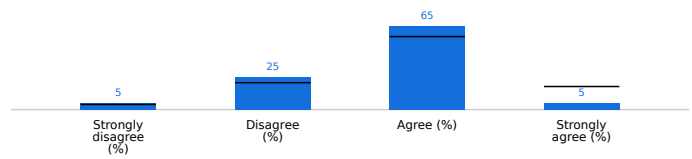


## Teachers report that professional development this year has:

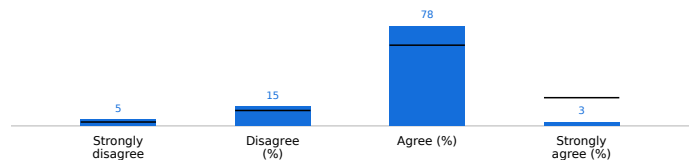
Been sustained and coherently focused, rather than short-term and unrelated.



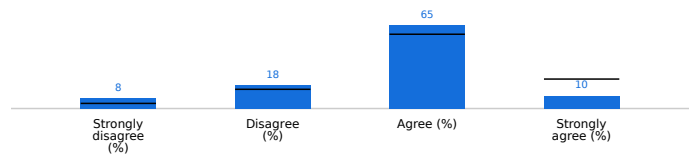
Included enough time to think carefully about, try, and evaluate new ideas.



Been closely connected to my school's improvement plan.



Included opportunities to work productively with colleagues in my school.



# Teacher Influence

## Teacher Influence

Teachers have influence in a broad range of decisions regarding school policies and practices.

### Essential

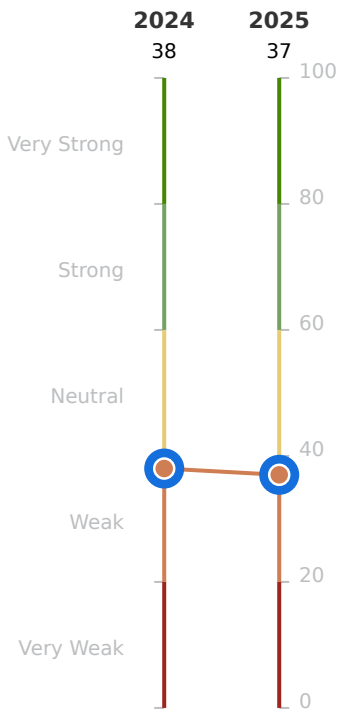


Effective Leaders

### Respondent

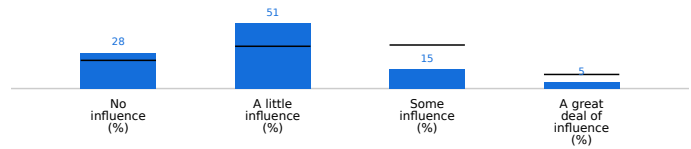
Teacher

### Performance

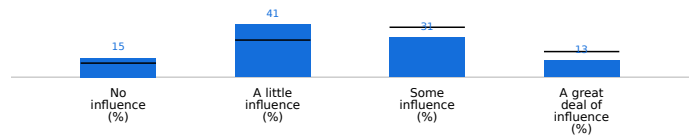


## Teachers report having influence on:

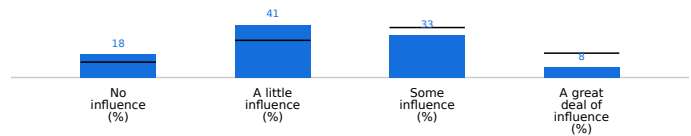
Planning how discretionary school funds should be used.



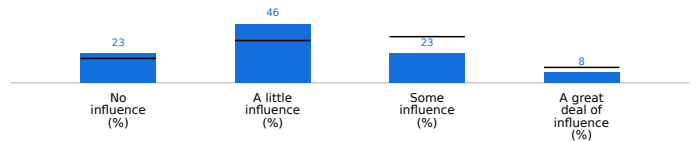
Determining which books and other instructional materials are used in classrooms.



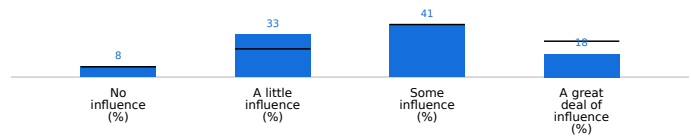
Establishing the curriculum and instructional program.



Determining the content of in-service programs.



Setting standards for student behavior.




# English Instruction

## English Instruction

Students interact with course material and one another to build and apply critical reading and writing skills.

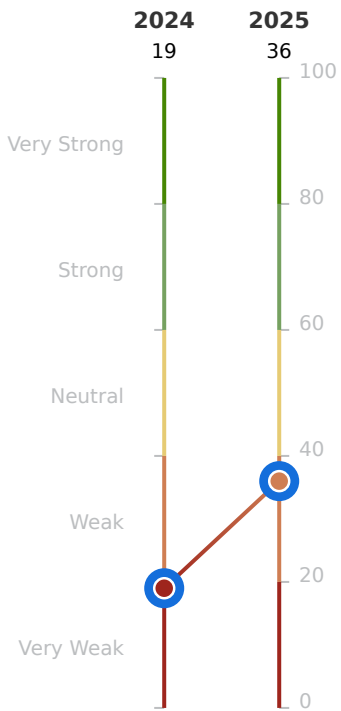
### Essential

 Ambitious Instruction

### Respondent

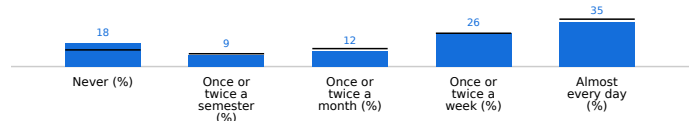
Student

### Performance

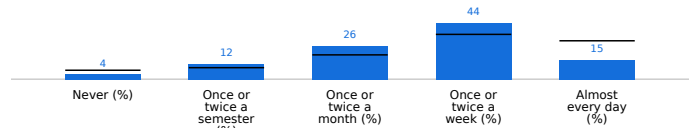


## Students report doing the following in English class:

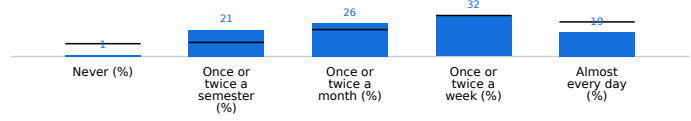
Debate the meaning of a reading.



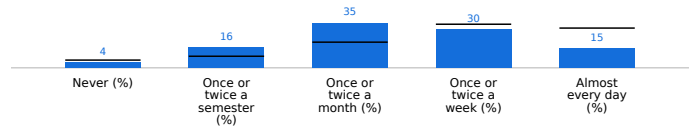
Discuss connections between a reading and real life people or situations.



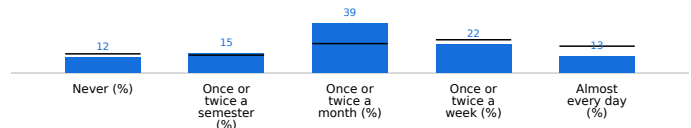
Discuss how culture, time, or place affects an author's writing.



Improve a piece of writing as a class or with partners.

















Rewrite a paper or essay in response to comments.



# All Supplemental Measures

How is Forest Glen Elem School performing on all supplemental measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
33	Classroom Disruptions	- 3	59 <b>Neutral</b>	 Supplemental Measures	Teacher
34	Rigorous Study Habits	+ 4	57 <b>Neutral</b>	 Supplemental Measures	Student
35	Classroom Rigor	+ 25	56 <b>Neutral</b>	 Supplemental Measures	Student
36	Teacher Safety	- 4	55 <b>Neutral</b>	 Supplemental Measures	Teacher
37	Student Peer Relationships	- 8	53 <b>Neutral</b>	 Supplemental Measures	Student
38	Student Responsibility	- 4	51 <b>Neutral</b>	 Supplemental Measures	Teacher
39	Socialization of New Teachers	+ 3	48 <b>Neutral</b>	 Supplemental Measures	Teacher
40	Innovation	+ 4	47 <b>Neutral</b>	 Supplemental Measures	Teacher
41	Academic Engagement	+ 15	44 <b>Neutral</b>	 Supplemental Measures	Student
42	Reflective Dialogue	- 7	44 <b>Neutral</b>	 Supplemental Measures	Teacher
43	Course Clarity	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Student
44	Human & Social Resources in the Community	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Student
45	Inquiry-Based Science Instruction	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Student
46	Parent Supportiveness	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Student

# Classroom Disruptions

## Classroom Disruptions

Teachers report on the degree to which other students disrupt their learning.

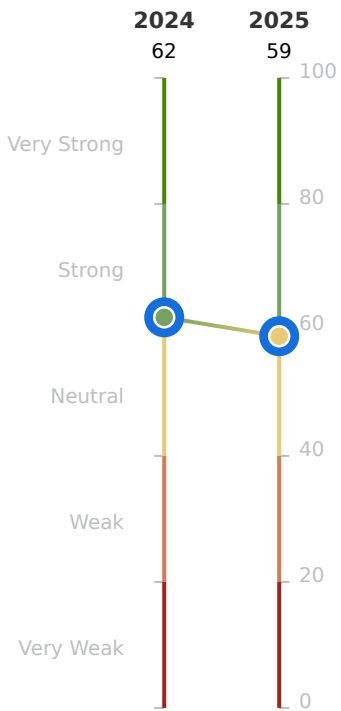
### Essential

Supplemental Measures

### Respondent

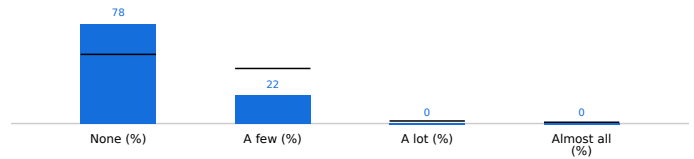
Teacher

### Performance

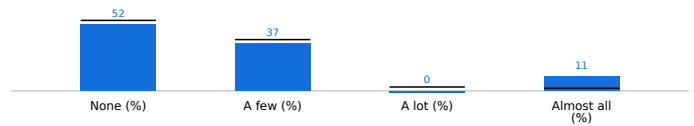


## Teachers report that students in their classrooms:

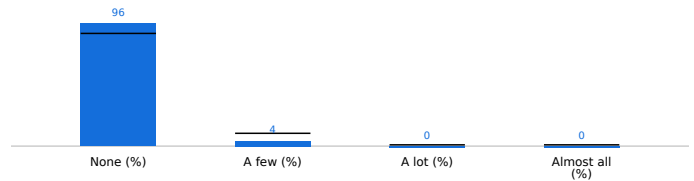
Refuse to respond when addressed?



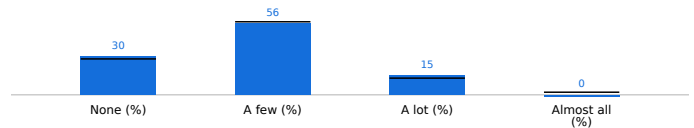
Use inappropriate language during class?



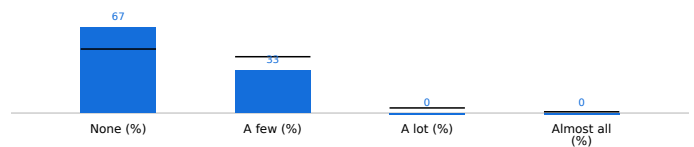
Threaten you verbally?



Do off-task things (e.g., play games, text, talk on cell phone) during instructional time?



Create serious behavior problems in your class?



# Rigorous Study Habits

## Rigorous Study Habits

Students set aside time for schoolwork and give priority to studying.

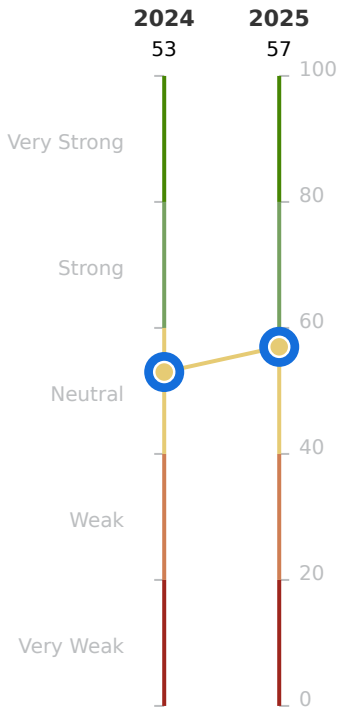
### Essential

Supplemental Measures

### Respondent

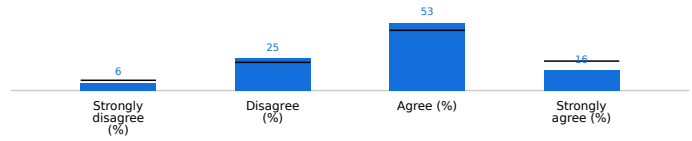
Student

### Performance

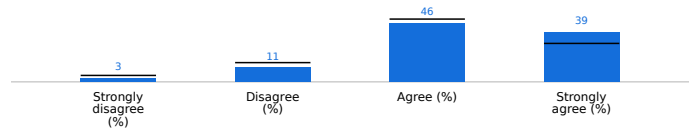


## Students report that:

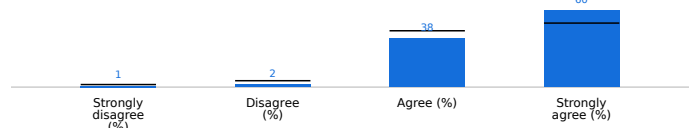
I always study for tests.



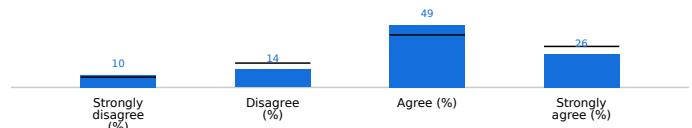
I set aside time to do my homework and study.



I try to do well on my schoolwork even when it isn't interesting to me.



If I need to study, I don't go out with my friends.



# Classroom Rigor

## Classroom Rigor

Teachers encourage all students to make connections and seek multiple perspectives through their coursework.

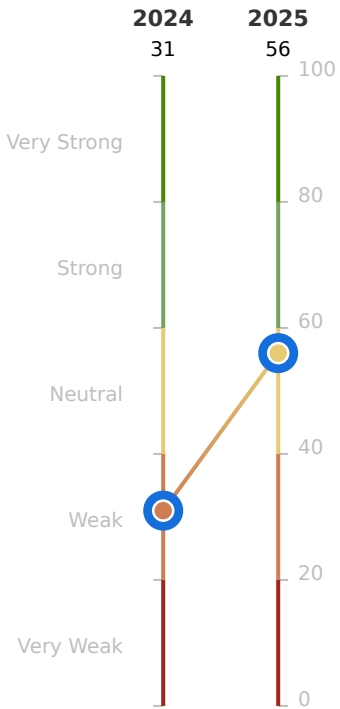
### Essential

Supplemental Measures

### Respondent

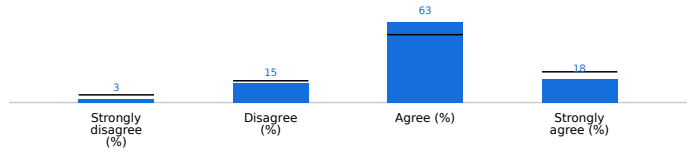
Student

### Performance

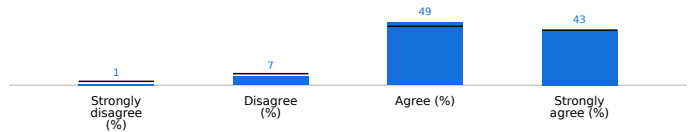


## Students report that the teacher in their target class:

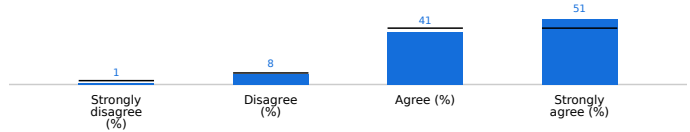
Often connects what I am learning to life outside of the classroom.



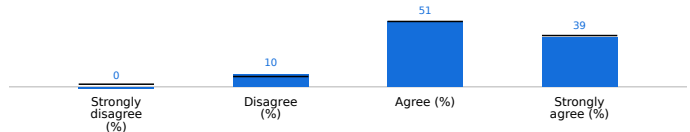
Encourages students to share their ideas about things we are studying in class.



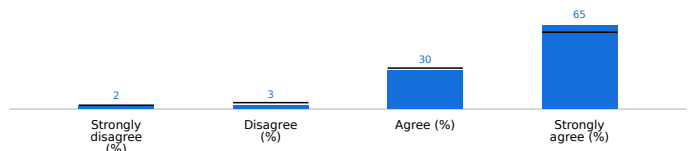
Often requires me to explain my answers.



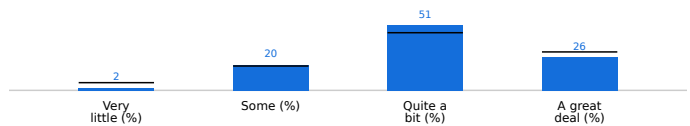
Encourages us to consider different solutions or points of view.



Doesn't let students give up when the work gets hard.



We talk about different solutions or points of view.



# Teacher Safety

## Teacher Safety

Teachers report little or no disorder in the hallways, physical conflict among students, vandalism, robbery or theft, and threats of violence against teachers.

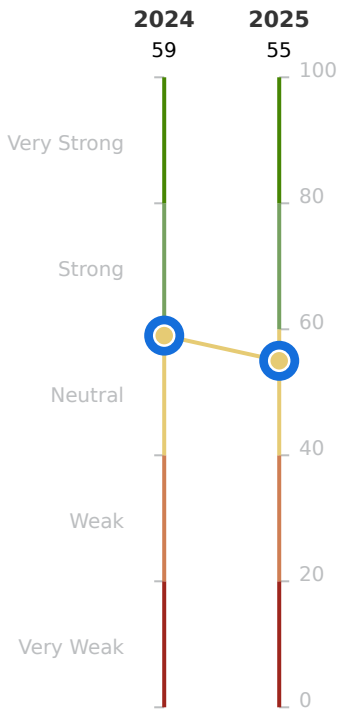
### Essential

Supplemental Measures

### Respondent

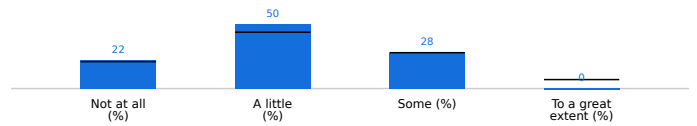
Teacher

### Performance

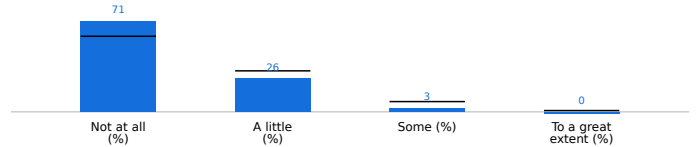


## Teachers report how much each of the following is a problem:

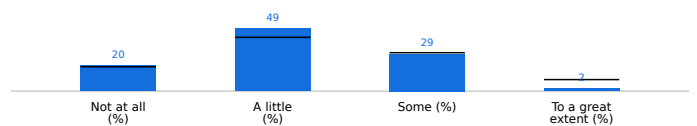
### Physical conflicts among students



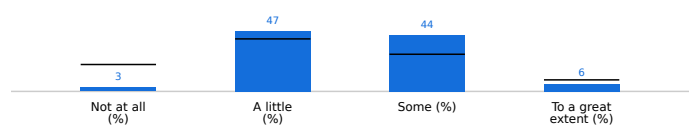
### Robbery or theft



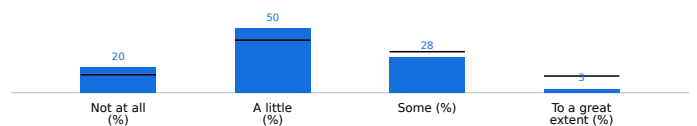
### Disorder in classrooms



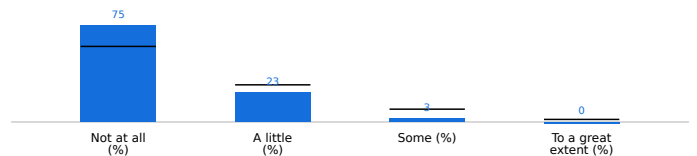
### Disorder in hallways



### Student disrespect of teachers



### Threats of violence toward teachers



# Student Peer Relationships

## Student Peer Relationships

Students treat each other with respect, work well together, and help each other learn.

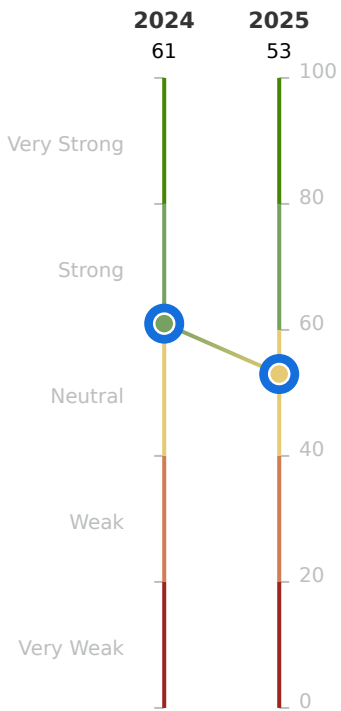
### Essential

Supplemental Measures

### Respondent

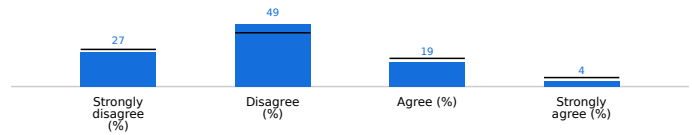
Student

### Performance

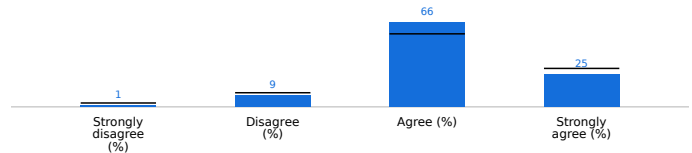


## Students report that their school peers:

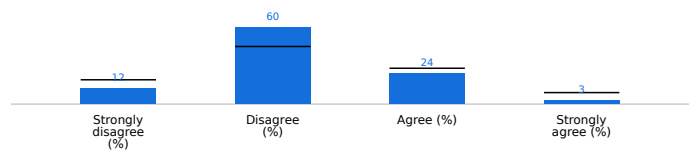
Like to put others down.



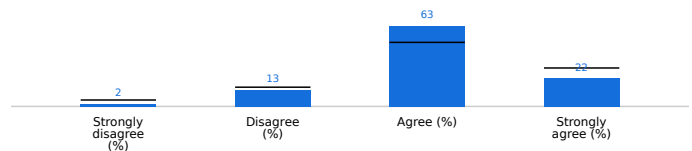
Help each other learn.



Don't get along together very well.



Treat each other with respect.



# Student Responsibility

## Student Responsibility

Students are active participants in their own learning and regularly attend class prepared to learn.

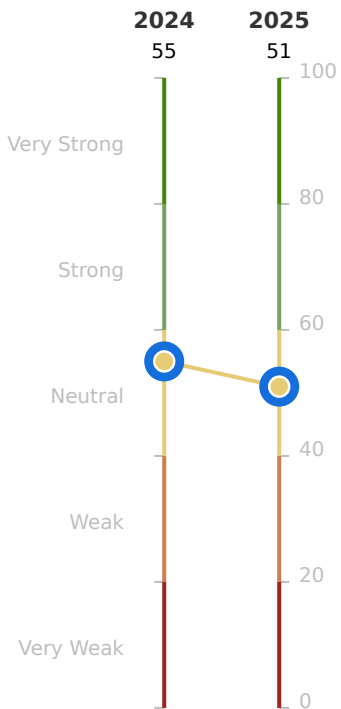
### Essential

Supplemental Measures

### Respondent

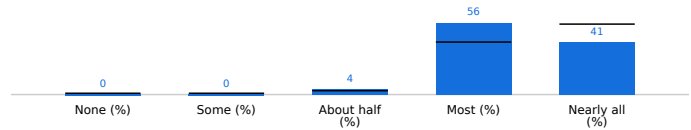
Teacher

### Performance

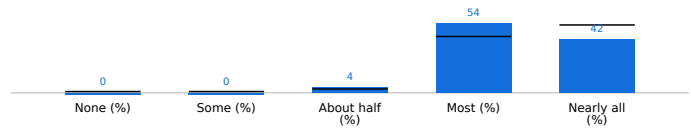


## Teachers report that their students:

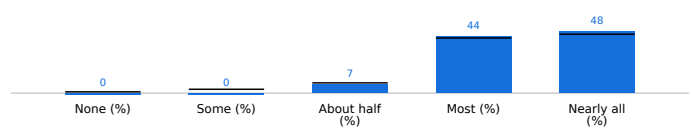
Come to class on time?



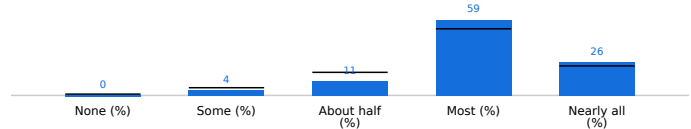
Attend class regularly?



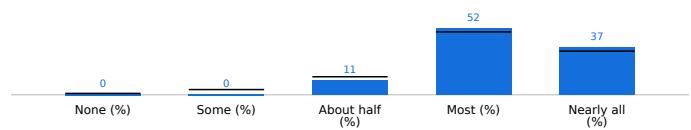
Come to class prepared with the appropriate supplies and books?



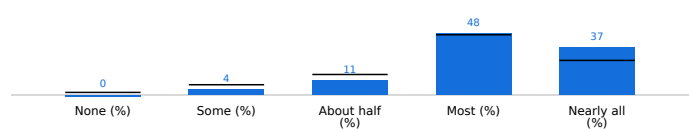
Regularly pay attention in class?



Actively participate in class activities?



Always turn in their homework?



# Socialization of New Teachers

## Socialization of New Teachers

New teachers are included in the professional community and are given helpful feedback on their instructional practices.

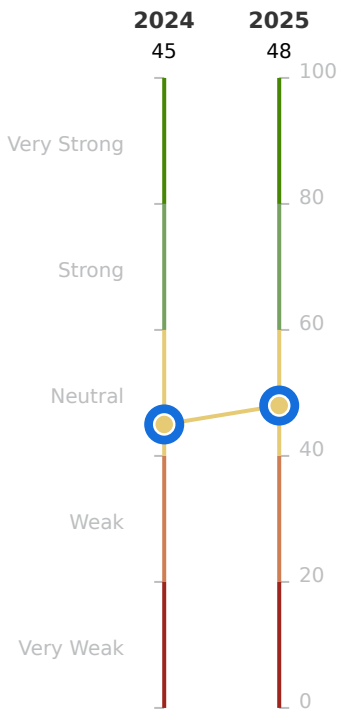
### Essential

Supplemental Measures

### Respondent

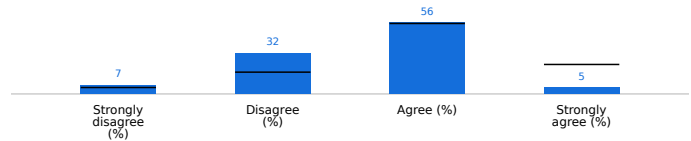
Teacher

### Performance

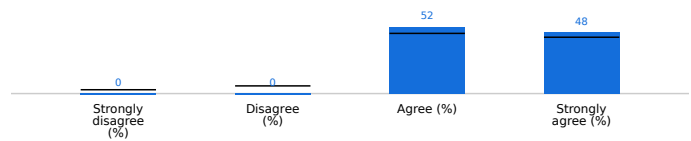


## Teachers report the following:

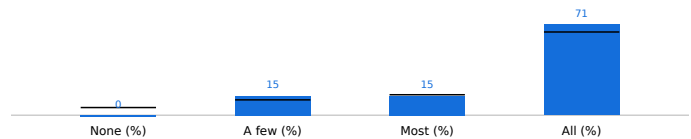
Experienced teachers invite new teachers into their classes to observe, give feedback, etc.



A conscious effort is made by faculty to make new teachers feel welcome here.



How many teachers are assigned a mentor teacher when they first begin working at this school?



# Innovation

## Innovation

Teachers have a strong orientation toward improvement and a willingness to be a part of an active learning environment.

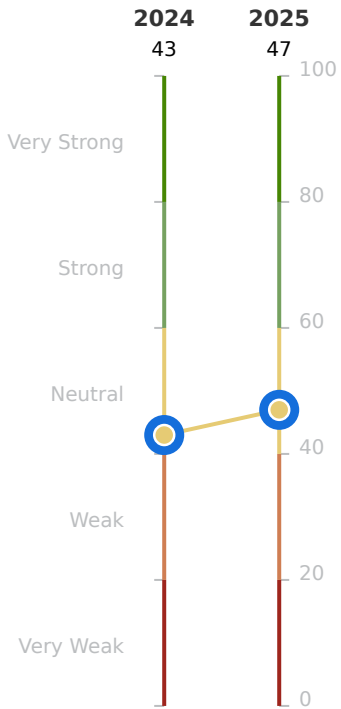
### Essential

Supplemental Measures

### Respondent

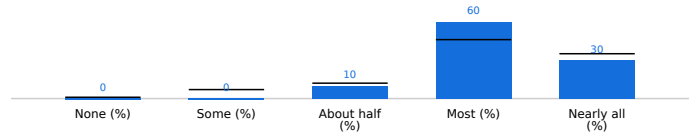
Teacher

### Performance

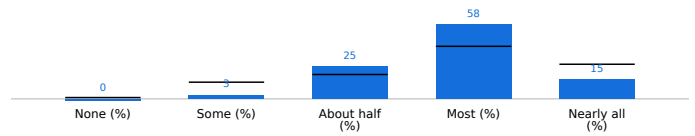


## Teachers report that:

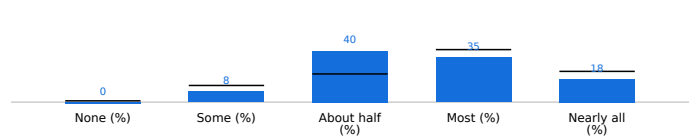
Teachers are really trying to improve their teaching.



Teachers are willing to take risks to make the school better.



Teachers are eager to try new ideas.



# Academic Engagement

## Academic Engagement

Students are interested and engaged in learning.

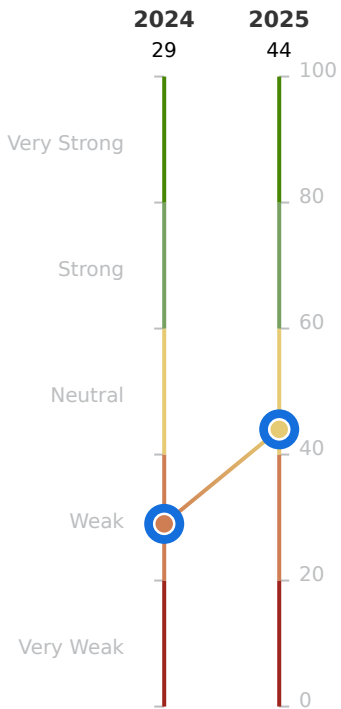
### Essential

Supplemental Measures

### Respondent

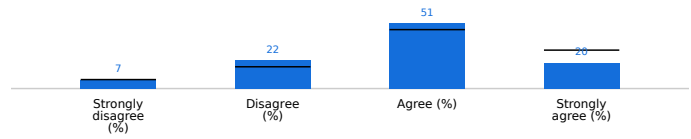
Student

### Performance

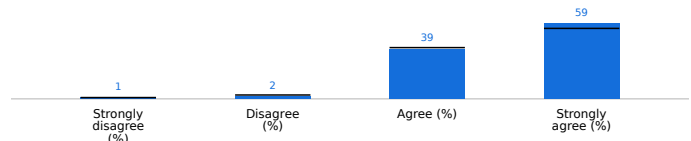


### Students report:

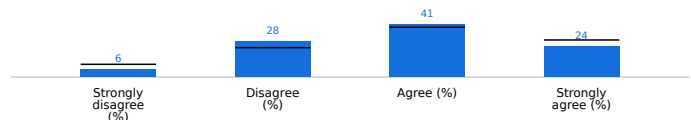
I usually look forward to this class.



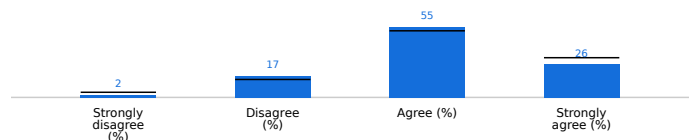
I work hard to do my best in this class.



Sometimes I get so interested in my work I don't want to stop.



The topics we are studying are interesting and challenging.



# Reflective Dialogue

## Reflective Dialogue

Teachers frequently talk with each other about curriculum, instruction, and student learning.

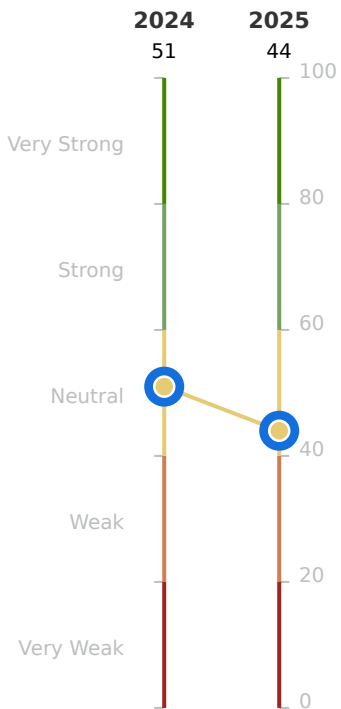
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report having conversations with colleagues about:

Instruction in the teachers' lounge, faculty meetings, etc.



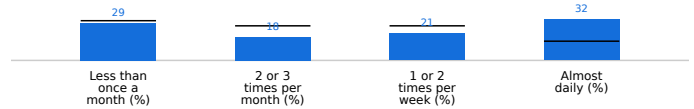
Student work



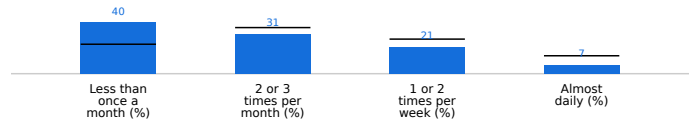
What helps students learn the best



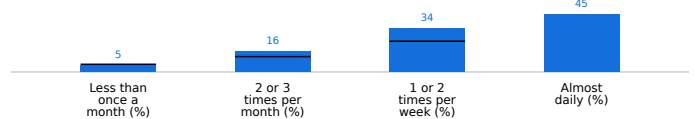
The development of new curriculum



The goals of this school.



Managing classroom behavior



# Course Clarity

## Course Clarity

Students are provided clear learning goals and instruction that supports achievement.

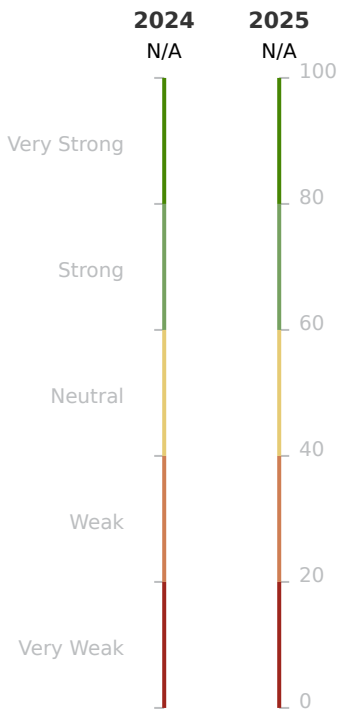
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about one specific class:

I learn a lot from feedback on my work.



It's clear to me what I need to do to get a good grade.



The work we do in class is good preparation for the test.



The homework assignments help me to learn the course material.



I know what my teacher wants me to learn in this class.



# Human & Social Resources in the Community

## Human & Social Resources in the Community

Students come from communities where there are adults they can trust who provide a safe environment.

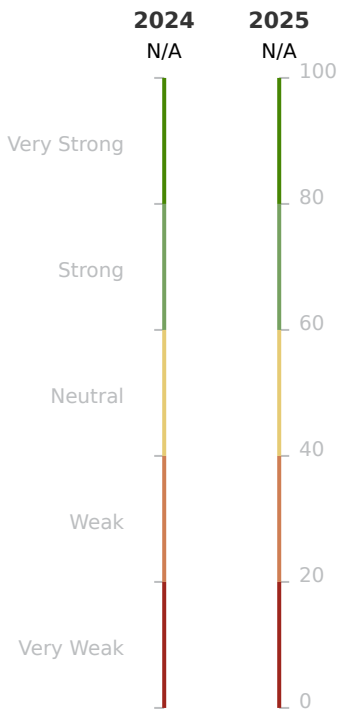
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their community:

Adults in this neighborhood know who the local children are.



During the day, it is safe for children to play in the local park or playground.



People in this neighborhood can be trusted.



There are adults in this neighborhood that children can look up to.



The equipment and buildings in the neighborhood, park, or playground are well kept.



# Inquiry-Based Science Instruction

## Inquiry-Based Science Instruction

Students conduct scientific investigations, including generating and testing hypotheses, writing lab reports and using laboratory equipment.

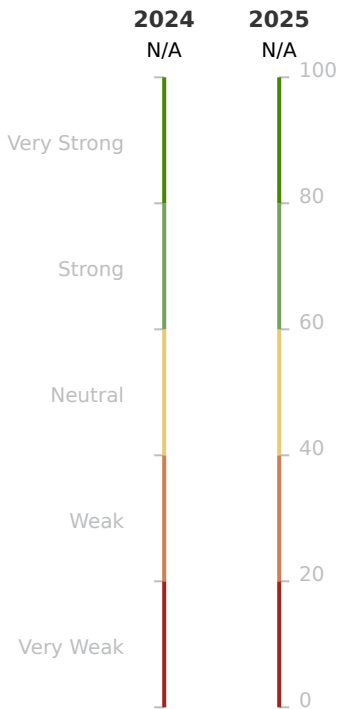
### Essential

Supplemental Measures

### Respondent

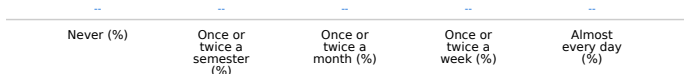
Student

### Performance

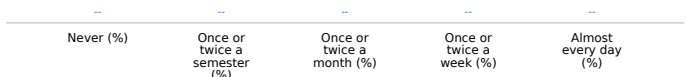


## Students report doing the following in science class:

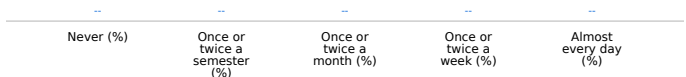
Use laboratory equipment or specimens.



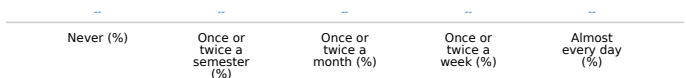
Write lab reports.



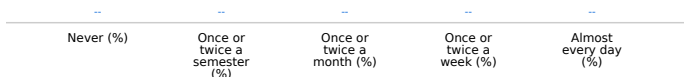
Generate your own hypotheses.



Use evidence/data to support an argument or hypothesis.



Find information from graphs and tables.



# Parent Supportiveness

## Parent Supportiveness

Parents support their children emotionally and developmentally.

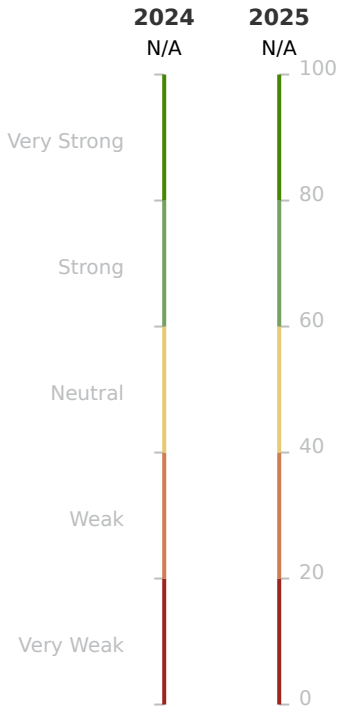
### Essential

Supplemental Measures

### Respondent

Student

### Performance



## Students report the following about their parents. My parents:

Encourage you to work hard at school.



Listen to you when you need to talk.



Show they are proud of you.



Take time to help you make decisions.





# Hadley Junior High School

## 2025 5Essentials Report

The 5Essentials School Reports for the State of Illinois are derived from 20 years of research on improving schools. The raw data for these reports are based on a comprehensive core of more than 80 student and 150 teacher questions compiled into 22 measures of school climate and practice and formed into five essentials. As measured by the Illinois 5Essentials Survey, those five essentials are leading indicators of school improvement. The power of 5Essentials comes from their prediction of school success, the intuitiveness of the overall framework components (Instruction, Environment, Leaders, Teachers, and Families), and the reliability of the survey measures.

As detailed in the seminal book, *Organizing Schools for Improvement: Lessons from Chicago*, UEI researchers determined that there are five essential supports for school success. These “5Essentials” detail the perspectives and processes central to the delivery and support of student learning.

The 5Essentials framework as measured by our survey instruments is a leading indicator of school performance now and predictive of the future. Data from over 650 schools (elementary and high schools) have found our survey measures to predict many aspects of student and school success, before and after controlling for school type, demographic composition, test scores, and socio-economic status. Our principal indication of the power of the 5Essentials is that University of Chicago analysis of two natural experiments spanning a total of 15 years each found that they mattered considerably: Schools strong in 3-5 Essentials were 10 times more likely to improve student learning substantially compared to schools weak in 3-5 Essentials. This evidence came from over 400 elementary schools representing the best and worst in Illinois. Following those natural experiments, we have found our survey measures reliably predict school success on a variety of outcomes for both high school and elementary schools, including:

- ITBS improvement
- ISAT value-add
- EXPLORE to ACT gains
- EXPLORE to PLAN gains
- PLAN to ACT gains
- Attendance rates
- College enrollment
- High school graduation
- Freshman grades
- Teacher mobility
- Grades in college-preparatory classes

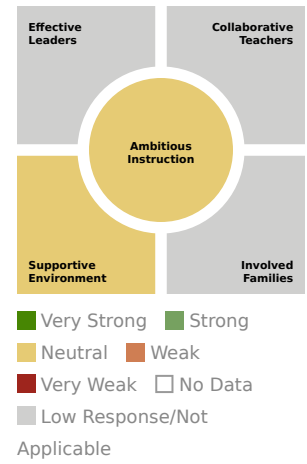
#### References:

(Bryk, et al. 2010)(Selected by Education Next as one of the best education books of the decade: <http://educationnext.org/the-best-books-of-the-past-decade-according-to-ed-next-readers/>)  
(Bryk, et al. 2010); (Easton, Ponisciak and Luppescu 2008); (Easton, Ponisciak and Luppescu 2008); (Allensworth, Correa and Ponisciak 2008); (Bryk, et al. 2010); (Roderick, Nagaoka, et al. 2008); (Allensworth and Easton 2007); (Allensworth, Ponisciak and Mazzeo 2009); (Allensworth, Nomi, et al. 2009); (Montgomery, Allensworth and Correa 2010)

## Table of Contents: Full Report

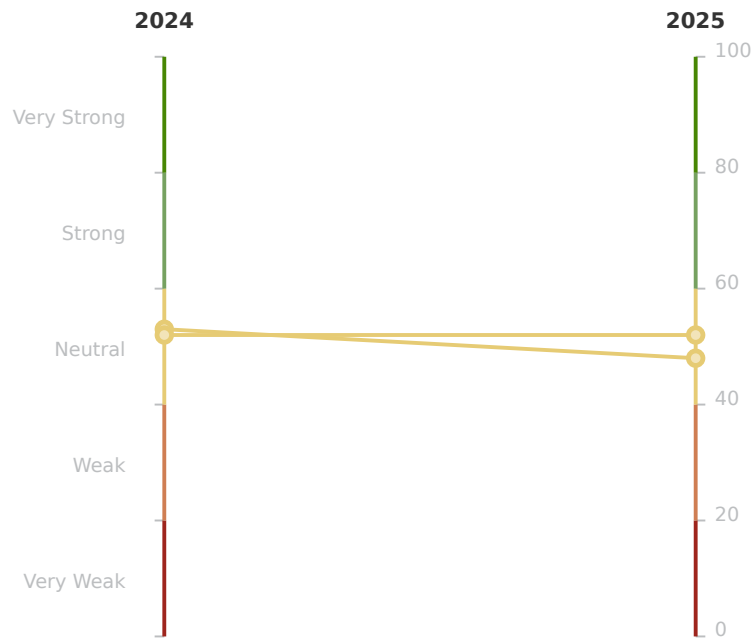
Overall	2
Supportive Environment	3
Ambitious Instruction	4
Collaborative Teachers	5
Effective Leaders	6
Involved Families	7
5Essentials Measures Table	8
5Essentials Measure Pages	9–31
Supplemental Measures Table	32
Supplemental Measure Pages	33–46

Overall, Hadley Junior High School is **moderately organized** for improvement.



## The 5Essentials

How is Hadley Junior High School performing on each of the 5Essentials in 2025?



Essentials	Performance Across Years		
	2024	2025	
Supportive Environment	52	52	Neutral
Ambitious Instruction	53	48	Neutral
Collaborative Teachers	N/A	N/A	Low Resp Or N/A
Effective Leaders	N/A	N/A	Low Resp Or N/A
Involved Families	N/A	N/A	Low Resp Or N/A

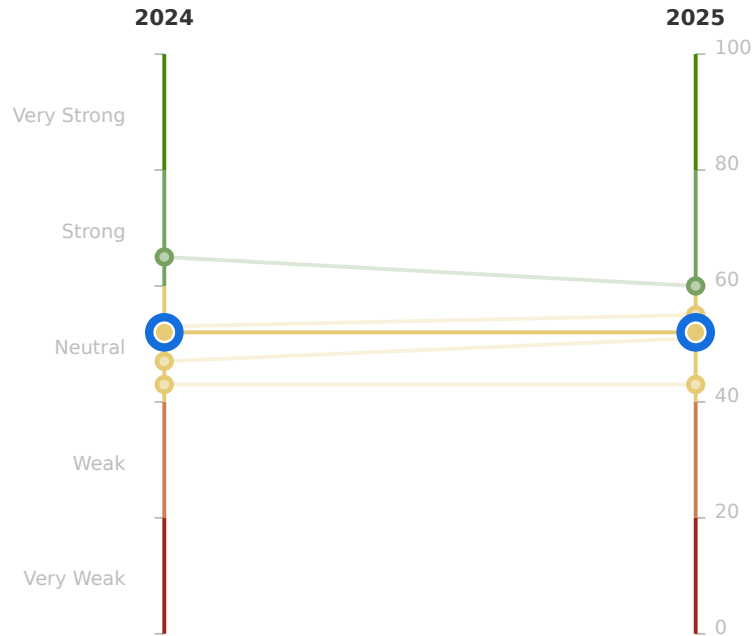
# Supportive Environment

## How is Hadley Junior High School performing on Supportive Environment?

In schools with a Supportive Environment, the school is safe, demanding, and supportive. In such schools:

- students feel safe in and around the school,
- they find teachers trust-worthy and responsive to their academic needs,
- all students value hard work, and
- teachers push all students toward high academic performance.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Peer Support for Academic Work	65	60	Student
Safety	53	55	Student
Student-Teacher Trust	47	51	Student
Academic Personalism	43	43	Student

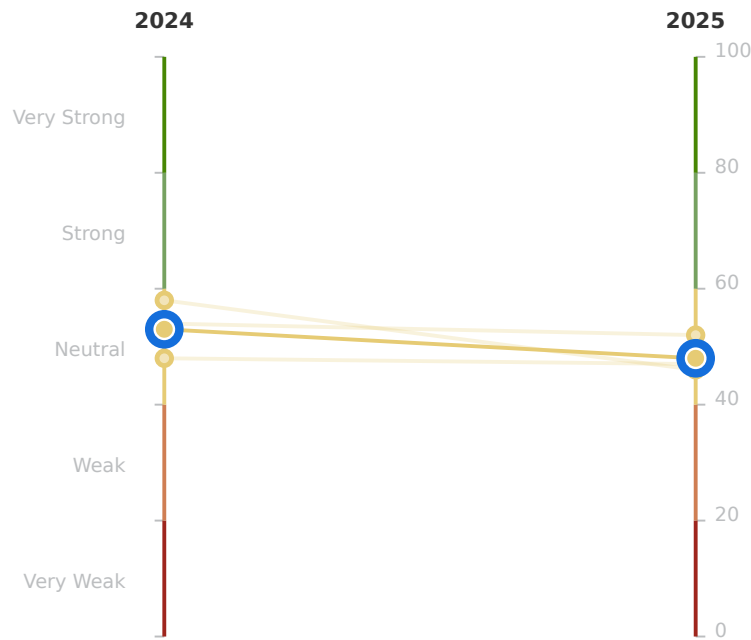
# Ambitious Instruction

## How is Hadley Junior High School performing on Ambitious Instruction?

In schools with strong Ambitious Instruction, classes are challenging and engaging. The instruction is clear, well-structured, and encourages students to build and apply knowledge. When combined with a supportive environment, Ambitious Instruction has the most direct effect on student learning. It is:

- well-defined with clear expectations for student success,
- interactive and encourages students to build and apply knowledge,
- well-paced (not measured), and
- aligned across grades (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Math Instruction	54	52	Student
English Instruction	48	47	Student
Academic Press	58	46	Student
Quality of Student Discussion	N/A	N/A	Teacher

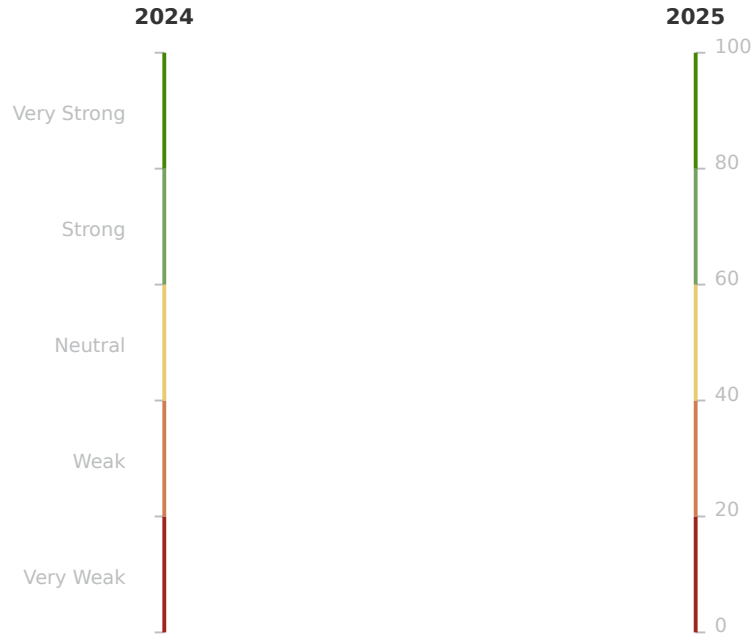
# Collaborative Teachers

## How is Hadley Junior High School performing on Collaborative Teachers?

In schools with strong Collaborative Teachers, all teachers collaborate to promote professional growth. In such schools, teachers are:

- active partners in school improvement,
- committed to the school, and
- focused on professional development.

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Collaborative Practices	N/A	N/A	Teacher
Collective Responsibility	N/A	N/A	Teacher
Quality Professional Development	N/A	N/A	Teacher
School Commitment	N/A	N/A	Teacher
Teacher-Teacher Trust	N/A	N/A	Teacher

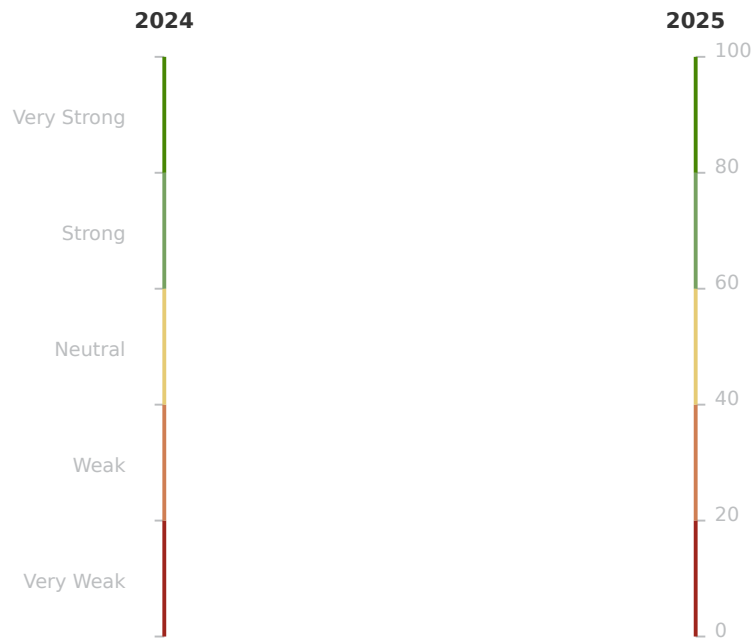
# Effective Leaders

## How is Hadley Junior High School performing on Effective Leaders?

In schools with Effective Leaders, principals and teachers work together to implement a shared vision. In such schools, people, programs, and resources are focused on a vision for sustained improvement. Leaders:

- practice shared leadership,
- set high goals for quality instruction,
- maintain mutually trusting and respectful relationships,
- support professional advancement for faculty and staff, and
- manage resources for sustained program improvement (not measured).

### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Instructional Leadership	N/A	N/A	Teacher
Program Coherence	N/A	N/A	Teacher
Teacher Influence	N/A	N/A	Teacher
Teacher-Principal Trust	N/A	N/A	Teacher

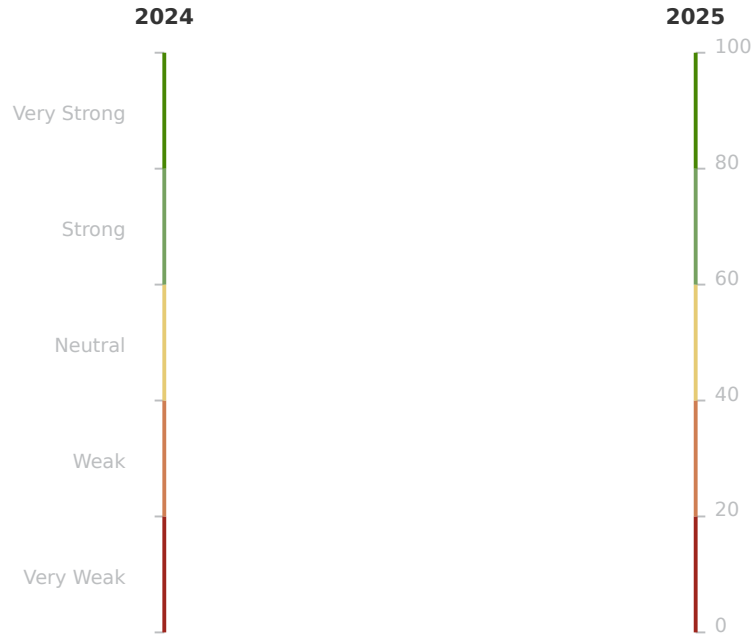
# Involved Families

## How is Hadley Junior High School performing on Involved Families?

In schools with Involved Families, the entire staff builds strong external relationships. Such schools:

- see parents as partners in helping students learn,
- value parents' input and participation in advancing the school's mission, and
- support efforts to strengthen its students' community resources.





















### Performance on essential and its underlying measures



Measures	Performance Across Years		Respondent
	2024	2025	
Parent Influence on Decision Making in Schools	N/A	N/A	Teacher
Parent Involvement in School	N/A	N/A	Teacher
Teacher-Parent Trust	N/A	N/A	Teacher

# All 5Essentials Measures

How is Hadley Junior High School performing on all 5Essentials measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
9	Peer Support for Academic Work	- 5	60 <b>Strong</b>	 Supportive Environment	Student
10	Safety	+ 2	55 <b>Neutral</b>	 Supportive Environment	Student
11	Math Instruction	- 2	52 <b>Neutral</b>	 Ambitious Instruction	Student
12	Student-Teacher Trust	+ 4	51 <b>Neutral</b>	 Supportive Environment	Student
13	English Instruction	- 1	47 <b>Neutral</b>	 Ambitious Instruction	Student
14	Academic Press	- 12	46 <b>Neutral</b>	 Ambitious Instruction	Student
16	Academic Personalism	+ 0	43 <b>Neutral</b>	 Supportive Environment	Student
17	Collaborative Practices	N/A	Low Resp Or N/A	 Collaborative Teachers	Teacher
18	Collective Responsibility	N/A	Low Resp Or N/A	 Collaborative Teachers	Teacher
19	Instructional Leadership	N/A	Low Resp Or N/A	 Effective Leaders	Teacher
21	Parent Influence on Decision Making in Schools	N/A	Low Resp Or N/A	 Involved Families	Teacher
22	Parent Involvement in School	N/A	Low Resp Or N/A	 Involved Families	Teacher
23	Program Coherence	N/A	Low Resp Or N/A	 Effective Leaders	Teacher
24	Quality Professional Development	N/A	Low Resp Or N/A	 Collaborative Teachers	Teacher
25	Quality of Student Discussion	N/A	Low Resp Or N/A	 Ambitious Instruction	Teacher
26	School Commitment	N/A	Low Resp Or N/A	 Collaborative Teachers	Teacher
27	Teacher Influence	N/A	Low Resp Or N/A	 Effective Leaders	Teacher
28	Teacher-Parent Trust	N/A	Low Resp Or N/A	 Involved Families	Teacher
29	Teacher-Principal Trust	N/A	Low Resp Or N/A	 Effective Leaders	Teacher
31	Teacher-Teacher Trust	N/A	Low Resp Or N/A	 Collaborative Teachers	Teacher

# Peer Support for Academic Work

## Peer Support for Academic Work

Students demonstrate behaviors that lead to academic achievement.

### Essential

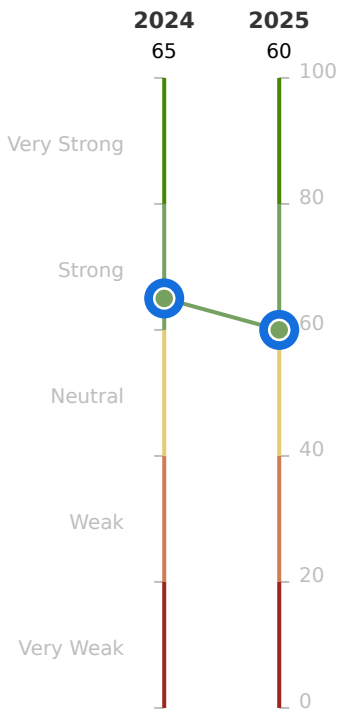


Supportive Environment

### Respondent

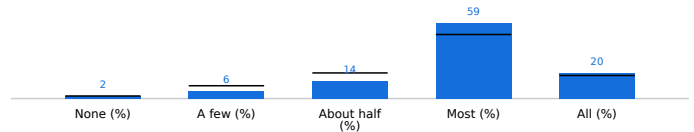
Student

### Performance

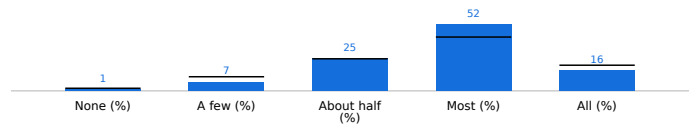


## Students report that their classroom peers:

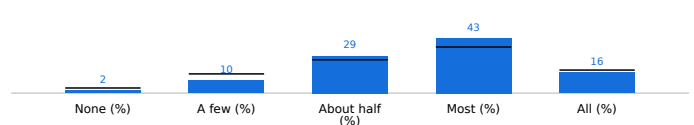
Feel it is important to attend school every day?



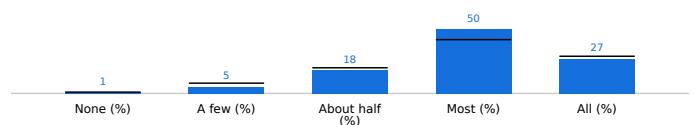
Feel it is important to pay attention in class?



Think doing homework is important?



Try hard to get good grades?



# Safety

## Safety

Students feel safe both in and around the school building.

### Essential

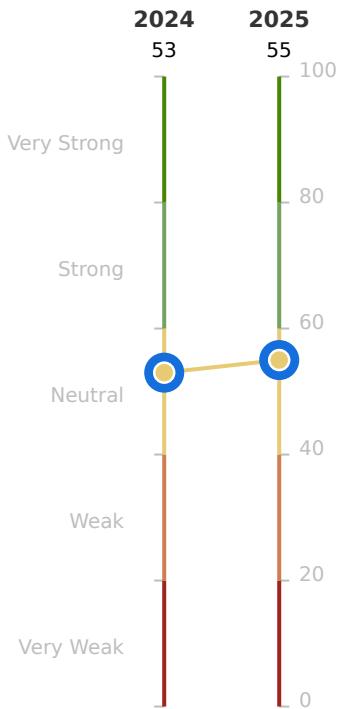


Supportive Environment

### Respondent

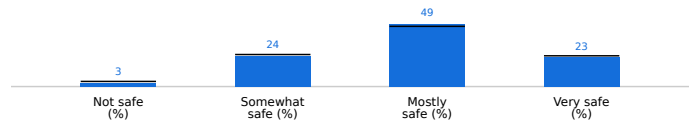
Student

### Performance

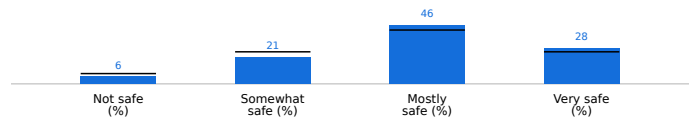


## Students report how safe they feel:

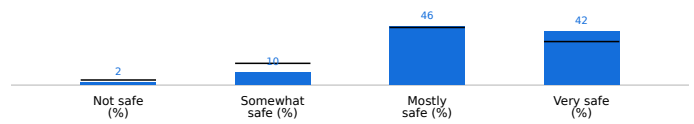
In the hallways of the school?



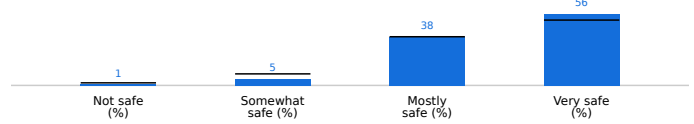
In the bathrooms of the school?



Outside around the school?



In your classes?




# Math Instruction

## Math Instruction

Students interact with course material and one another to build and apply knowledge in their math classes.

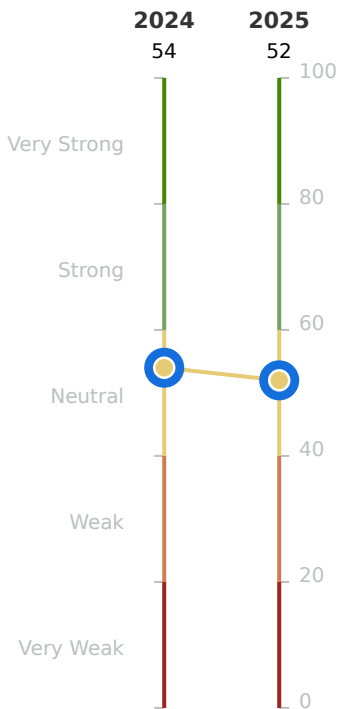
### Essential

 Ambitious Instruction

### Respondent

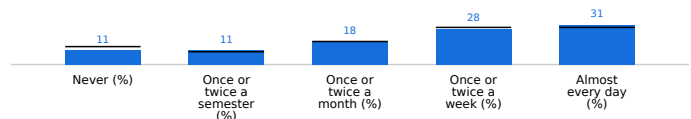
Student

### Performance

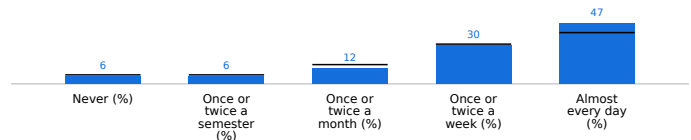


## Students report that they do the following in math class:

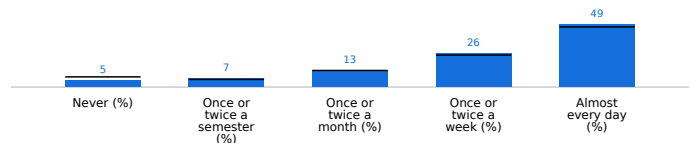
Apply math to situations in life outside of school.



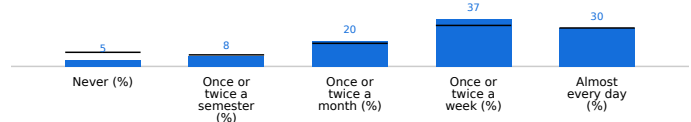
Discuss possible solutions to problems with other students.



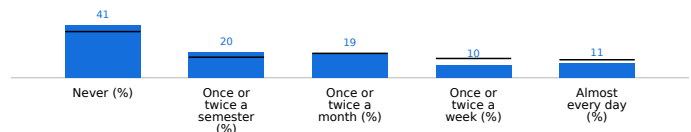
Explain how you solved a problem to the class.



Write a few sentences to explain how you solved a math problem.



Write a math problem for other students to solve.




# Student-Teacher Trust

## Student-Teacher Trust

Students and teachers share a high level of mutual trust and respect.

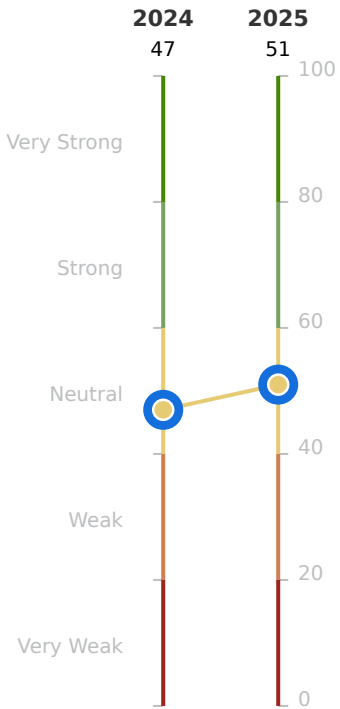
### Essential

 Supportive Environment

### Respondent

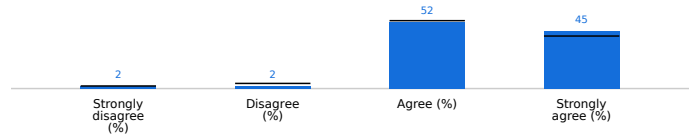
Student

### Performance

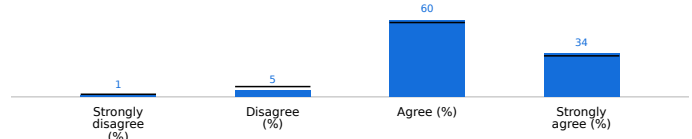


### Students report:

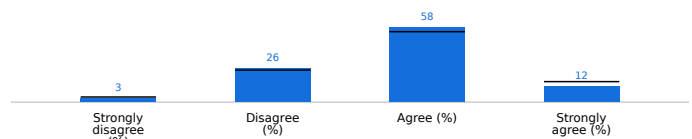
I feel safe with my teachers at this school.



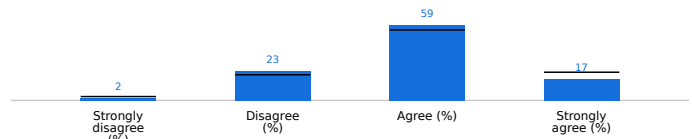
I feel comfortable with my teachers at this school.



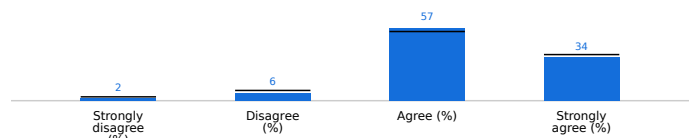
My teachers always keep their promises.



My teachers always listen to students' ideas.



My teachers treat me with respect.




# English Instruction

## English Instruction

Students interact with course material and one another to build and apply critical reading and writing skills.

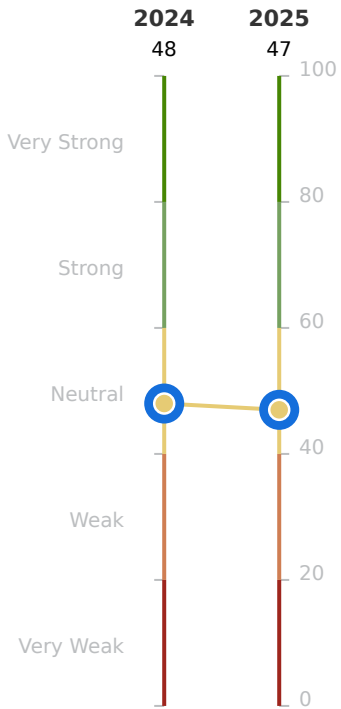
### Essential

 Ambitious Instruction

### Respondent

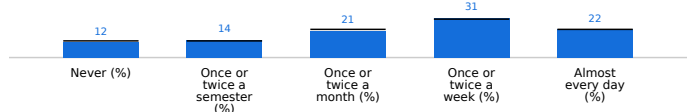
Student

### Performance

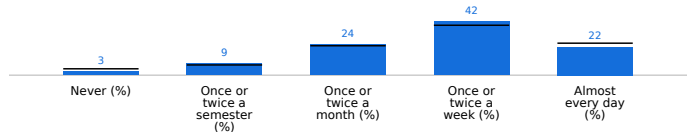


## Students report doing the following in English class:

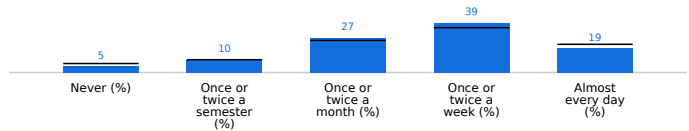
Debate the meaning of a reading.



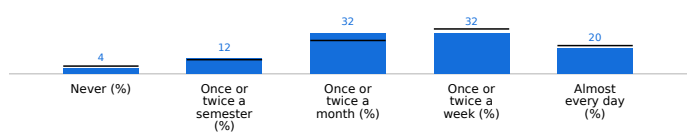
Discuss connections between a reading and real life people or situations.



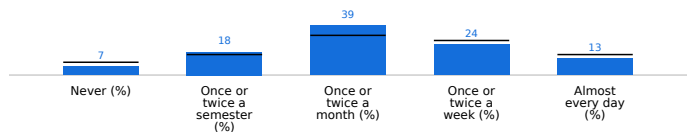
Discuss how culture, time, or place affects an author's writing.



Improve a piece of writing as a class or with partners.




Rewrite a paper or essay in response to comments.



# Academic Press

**Academic Press**  
Teachers expect students to do their best and to meet academic demands.

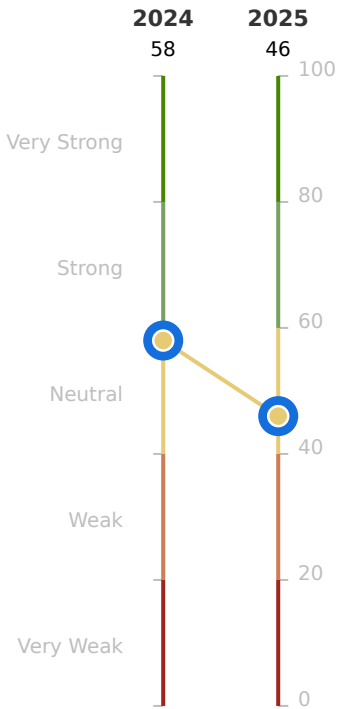
## Essential

 Ambitious Instruction

## Respondent

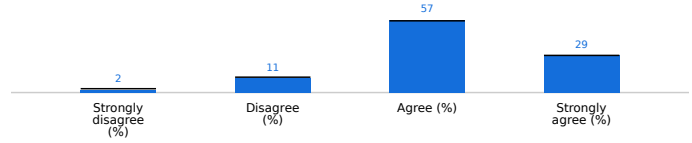
Student

## Performance

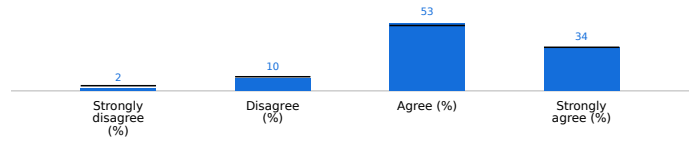


## Students report the following about one specific class:

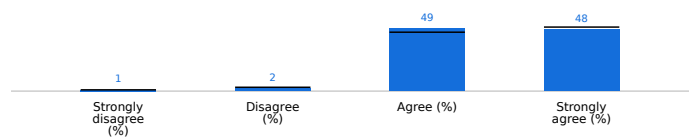
This class really makes me think.



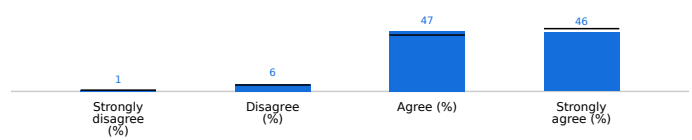
I really learn a lot in this class



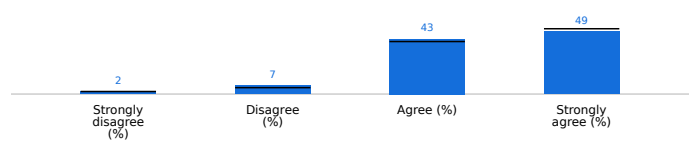
The teacher expects everyone to work hard



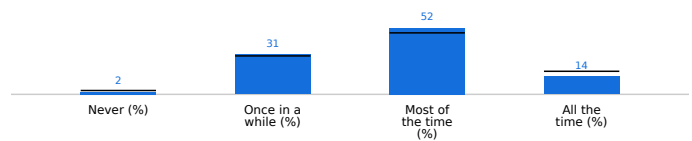
The teacher expects me to do my best all the time



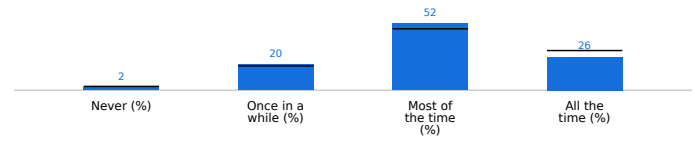
The teacher wants us to become better thinkers, not just memorize things



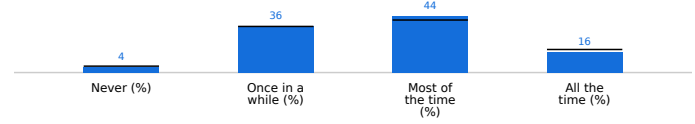
This class challenges me



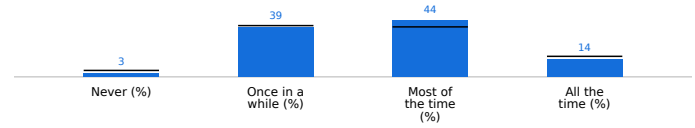
This class requires me to work hard to do well



The teacher asks difficult questions on tests



The teacher asks difficult questions in class




# Academic Personalism

## Academic Personalism

Teachers connect with students in the classroom and support them in achieving academic goals.

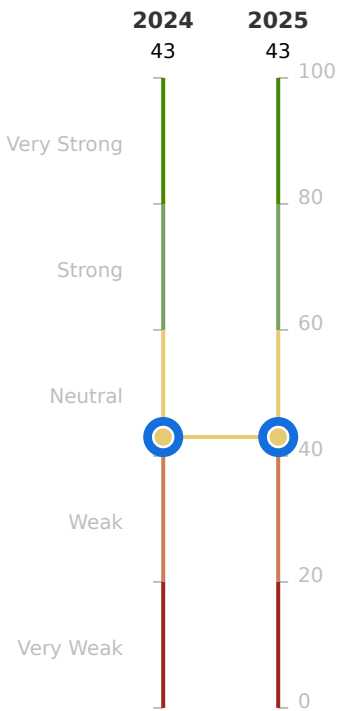
### Essential

 Supportive Environment

### Respondent

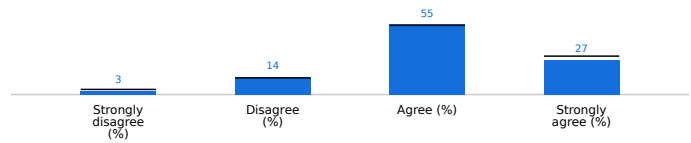
Student

### Performance

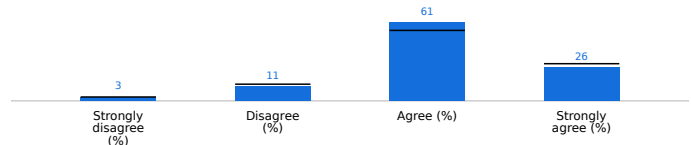


## Students report that their teacher:

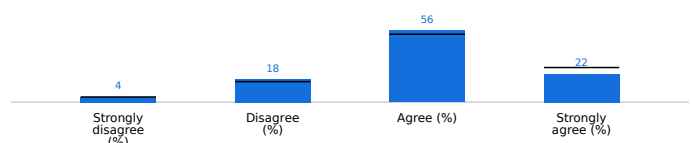
Helps me catch up if I am behind.



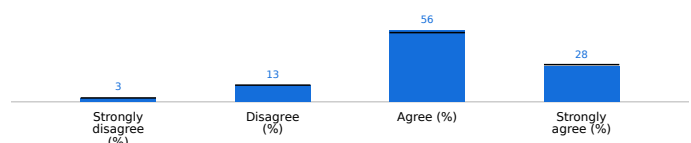
Is willing to give extra help on schoolwork if I need it.



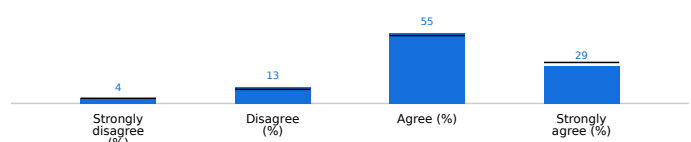
Notifies if I have trouble learning something.



Gives me specific suggestions about how I can improve my work in this class.



Explains things in a different way if I don't understand something in class.



# Collaborative Practices

## Collaborative Practices

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

### Essential

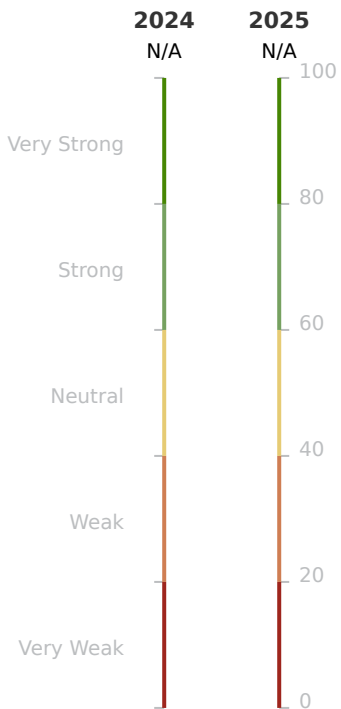


Collaborative Teachers

### Respondent

Teacher

### Performance



## Teachers report how often they have done the following:

Observed another teacher's classroom to offer feedback.



Observed another teacher's classroom to get ideas for your own instruction.



Gone over student assessment data with other teachers to make instructional decisions.



Worked with other teachers to develop materials or activities for particular classes.



Worked on instructional strategies with other teachers.



# Collective Responsibility

## Collective Responsibility

Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

### Essential

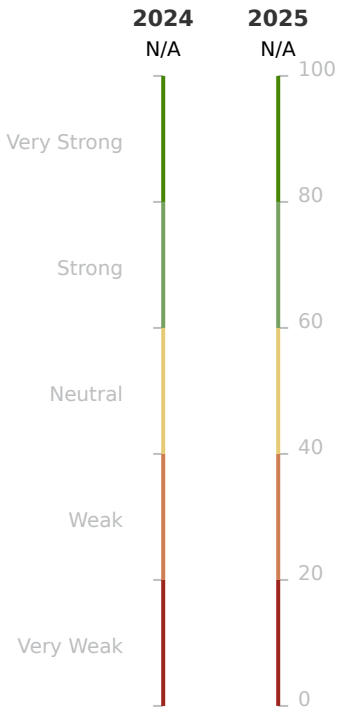


Collaborative Teachers

### Respondent

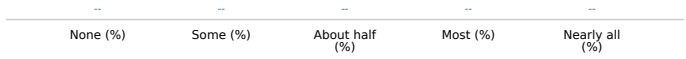
Teacher

### Performance

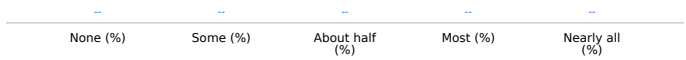


## Teachers report that other teachers in the school:

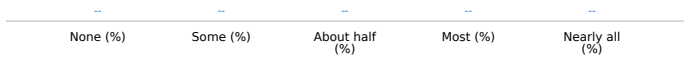
Help maintain discipline in the entire school, not just their classroom?



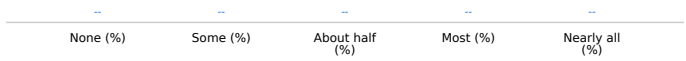
Take responsibility for improving the school.



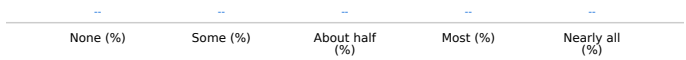
Feel responsible to help each other do their best.



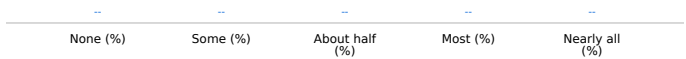
Feel responsible that all students learn.



Feel responsible for helping students develop self-control.



Feel responsible when students in this school fail.



# Instructional Leadership

## Instructional Leadership

The school leadership team sets high standards for teaching and student learning.

### Essential

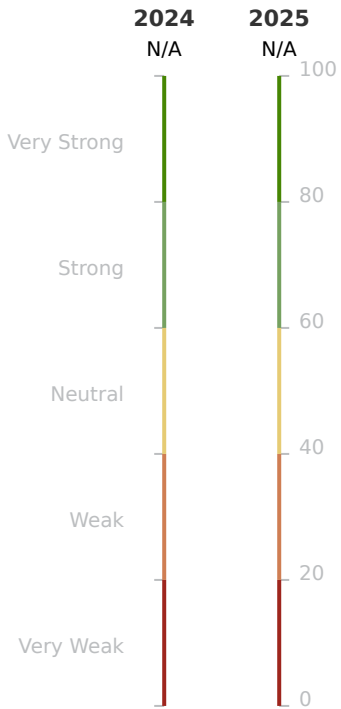


Effective Leaders

### Respondent

Teacher

### Performance



## Teachers report that a member of the school leadership team:

Makes clear to the staff the leadership's expectations for meeting instructional goals.



Communicates a clear vision for our school.



Presses teachers to implement what they have learned in professional development.



Knows what's going on in my classroom.



Provides me with useful feedback to improve my teaching.



Has provided me with the support I need to improve my teaching.



Makes sure teachers receive the coaching and support they need to implement new practices.

Strongly disagree (%)      Disagree (%)      Agree (%)      Strongly agree (%)




# Parent Influence on Decision Making in Schools

## Parent Influence on Decision Making in Schools

The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

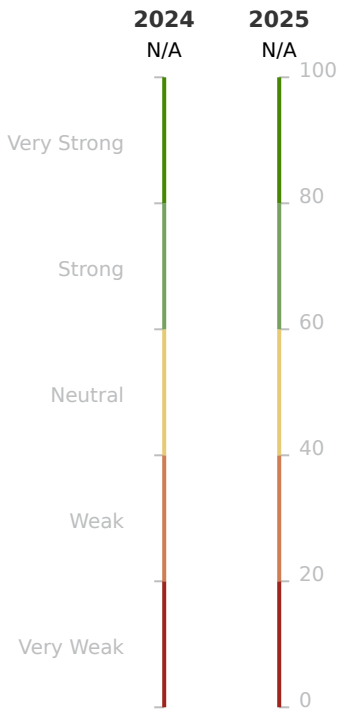
### Essential

 Involved Families

### Respondent

Teacher

### Performance



### Teachers report that the school:

Involves parents in the development of programs aimed at improving students' academic outcomes.



Involves parents in commenting on school curricula.



Includes parent leaders from all backgrounds in school improvement efforts.



Develops formal networks to link all families with each other (for example: sharing parent directories, providing a website for parents to connect with one another, etc.).



Encourage more involved parents/guardians to reach out to less involved parents/guardians?



# Parent Involvement in School

## Parent Involvement in School

Parents are active participants in their child's schooling.

### Essential

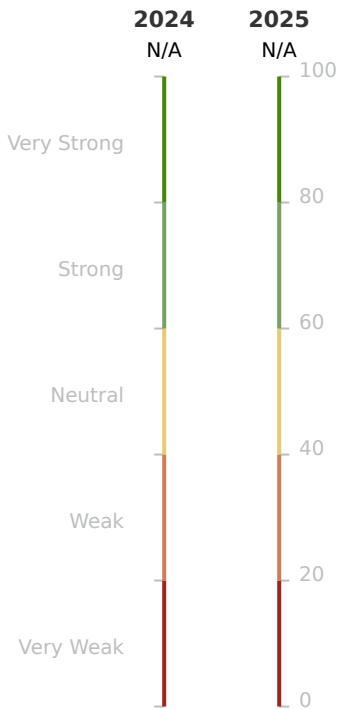


Involved Families

### Respondent

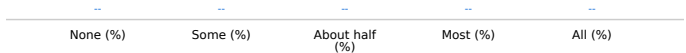
Teacher

### Performance

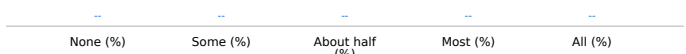


## Teachers report that students' parents:

Attended parent-teacher conferences when you requested them.



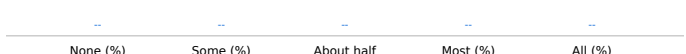
Volunteered time to support the school/center (e.g., volunteer in classrooms, help with school/center-wide events, etc.).



Contacted you about their child's performance.



Responded to your suggestions for helping their child.



# Program Coherence

## Program Coherence

School programs are coordinated and consistent with its goals for student learning.

### Essential

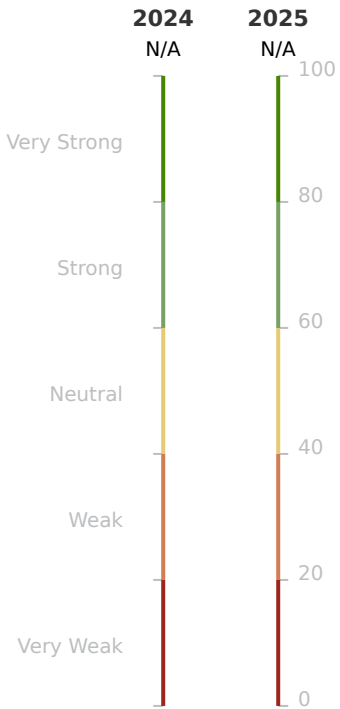


Effective Leaders

### Respondent

Teacher

### Performance



### Teachers report the following:

Once we start a new program in this school, we follow up to make sure that it's working.



Curriculum, instruction, and learning materials are well coordinated across different grade levels at this school.



There is consistency in curriculum, instruction, and learning materials among teachers in the same grade level at this school.



We have so many different programs in this school that I can't keep track of them all.



Many special programs come and go at this school.



# Quality Professional Development

## Quality Professional Development

Professional development is rigorous and focused on student learning.

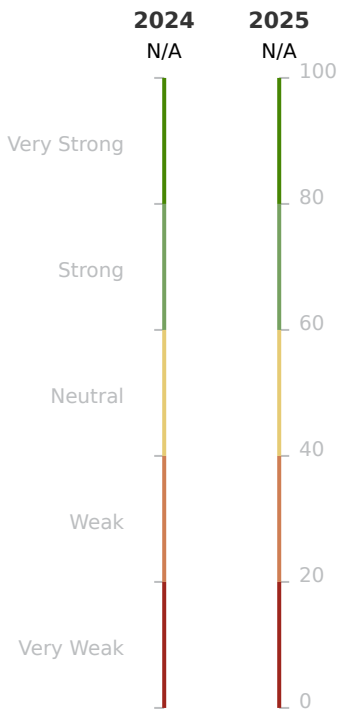
### Essential

Collaborative Teachers

### Respondent

Teacher

### Performance



## Teachers report that professional development this year has:

Been sustained and coherently focused, rather than short-term and unrelated.



Included enough time to think carefully about, try, and evaluate new ideas.



Been closely connected to my school's improvement plan.



Included opportunities to work productively with colleagues in my school.




# Quality of Student Discussion

## Quality of Student Discussion

Students participate in classroom discussions that build their critical thinking skills.

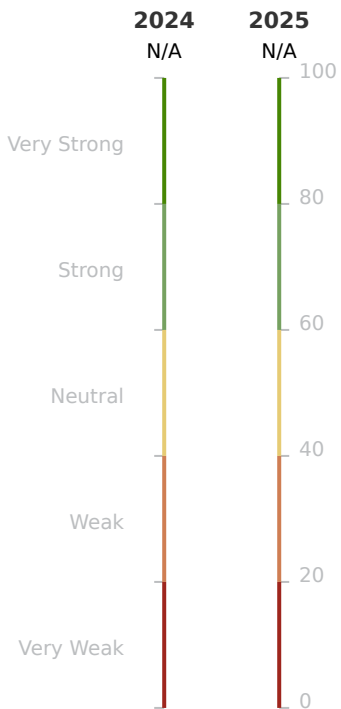
### Essential

 Ambitious Instruction

### Respondent

Teacher

### Performance



## Teachers report the following about classroom discussions:

Students build on each other's ideas during discussion.



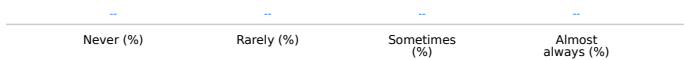
Students use data and text references to support their ideas.



Students show each other respect.



Students provide constructive feedback to their peers and to me.



Most students participate in the discussion at some point.



Students encourage each other to participate in discussion.



# School Commitment

## School Commitment

Teachers are deeply committed to the school.

### Essential

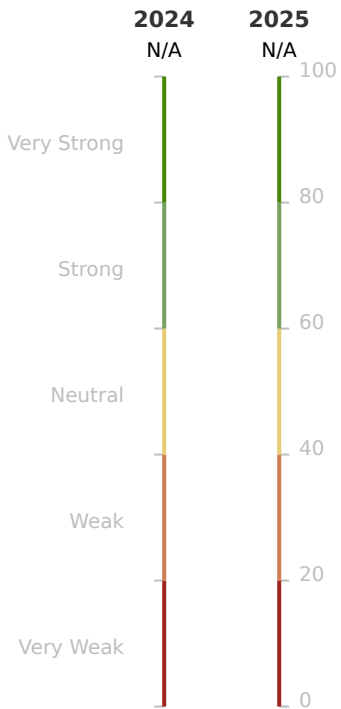


Collaborative Teachers

### Respondent

Teacher

### Performance



## Teachers report the following:

I usually look forward to each working day at this school.



I wouldn't want to work in any other school.



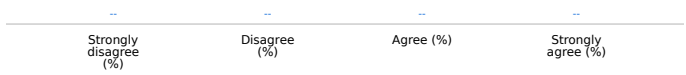
I feel loyal to this school.



I would recommend this school to parents seeking a place for their child.



This school would be my first choice for my own child.



# Teacher Influence

## Teacher Influence

Teachers have influence in a broad range of decisions regarding school policies and practices.

### Essential

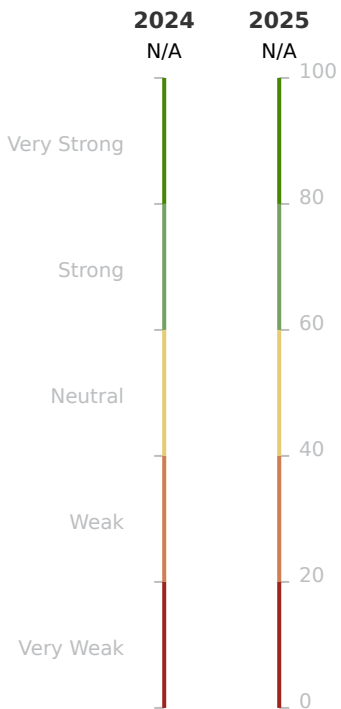


Effective Leaders

### Respondent

Teacher

### Performance



## Teachers report having influence on:

Planning how discretionary school funds should be used.



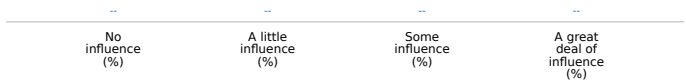
Determining which books and other instructional materials are used in classrooms.



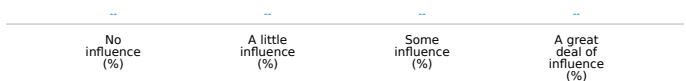
Establishing the curriculum and instructional program.



Determining the content of in-service programs.



Setting standards for student behavior.



# Teacher-Parent Trust

## Teacher-Parent Trust

Teachers and parents are partners in improving student learning.

### Essential

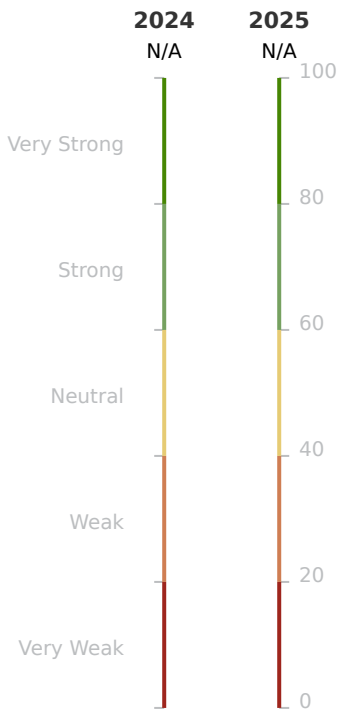


Involved Families

### Respondent

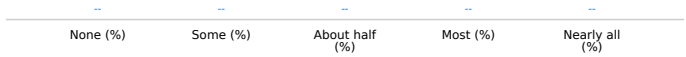
Teacher

### Performance

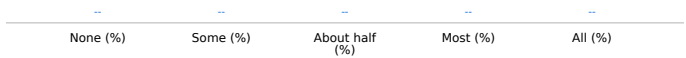


### Teachers report the following:

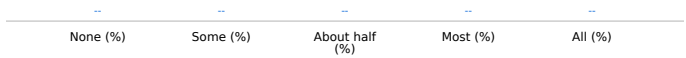
Teachers feel good about parents' support for their work.



Parents support teachers' teaching efforts.



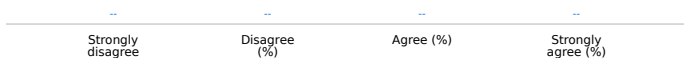
Parents do their best to help their children learn.



Teachers feel respected by the parents of the students



Teachers and parents at this school think of each other as partners in educating children.



Staff at this school work hard to build trusting relationships with parents.



# Teacher-Principal Trust

## Teacher-Principal Trust

Teachers and parents are partners in improving student learning.

### Essential

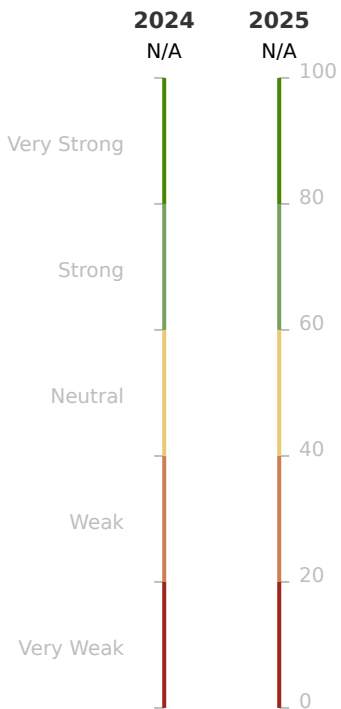


Effective Leaders

### Respondent

Teacher

### Performance



## Teachers report the following:

Teachers feel respected by the principal



The principal has confidence in the expertise of the teachers.



I trust the principal at his or her word.



It's OK in this school to discuss feelings, worries, and frustrations with the principal.



The principal takes a personal interest in the professional development of teachers.



The principal looks out for the personal welfare of the faculty members.



The principal places the needs of children ahead of personal and political interests.



The principal at this school is an effective manager who makes the school run smoothly.



# Teacher-Teacher Trust

## Teacher-Teacher Trust

Teachers are supportive and respectful of one another, personally and professionally.

### Essential

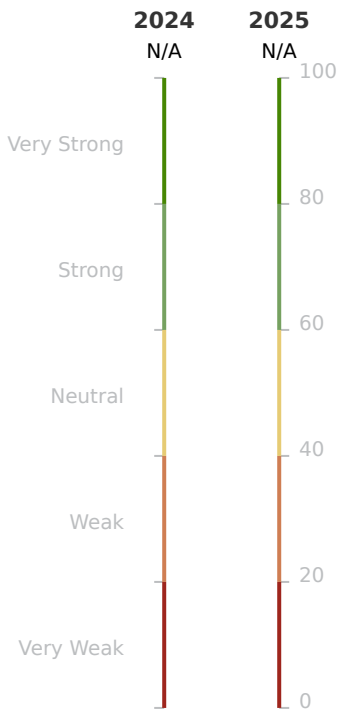


Collaborative Teachers

### Respondent

Teacher

### Performance



## Teachers report the following:

Teachers feel respected by other teachers



Teachers in this school trust each other.



It's OK in this school to discuss feelings, worries, and frustrations with other teachers.



Teachers respect other teachers who take the lead in school improvement efforts.

















Teachers at this school respect those colleagues who are experts at their craft.



# All Supplemental Measures

How is Hadley Junior High School performing on all supplemental measures in 2025?

Page	Measure	Change	Performance	Essential	Respondent
33	Inquiry-Based Science Instruction	+ 0	66 <b>Strong</b>	 Supplemental Measures	Student
34	Human & Social Resources in the Community	+ 0	62 <b>Strong</b>	 Supplemental Measures	Student
35	Parent Supportiveness	- 1	61 <b>Strong</b>	 Supplemental Measures	Student
36	Student Peer Relationships	- 3	59 <b>Neutral</b>	 Supplemental Measures	Student
37	Academic Engagement	+ 9	52 <b>Neutral</b>	 Supplemental Measures	Student
38	Rigorous Study Habits	+ 1	52 <b>Neutral</b>	 Supplemental Measures	Student
39	Classroom Rigor	+ 0	50 <b>Neutral</b>	 Supplemental Measures	Student
40	Course Clarity	+ 0	49 <b>Neutral</b>	 Supplemental Measures	Student
41	Classroom Disruptions	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Teacher
42	Innovation	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Teacher
43	Reflective Dialogue	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Teacher
44	Socialization of New Teachers	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Teacher
45	Student Responsibility	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Teacher
46	Teacher Safety	N/A	<b>Low Resp Or N/A</b>	 Supplemental Measures	Teacher

# Inquiry-Based Science Instruction

## Inquiry-Based Science Instruction

Students conduct scientific investigations, including generating and testing hypotheses, writing lab reports and using laboratory equipment.

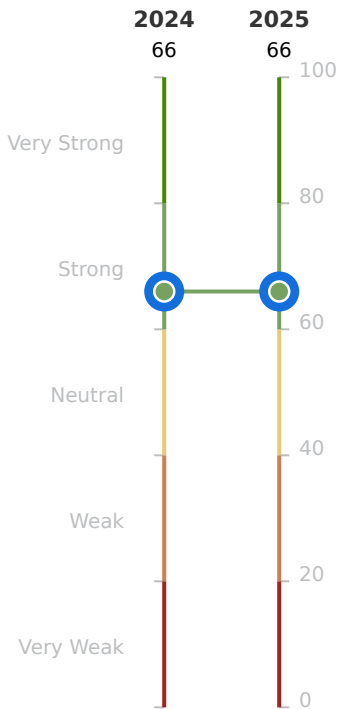
### Essential

Supplemental Measures

### Respondent

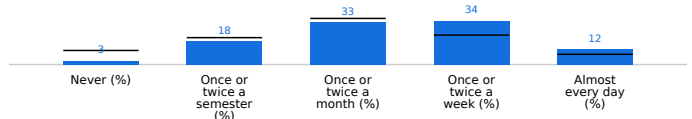
Student

### Performance

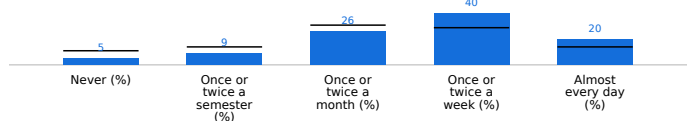


## Students report doing the following in science class:

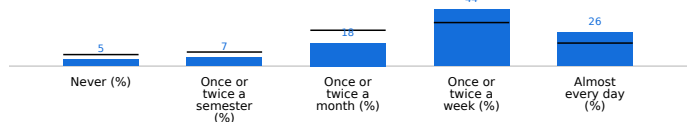
Use laboratory equipment or specimens.



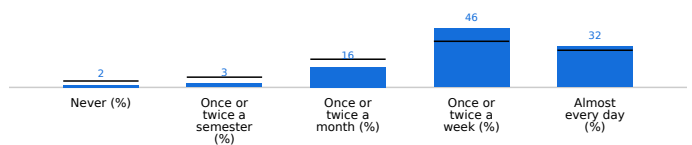
Write lab reports.



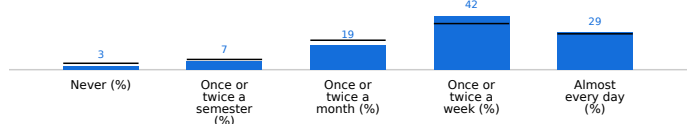
Generate your own hypotheses.



Use evidence/data to support an argument or hypothesis.



Find information from graphs and tables.



# Human & Social Resources in the Community

## Human & Social Resources in the Community

Students come from communities where there are adults they can trust who provide a safe environment.

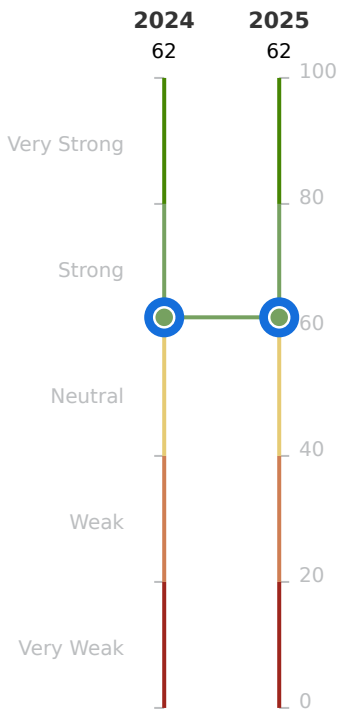
### Essential

Supplemental Measures

### Respondent

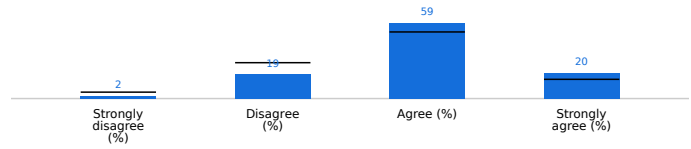
Student

### Performance

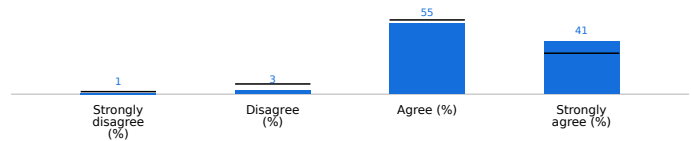


## Students report the following about their community:

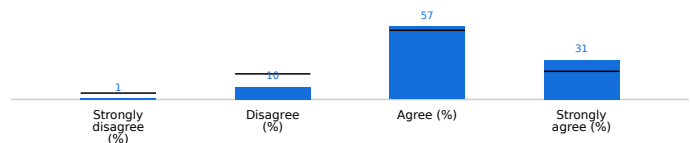
Adults in this neighborhood know who the local children are.



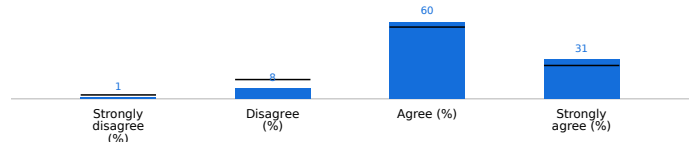
During the day, it is safe for children to play in the local park or playground.



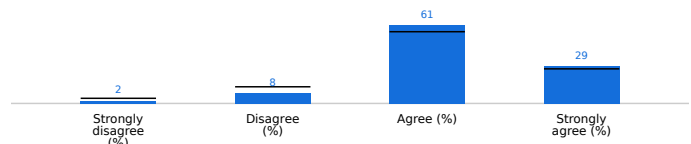
People in this neighborhood can be trusted.



There are adults in this neighborhood that children can look up to.



The equipment and buildings in the neighborhood, park, or playground are well kept.



# Parent Supportiveness

## Parent Supportiveness

Parents support their children emotionally and developmentally.

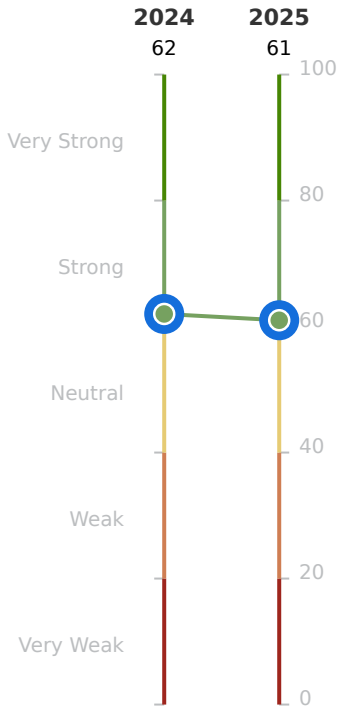
### Essential

Supplemental Measures

### Respondent

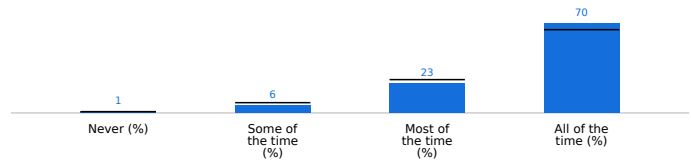
Student

### Performance

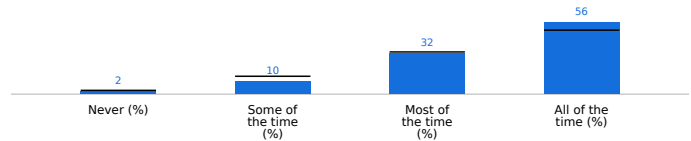


## Students report the following about their parents. My parents:

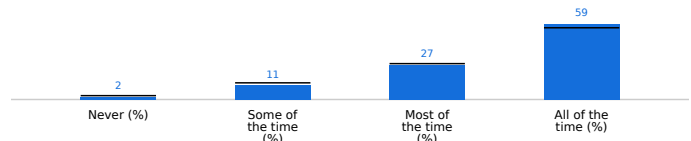
Encourage you to work hard at school.



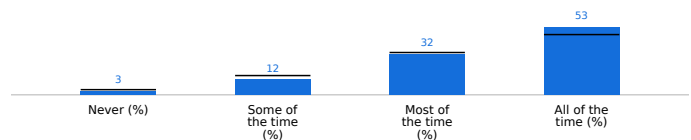
Listen to you when you need to talk.



Show they are proud of you.



Take time to help you make decisions.



# Student Peer Relationships

## Student Peer Relationships

Students treat each other with respect, work well together, and help each other learn.

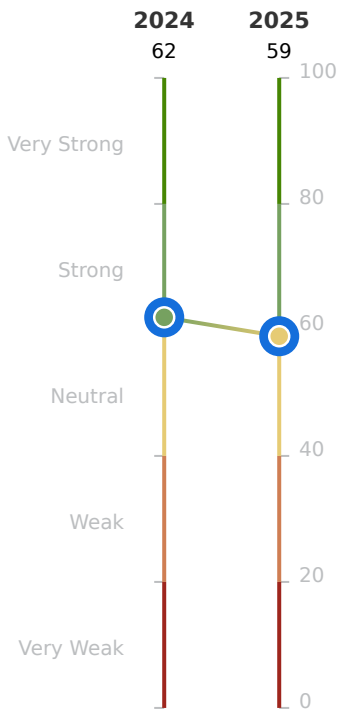
### Essential

Supplemental Measures

### Respondent

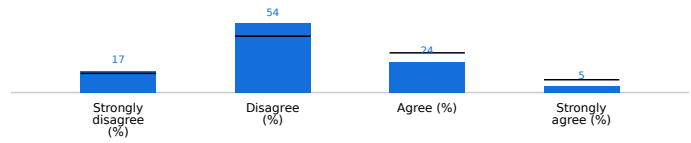
Student

### Performance

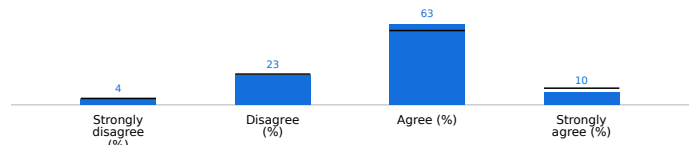


## Students report that their school peers:

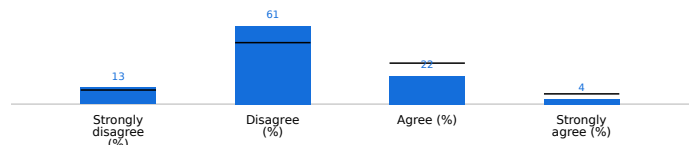
Like to put others down.



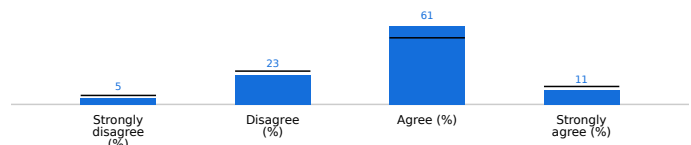
Help each other learn.



Don't get along together very well.



Treat each other with respect.



# Academic Engagement

## Academic Engagement

Students are interested and engaged in learning.

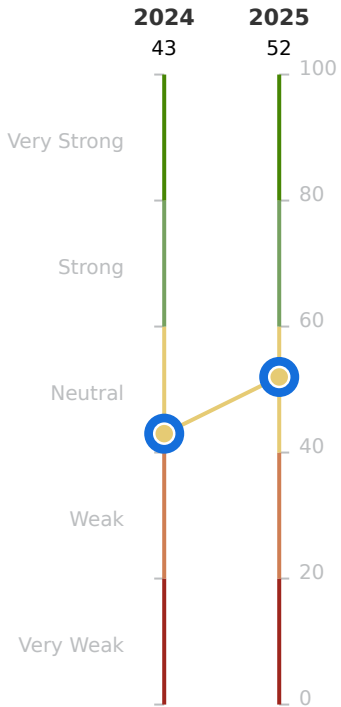
### Essential

Supplemental Measures

### Respondent

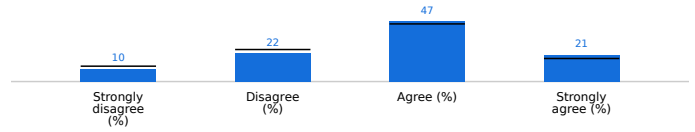
Student

### Performance

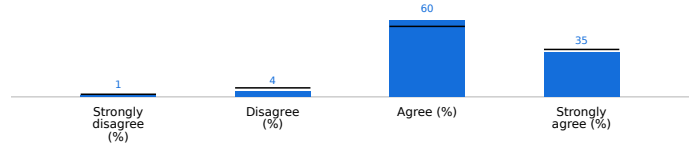


### Students report:

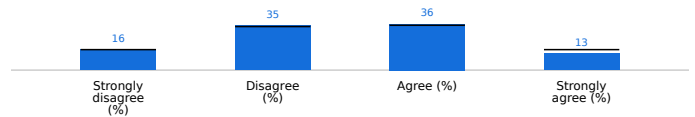
I usually look forward to this class.



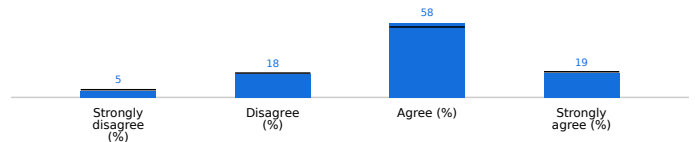
I work hard to do my best in this class.



Sometimes I get so interested in my work I don't want to stop.



The topics we are studying are interesting and challenging.



# Rigorous Study Habits

## Rigorous Study Habits

Students set aside time for schoolwork and give priority to studying.

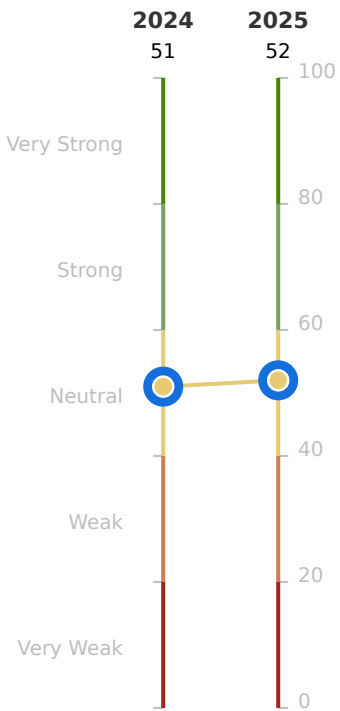
### Essential

Supplemental Measures

### Respondent

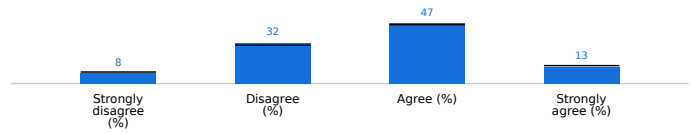
Student

### Performance

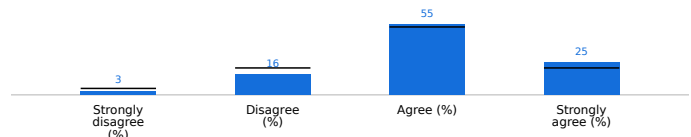


## Students report that:

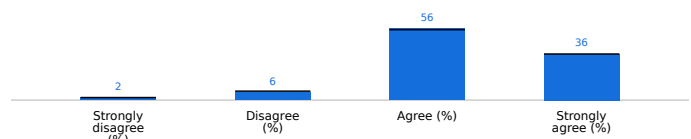
I always study for tests.



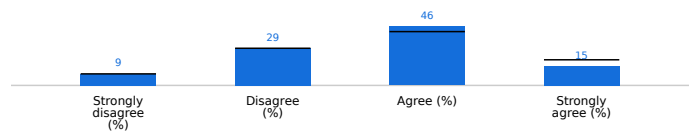
I set aside time to do my homework and study.



I try to do well on my schoolwork even when it isn't interesting to me.



If I need to study, I don't go out with my friends.



# Classroom Rigor

## Classroom Rigor

Teachers encourage all students to make connections and seek multiple perspectives through their coursework.

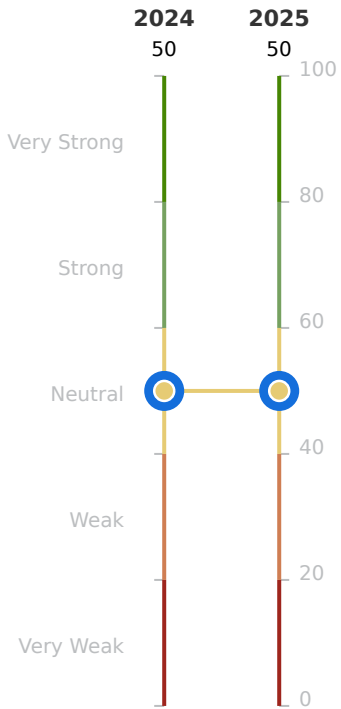
### Essential

Supplemental Measures

### Respondent

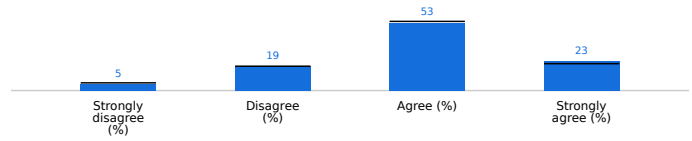
Student

### Performance

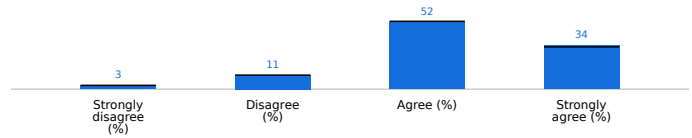


## Students report that the teacher in their target class:

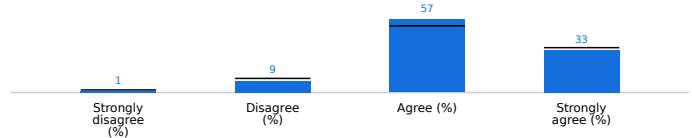
Often connects what I am learning to life outside of the classroom.



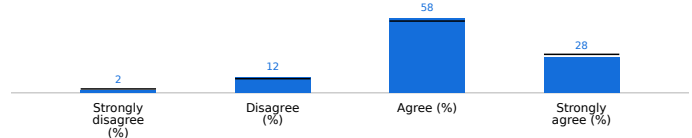
Encourages students to share their ideas about things we are studying in class.



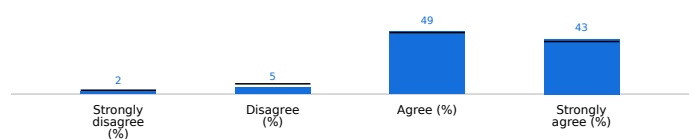
Often requires me to explain my answers.



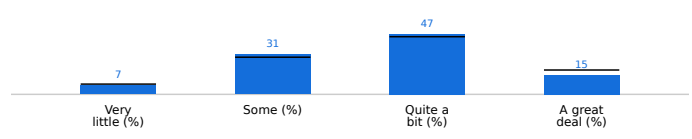
Encourages us to consider different solutions or points of view.



Doesn't let students give up when the work gets hard.



We talk about different solutions or points of view.



# Course Clarity

## Course Clarity

Students are provided clear learning goals and instruction that supports achievement.

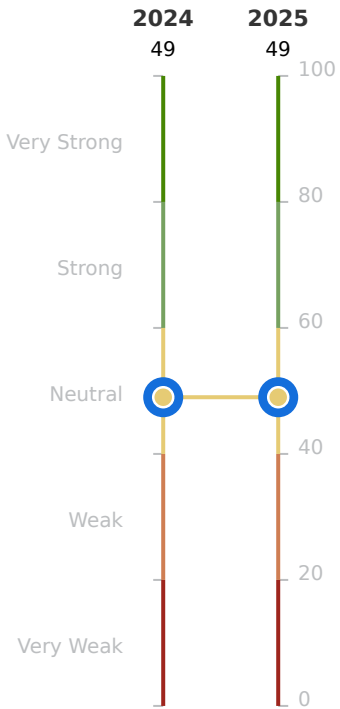
### Essential

Supplemental Measures

### Respondent

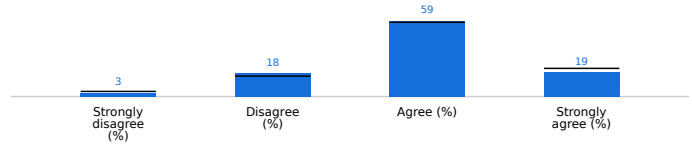
Student

### Performance

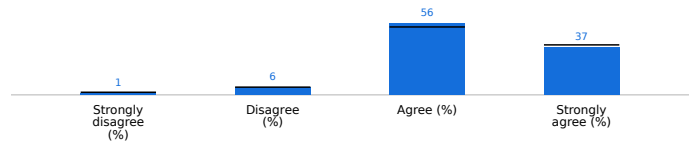


## Students report the following about one specific class:

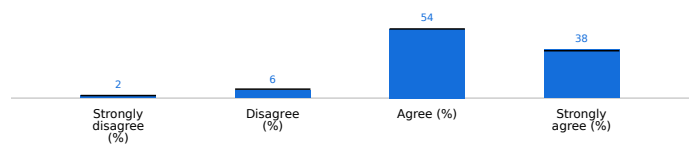
I learn a lot from feedback on my work.



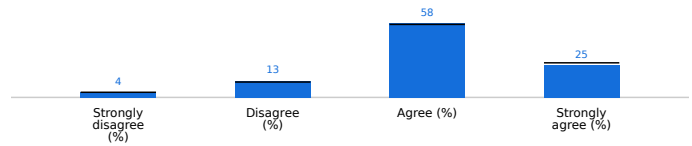
It's clear to me what I need to do to get a good grade.



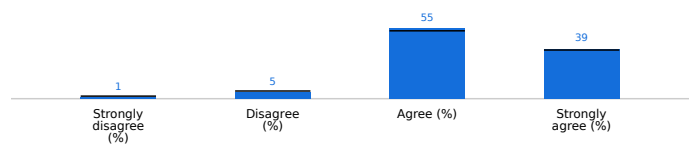
The work we do in class is good preparation for the test.



The homework assignments help me to learn the course material.



I know what my teacher wants me to learn in this class.



# Classroom Disruptions

## Classroom Disruptions

Teachers report on the degree to which other students disrupt their learning.

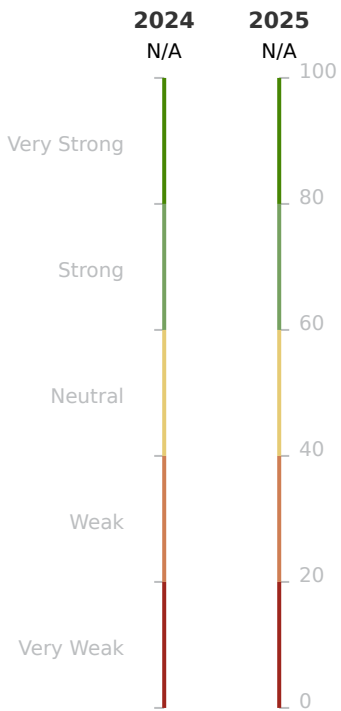
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report that students in their classrooms:

Refuse to respond when addressed?



Use inappropriate language during class?



Threaten you verbally?



Do off-task things (e.g., play games, text, talk on cell phone) during instructional time?



Create serious behavior problems in your class?



# Innovation

## Innovation

Teachers have a strong orientation toward improvement and a willingness to be a part of an active learning environment.

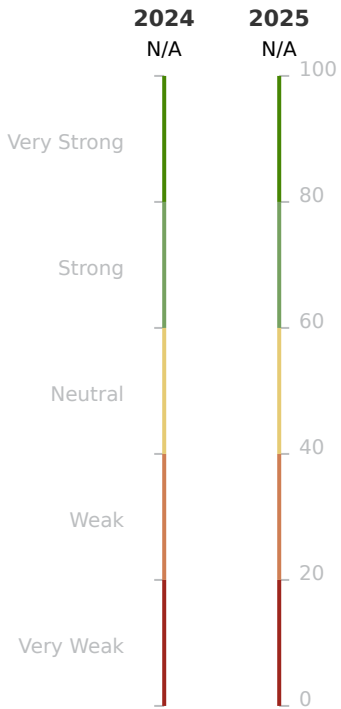
### Essential

Supplemental Measures

### Respondent

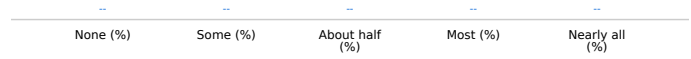
Teacher

### Performance



## Teachers report that:

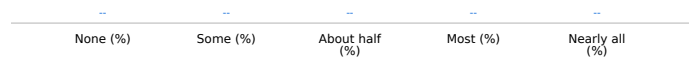
Teachers are really trying to improve their teaching.



Teachers are willing to take risks to make the school better.



Teachers are eager to try new ideas.



# Reflective Dialogue

## Reflective Dialogue

Teachers frequently talk with each other about curriculum, instruction, and student learning.

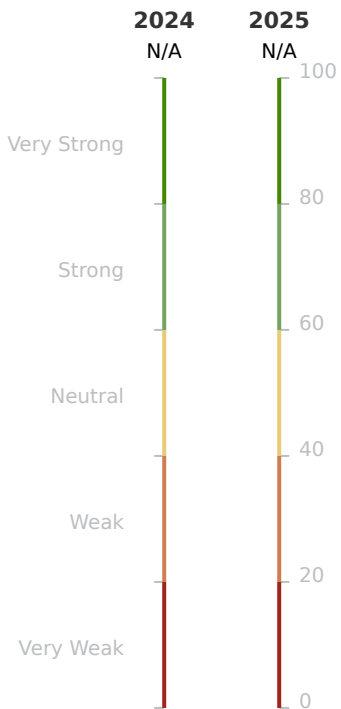
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report having conversations with colleagues about:

Instruction in the teachers' lounge, faculty meetings, etc.



Student work



What helps students learn the best



The development of new curriculum



The goals of this school.



Managing classroom behavior



# Socialization of New Teachers

## Socialization of New Teachers

New teachers are included in the professional community and are given helpful feedback on their instructional practices.

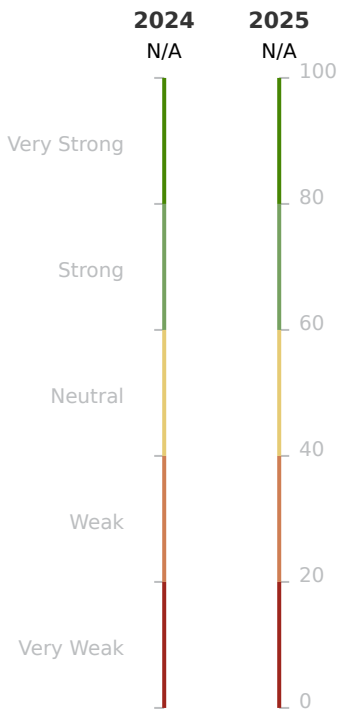
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report the following:

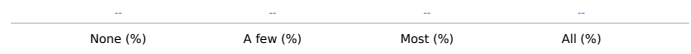
Experienced teachers invite new teachers into their classes to observe, give feedback, etc.



A conscious effort is made by faculty to make new teachers feel welcome here.



How many teachers are assigned a mentor teacher when they first begin working at this school?



# Student Responsibility

## Student Responsibility

Students are active participants in their own learning and regularly attend class prepared to learn.

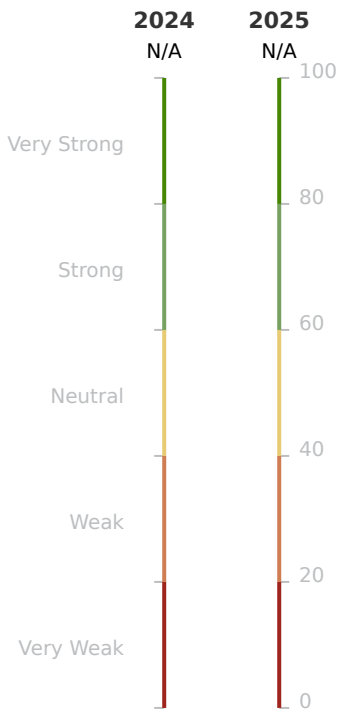
### Essential

Supplemental Measures

### Respondent

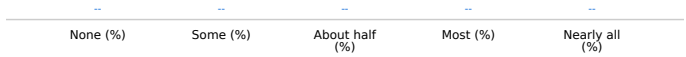
Teacher

### Performance

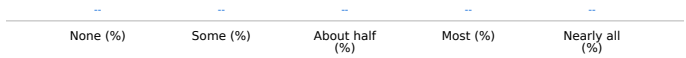


## Teachers report that their students:

Come to class on time?



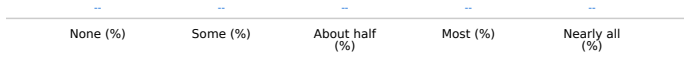
Attend class regularly?



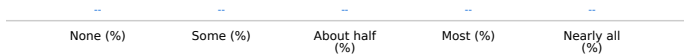
Come to class prepared with the appropriate supplies and books?



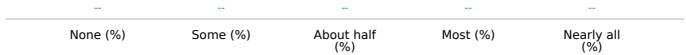
Regularly pay attention in class?



Actively participate in class activities?



Always turn in their homework?



# Teacher Safety

## Teacher Safety

Teachers report little or no disorder in the hallways, physical conflict among students, vandalism, robbery or theft, and threats of violence against teachers.

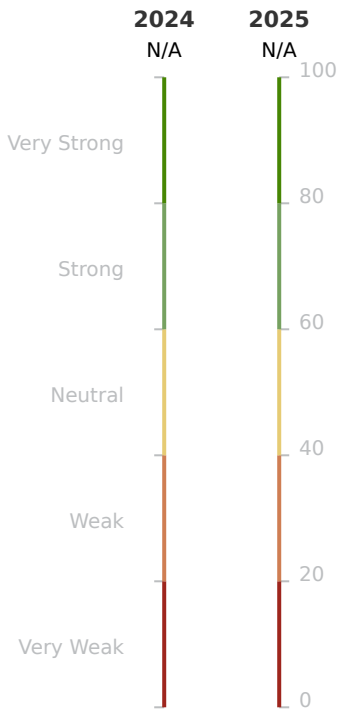
### Essential

Supplemental Measures

### Respondent

Teacher

### Performance



## Teachers report how much each of the following is a problem:

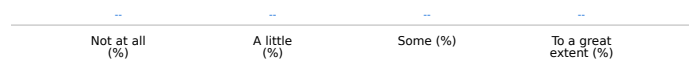
Physical conflicts among students



Robbery or theft



Disorder in classrooms



Disorder in hallways



Student disrespect of teachers



Threats of violence toward teachers





# INSIGHTeX Growth Mindset & DEI

Full Organization  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Pride	4.53 + 0.11
Quality	4.49 + 0.15
Engage-Inspire	4.47 + 0.11
Relationships	4.40 + 0.18
Satisfaction	4.39 + 0.18
Continuous Improvement	4.37 + 0.17
Communication	4.35 + 0.19
Innovation	4.30 + 0.13
Talent/Fit	4.30 + 0.19
Career Development	4.30 + 0.22
Performance Planning	4.28 + 0.14
Support-Equip	4.27 + 0.19
Mission Conscious	4.27 + 0.23
Recognition	4.25 + 0.19
Training & Development	4.24 + 0.18

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.65 <b>-0.01</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 12 (2.72%)	A: 113 (25.62%)	SA: 307 (69.61%)	NA: 5 (1.13%)
45. I feel great pride in the team of which I am a part.	4.57 <b>+ 0.13</b>	SD: 4 (0.91%)	D: 7 (1.59%)	N: 20 (4.54%)	A: 113 (25.62%)	SA: 294 (66.67%)	NA: 3 (0.68%)
78. I feel proud of and inspired by the success of others on my team.	4.49 <b>+ 0.13</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 18 (4.08%)	A: 172 (39.00%)	SA: 247 (56.01%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.42 <b>+ 0.20</b>	SD: 3 (0.68%)	D: 2 (0.45%)	N: 35 (7.94%)	A: 164 (37.19%)	SA: 234 (53.06%)	NA: 3 (0.68%)

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.59 <b>+ 0.10</b>	SD: 4 (0.91%)	D: 0 (0.00%)	N: 7 (1.59%)	A: 150 (34.01%)	SA: 279 (63.27%)	NA: 1 (0.23%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.55 <b>+ 0.08</b>	SD: 4 (0.91%)	D: 7 (1.59%)	N: 15 (3.40%)	A: 129 (29.25%)	SA: 283 (64.17%)	NA: 3 (0.68%)
47. I am on a team that encourages each member to surpass expectations.	4.45 <b>+ 0.19</b>	SD: 4 (0.91%)	D: 9 (2.04%)	N: 35 (7.94%)	A: 126 (28.57%)	SA: 264 (59.86%)	NA: 3 (0.68%)
71. Our organization is committed to quality collaboration and excellence.	4.36 <b>+ 0.22</b>	SD: 4 (0.91%)	D: 11 (2.49%)	N: 25 (5.67%)	A: 182 (41.27%)	SA: 218 (49.43%)	NA: 1 (0.23%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.64 <b>-0.07</b>	SD: 4 (0.91%)	D: 0 (0.00%)	N: 13 (2.95%)	A: 113 (25.62%)	SA: 306 (69.39%)	NA: 5 (1.13%)
8. I am driven to contribute to the success of our organization.	4.63 <b>+ 0.02</b>	SD: 4 (0.91%)	D: 0 (0.00%)	N: 7 (1.59%)	A: 132 (29.93%)	SA: 292 (66.21%)	NA: 6 (1.36%)
12. I am highly committed to and energized by my work.	4.46 <b>+ 0.07</b>	SD: 3 (0.68%)	D: 5 (1.13%)	N: 24 (5.44%)	A: 163 (36.96%)	SA: 243 (55.10%)	NA: 3 (0.68%)
67. Our organization promotes a positive and engaging culture.	4.40 <b>+ 0.26</b>	SD: 4 (0.91%)	D: 4 (0.91%)	N: 25 (5.67%)	A: 184 (41.72%)	SA: 223 (50.57%)	NA: 1 (0.23%)
76. I would recommend our organization to a friend as a great place to work.	4.24 <b>+ 0.29</b>	SD: 4 (0.91%)	D: 6 (1.36%)	N: 50 (11.34%)	A: 198 (44.90%)	SA: 181 (41.04%)	NA: 2 (0.45%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.57 <b>+ 0.10</b>	SD: 4 (0.91%)	D: 1 (0.23%)	N: 7 (1.59%)	A: 157 (35.60%)	SA: 272 (61.68%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.52 <b>+ 0.15</b>	SD: 3 (0.68%)	D: 10 (2.27%)	N: 18 (4.08%)	A: 133 (30.16%)	SA: 274 (62.13%)	NA: 3 (0.68%)
64. Our team is committed to creating an enjoyable work environment.	4.50 <b>+ 0.16</b>	SD: 5 (1.13%)	D: 5 (1.13%)	N: 24 (5.44%)	A: 135 (30.61%)	SA: 269 (61.00%)	NA: 3 (0.68%)
66. I look forward to interacting with our team when I come to work.	4.48 <b>+ 0.16</b>	SD: 4 (0.91%)	D: 6 (1.36%)	N: 21 (4.76%)	A: 152 (34.47%)	SA: 258 (58.50%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.45 <b>+ 0.13</b>	SD: 5 (1.13%)	D: 13 (2.95%)	N: 25 (5.67%)	A: 131 (29.71%)	SA: 262 (59.41%)	NA: 5 (1.13%)
5. I have at least one close friend at work.	4.44 <b>-0.08</b>	SD: 7 (1.59%)	D: 10 (2.27%)	N: 38 (8.62%)	A: 107 (24.26%)	SA: 271 (61.45%)	NA: 8 (1.81%)
63. I am highly energized by the people I work with on our team.	4.42 <b>+ 0.17</b>	SD: 5 (1.13%)	D: 7 (1.59%)	N: 40 (9.07%)	A: 133 (30.16%)	SA: 253 (57.37%)	NA: 3 (0.68%)
25. My supervisor cares about me as a person.	4.42 <b>+ 0.21</b>	SD: 4 (0.91%)	D: 8 (1.81%)	N: 29 (6.58%)	A: 156 (35.37%)	SA: 243 (55.10%)	NA: 1 (0.23%)
65. Our team members invest time developing relationships with each other.	4.41 <b>+ 0.17</b>	SD: 6 (1.36%)	D: 10 (2.27%)	N: 31 (7.03%)	A: 144 (32.65%)	SA: 247 (56.01%)	NA: 3 (0.68%)
51. Our team has open and trusting relationships.	4.39 <b>+ 0.10</b>	SD: 6 (1.36%)	D: 10 (2.27%)	N: 41 (9.30%)	A: 132 (29.93%)	SA: 250 (56.69%)	NA: 2 (0.45%)
68. Quality and inclusive relationships are valued across our organization.	4.34 <b>+ 0.24</b>	SD: 4 (0.91%)	D: 8 (1.81%)	N: 31 (7.03%)	A: 187 (42.40%)	SA: 209 (47.39%)	NA: 2 (0.45%)
32. I have an open and trusting relationship with my supervisor.	4.28 <b>+ 0.29</b>	SD: 6 (1.36%)	D: 10 (2.27%)	N: 50 (11.34%)	A: 158 (35.83%)	SA: 212 (48.07%)	NA: 5 (1.13%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.17 <b>+ 0.33</b>	SD: 7 (1.59%)	D: 15 (3.40%)	N: 62 (14.06%)	A: 166 (37.64%)	SA: 185 (41.95%)	NA: 6 (1.36%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
31. My supervisor inspires me to grow to new levels.	4.16 + 0.30	SD: 8 (1.81%)	D: 11 (2.49%)	N: 67 (15.19%)	A: 166 (37.64%)	SA: 182 (41.27%)	NA: 7 (1.59%)
		N		A		SA	

### Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.57 + 0.13	SD: 5 (1.13%)	D: 6 (1.36%)	N: 20 (4.54%)	A: 111 (25.17%)	SA: 296 (67.12%)	NA: 3 (0.68%)
		A		SA			
13. My work is fulfilling and enjoyable.	4.40 + 0.11	SD: 4 (0.91%)	D: 5 (1.13%)	N: 25 (5.67%)	A: 183 (41.50%)	SA: 221 (50.11%)	NA: 3 (0.68%)
		N		A		SA	
87. Overall, I am very satisfied with our organization as a place to work.	4.39 + 0.29	SD: 5 (1.13%)	D: 3 (0.68%)	N: 29 (6.58%)	A: 183 (41.50%)	SA: 221 (50.11%)	NA: 0 (0.00%)
		N		A		SA	
20. I look forward to coming to work every day.	4.20 + 0.18	SD: 4 (0.91%)	D: 11 (2.49%)	N: 53 (12.02%)	A: 197 (44.67%)	SA: 173 (39.23%)	NA: 3 (0.68%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.52 <b>+ 0.08</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 11 (2.49%)	A: 171 (38.78%)	SA: 251 (56.92%)	NA: 4 (0.91%)
54. Our team continuously seeks ways to improve our performance.	4.47 <b>+ 0.10</b>	SD: 4 (0.91%)	D: 9 (2.04%)	N: 27 (6.12%)	A: 134 (30.39%)	SA: 266 (60.32%)	NA: 1 (0.23%)
69. I am part of an organization that continues to pursue excellence every day.	4.44 <b>+ 0.22</b>	SD: 4 (0.91%)	D: 3 (0.68%)	N: 20 (4.54%)	A: 182 (41.27%)	SA: 231 (52.38%)	NA: 1 (0.23%)
52. I am on a team that continuously challenges me to grow and improve.	4.41 <b>+ 0.14</b>	SD: 3 (0.68%)	D: 13 (2.95%)	N: 29 (6.58%)	A: 148 (33.56%)	SA: 244 (55.33%)	NA: 4 (0.91%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.18 <b>+ 0.20</b>	SD: 6 (1.36%)	D: 11 (2.49%)	N: 60 (13.61%)	A: 180 (40.82%)	SA: 181 (41.04%)	NA: 3 (0.68%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 <b>+ 0.25</b>	SD: 6 (1.36%)	D: 19 (4.31%)	N: 50 (11.34%)	A: 180 (40.82%)	SA: 186 (42.18%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution					
79. My teammates share important information with me.	4.46 <b>+ 0.15</b>	SD: 4 (0.91%)	D: 8 (1.81%)	N: 15 (3.40%)	A: 166 (37.64%)	SA: 248 (56.24%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.44 <b>+ 0.14</b>	SD: 6 (1.36%)	D: 9 (2.04%)	N: 25 (5.67%)	A: 143 (32.43%)	SA: 255 (57.82%)	NA: 3 (0.68%)
55. Information is shared effectively within our team.	4.42 <b>+ 0.17</b>	SD: 4 (0.91%)	D: 13 (2.95%)	N: 27 (6.12%)	A: 143 (32.43%)	SA: 251 (56.92%)	NA: 3 (0.68%)
27. My supervisor and I have effective two-way communication.	4.33 <b>+ 0.21</b>	SD: 6 (1.36%)	D: 4 (0.91%)	N: 46 (10.43%)	A: 164 (37.19%)	SA: 216 (48.98%)	NA: 5 (1.13%)
24. My supervisor effectively communicates his/her expectations.	4.31 <b>+ 0.27</b>	SD: 6 (1.36%)	D: 15 (3.40%)	N: 35 (7.94%)	A: 162 (36.73%)	SA: 221 (50.11%)	NA: 2 (0.45%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.30 <b>+ 0.21</b>	SD: 7 (1.59%)	D: 12 (2.72%)	N: 45 (10.20%)	A: 143 (32.43%)	SA: 217 (49.21%)	NA: 17 (3.85%)
26. My supervisor gives me constructive feedback about my work performance.	4.19 <b>+ 0.20</b>	SD: 6 (1.36%)	D: 13 (2.95%)	N: 58 (13.15%)	A: 167 (37.87%)	SA: 183 (41.50%)	NA: 14 (3.17%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.50 <b>+ 0.03</b>	SD: 3 (0.68%)	D: 3 (0.68%)	N: 15 (3.40%)	A: 167 (37.87%)	SA: 250 (56.69%)	NA: 3 (0.68%)
42. Our team encourages innovation.	4.37 <b>+ 0.09</b>	SD: 4 (0.91%)	D: 7 (1.59%)	N: 33 (7.48%)	A: 170 (38.55%)	SA: 222 (50.34%)	NA: 5 (1.13%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.22 <b>+ 0.20</b>	SD: 5 (1.13%)	D: 7 (1.59%)	N: 43 (9.75%)	A: 216 (48.98%)	SA: 170 (38.55%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	4.10 <b>+ 0.19</b>	SD: 6 (1.36%)	D: 16 (3.63%)	N: 57 (12.93%)	A: 207 (46.94%)	SA: 153 (34.69%)	NA: 2 (0.45%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.59 <b>-0.01</b>	SD: 5 (1.13%)	D: 1 (0.23%)	N: 16 (3.63%)	A: 124 (28.12%)	SA: 295 (66.89%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.47 <b>+ 0.09</b>	SD: 6 (1.36%)	D: 5 (1.13%)	N: 26 (5.90%)	A: 142 (32.20%)	SA: 260 (58.96%)	NA: 2 (0.45%)
		N	A		SA		
70. I feel our organization is a great fit for me.	4.45 <b>+ 0.20</b>	SD: 3 (0.68%)	D: 2 (0.45%)	N: 28 (6.35%)	A: 167 (37.87%)	SA: 240 (54.42%)	NA: 1 (0.23%)
		N	A		SA		
11. I am in a role that allows me to maximize my talents and strengths.	4.31 <b>= 0.00</b>	SD: 7 (1.59%)	D: 10 (2.27%)	N: 47 (10.66%)	A: 149 (33.79%)	SA: 226 (51.25%)	NA: 2 (0.45%)
		N	A		SA		
86. Our organization selects highly talented individuals when hiring.	4.19 <b>+ 0.30</b>	SD: 5 (1.13%)	D: 11 (2.49%)	N: 60 (13.61%)	A: 183 (41.50%)	SA: 182 (41.27%)	NA: 0 (0.00%)
		N	A		SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.15 <b>+ 0.26</b>	SD: 7 (1.59%)	D: 12 (2.72%)	N: 72 (16.33%)	A: 151 (34.24%)	SA: 182 (41.27%)	NA: 17 (3.85%)
		N	A		SA		
7. I have encouraged someone to apply at our organization.	4.14 <b>+ 0.36</b>	SD: 9 (2.04%)	D: 19 (4.31%)	N: 56 (12.70%)	A: 140 (31.75%)	SA: 179 (40.59%)	NA: 38 (8.62%)
		N	A		SA		NA
77. Our organization selects the right people for the right job.	4.05 <b>+ 0.31</b>	SD: 4 (0.91%)	D: 20 (4.54%)	N: 69 (15.65%)	A: 205 (46.49%)	SA: 141 (31.97%)	NA: 2 (0.45%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 <b>+ 0.05</b>	SD: 4 (0.91%)	D: 1 (0.23%)	N: 11 (2.49%)	A: 157 (35.60%)	SA: 268 (60.77%)	NA: 0 (0.00%)
		A		SA			
84. I would like to work at our organization long term.	4.48 <b>+ 0.21</b>	SD: 3 (0.68%)	D: 2 (0.45%)	N: 32 (7.26%)	A: 148 (33.56%)	SA: 256 (58.05%)	NA: 0 (0.00%)
		N		A		SA	
73. My supervisor advocates for my role and career growth.	4.21 <b>+ 0.28</b>	SD: 8 (1.81%)	D: 12 (2.72%)	N: 58 (13.15%)	A: 158 (35.83%)	SA: 195 (44.22%)	NA: 10 (2.27%)
		N		A		SA	
72. Our organization provides the experience and development for me to further my career here.	4.15 <b>+ 0.25</b>	SD: 6 (1.36%)	D: 21 (4.76%)	N: 51 (11.56%)	A: 182 (41.27%)	SA: 177 (40.14%)	NA: 4 (0.91%)
		N		A		SA	
74. I have the opportunity to express my career interests at our organization.	4.12 <b>+ 0.31</b>	SD: 7 (1.59%)	D: 15 (3.40%)	N: 72 (16.33%)	A: 163 (36.96%)	SA: 174 (39.46%)	NA: 10 (2.27%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
57. Our team has improved our performance over time by learning from each other.	4.45 <b>+ 0.07</b>	SD: 6 (1.36%)	D: 5 (1.13%)	N: 28 (6.35%)	A: 144 (32.65%)	SA: 250 (56.69%)	NA: 8 (1.81%)
58. I am satisfied that our team performs up to our potential.	4.43 <b>+ 0.14</b>	SD: 7 (1.59%)	D: 7 (1.59%)	N: 28 (6.35%)	A: 143 (32.43%)	SA: 253 (57.37%)	NA: 3 (0.68%)
17. I embrace challenges as opportunities for growth.	4.40 <b>+ 0.03</b>	SD: 4 (0.91%)	D: 7 (1.59%)	N: 19 (4.31%)	A: 189 (42.86%)	SA: 222 (50.34%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.33 <b>+ 0.09</b>	SD: 3 (0.68%)	D: 12 (2.72%)	N: 37 (8.39%)	A: 173 (39.23%)	SA: 214 (48.53%)	NA: 2 (0.45%)
37. My supervisor motivates me to achieve my goals.	4.23 <b>+ 0.28</b>	SD: 6 (1.36%)	D: 11 (2.49%)	N: 56 (12.70%)	A: 163 (36.96%)	SA: 197 (44.67%)	NA: 8 (1.81%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.19 <b>+ 0.08</b>	SD: 3 (0.68%)	D: 18 (4.08%)	N: 52 (11.79%)	A: 183 (41.50%)	SA: 181 (41.04%)	NA: 4 (0.91%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.91 <b>+ 0.26</b>	SD: 10 (2.27%)	D: 38 (8.62%)	N: 77 (17.46%)	A: 136 (30.84%)	SA: 146 (33.11%)	NA: 34 (7.71%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.52 <b>+ 0.10</b>	SD: 5 (1.13%)	D: 9 (2.04%)	N: 11 (2.49%)	A: 139 (31.52%)	SA: 273 (61.90%)	NA: 4 (0.91%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.50 <b>+ 0.14</b>	SD: 4 (0.91%)	D: 7 (1.59%)	N: 22 (4.99%)	A: 138 (31.29%)	SA: 266 (60.32%)	NA: 4 (0.91%)
23. I have a supportive coaching relationship with my supervisor.	4.32 <b>+ 0.23</b>	SD: 7 (1.59%)	D: 9 (2.04%)	N: 46 (10.43%)	A: 153 (34.69%)	SA: 223 (50.57%)	NA: 3 (0.68%)
34. My supervisor is actively responsive to my needs.	4.30 <b>+ 0.27</b>	SD: 7 (1.59%)	D: 8 (1.81%)	N: 43 (9.75%)	A: 166 (37.64%)	SA: 212 (48.07%)	NA: 5 (1.13%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.22 <b>+ 0.21</b>	SD: 6 (1.36%)	D: 7 (1.59%)	N: 54 (12.24%)	A: 183 (41.50%)	SA: 183 (41.50%)	NA: 8 (1.81%)
3. I am provided the core needs necessary for me to excel in my role.	4.17 <b>+ 0.12</b>	SD: 7 (1.59%)	D: 18 (4.08%)	N: 45 (10.20%)	A: 190 (43.08%)	SA: 178 (40.36%)	NA: 3 (0.68%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.11 <b>+ 0.23</b>	SD: 7 (1.59%)	D: 28 (6.35%)	N: 38 (8.62%)	A: 201 (45.58%)	SA: 165 (37.41%)	NA: 2 (0.45%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.03 <b>+ 0.26</b>	SD: 7 (1.59%)	D: 30 (6.80%)	N: 78 (17.69%)	A: 146 (33.11%)	SA: 171 (38.78%)	NA: 9 (2.04%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.53 <b>+ 0.15</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 13 (2.95%)	A: 167 (37.87%)	SA: 255 (57.82%)	NA: 2 (0.45%)
59. Our team is very inspired by the work we do.	4.47 <b>+ 0.15</b>	SD: 4 (0.91%)	D: 6 (1.36%)	N: 22 (4.99%)	A: 156 (35.37%)	SA: 251 (56.92%)	NA: 2 (0.45%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.24 <b>+ 0.27</b>	SD: 5 (1.13%)	D: 7 (1.59%)	N: 47 (10.66%)	A: 201 (45.58%)	SA: 181 (41.04%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	4.23 <b>+ 0.30</b>	SD: 5 (1.13%)	D: 13 (2.95%)	N: 45 (10.20%)	A: 190 (43.08%)	SA: 186 (42.18%)	NA: 2 (0.45%)
82. Business decisions made are consistent with our mission and core values.	3.87 <b>+ 0.28</b>	SD: 11 (2.49%)	D: 25 (5.67%)	N: 99 (22.45%)	A: 172 (39.00%)	SA: 124 (28.12%)	NA: 10 (2.27%)







**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
48. My teammates promote gratitude in our culture.	4.49 <b>+ 0.16</b>	SD: 5 (1.13%)	D: 6 (1.36%)	N: 24 (5.44%)	A: 136 (30.84%)	SA: 268 (60.77%)	NA: 2 (0.45%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.46 <b>+ 0.04</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 19 (4.31%)	A: 186 (42.18%)	SA: 230 (52.15%)	NA: 2 (0.45%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.24 <b>+ 0.28</b>	SD: 5 (1.13%)	D: 13 (2.95%)	N: 46 (10.43%)	A: 181 (41.04%)	SA: 194 (43.99%)	NA: 2 (0.45%)
29. My supervisor recognizes me for a job well done.	4.20 <b>+ 0.24</b>	SD: 7 (1.59%)	D: 14 (3.17%)	N: 59 (13.38%)	A: 160 (36.28%)	SA: 193 (43.76%)	NA: 8 (1.81%)
9. I have received meaningful recognition in the past 10 days.	3.84 <b>+ 0.22</b>	SD: 11 (2.49%)	D: 65 (14.74%)	N: 57 (12.93%)	A: 159 (36.05%)	SA: 148 (33.56%)	NA: 1 (0.23%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution
6. I seek opportunities to further my growth and development.	4.50 <b>-0.02</b>	SD: 5 (1.13%)    D: 4 (0.91%)    N: 14 (3.17%)    A: 158 (35.83%)    SA: 256 (58.05%)    NA: 4 (0.91%) 
35. My supervisor supports my personal and professional development.	4.32 <b>+ 0.23</b>	SD: 5 (1.13%)    D: 6 (1.36%)    N: 46 (10.43%)    A: 165 (37.41%)    SA: 212 (48.07%)    NA: 7 (1.59%) 
36. My supervisor builds a culture of learning and growth.	4.32 <b>+ 0.30</b>	SD: 6 (1.36%)    D: 7 (1.59%)    N: 41 (9.30%)    A: 169 (38.32%)    SA: 213 (48.30%)    NA: 5 (1.13%) 
15. I am properly trained to achieve excellence in my work.	4.25 <b>+ 0.13</b>	SD: 6 (1.36%)    D: 23 (5.22%)    N: 35 (7.94%)    A: 167 (37.87%)    SA: 207 (46.94%)    NA: 3 (0.68%) 
30. My supervisor encourages opportunities for my growth and development.	4.23 <b>+ 0.21</b>	SD: 7 (1.59%)    D: 9 (2.04%)    N: 51 (11.56%)    A: 176 (39.91%)    SA: 189 (42.86%)    NA: 9 (2.04%) 
81. Our organization provides the "right" training for me to excel in my role.	3.83 <b>+ 0.24</b>	SD: 11 (2.49%)    D: 54 (12.24%)    N: 64 (14.51%)    A: 182 (41.27%)    SA: 129 (29.25%)    NA: 1 (0.23%) 

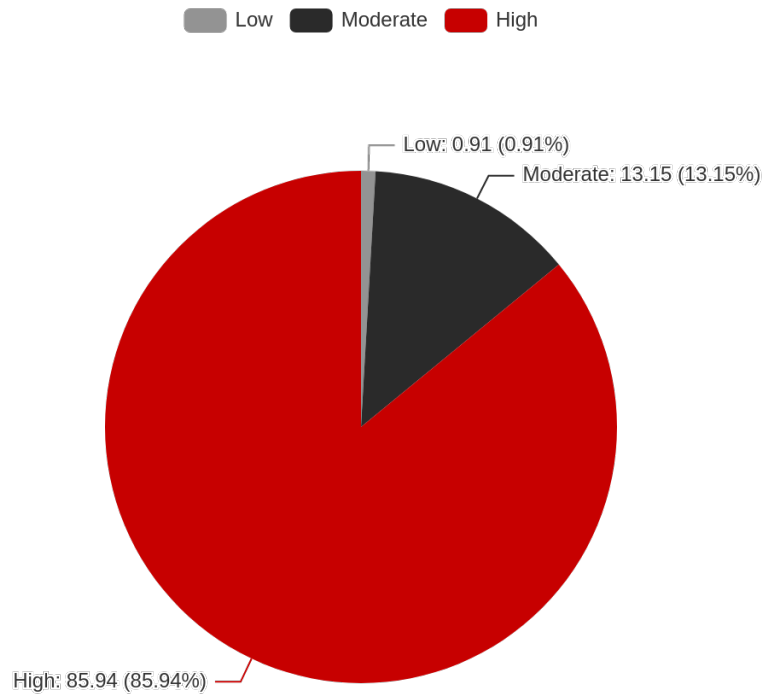
## Top Items

Question	Mean
4. I feel great pride in the work I do.	4.65 <b>-0.01</b>
2. I am fully engaged in the work that I do.	4.64 <b>-0.07</b>
8. I am driven to contribute to the success of our organization.	4.63 <b>+ 0.02</b>
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.59 <b>-0.01</b>
92. I demonstrate effort in building a positive workplace culture.	4.59 <b>+ 0.10</b>

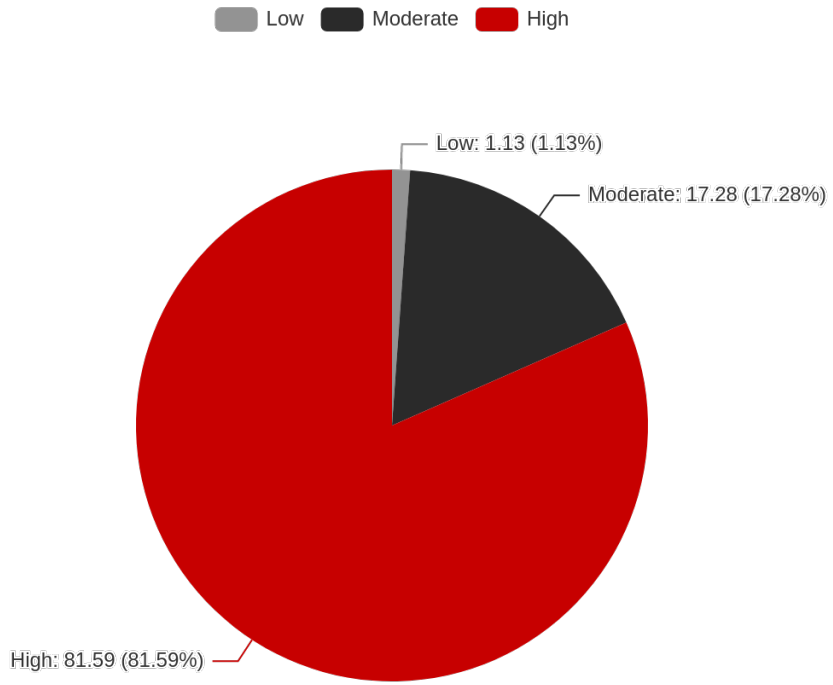
## Bottom Items

Question	Mean
81. Our organization provides the "right" training for me to excel in my role.	3.83 + 0.24
9. I have received meaningful recognition in the past 10 days.	3.84 + 0.22
82. Business decisions made are consistent with our mission and core values.	3.87 + 0.28
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.91 + 0.26
28. I am provided the opportunity to spend quality time with my supervisor.	4.03 + 0.26

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

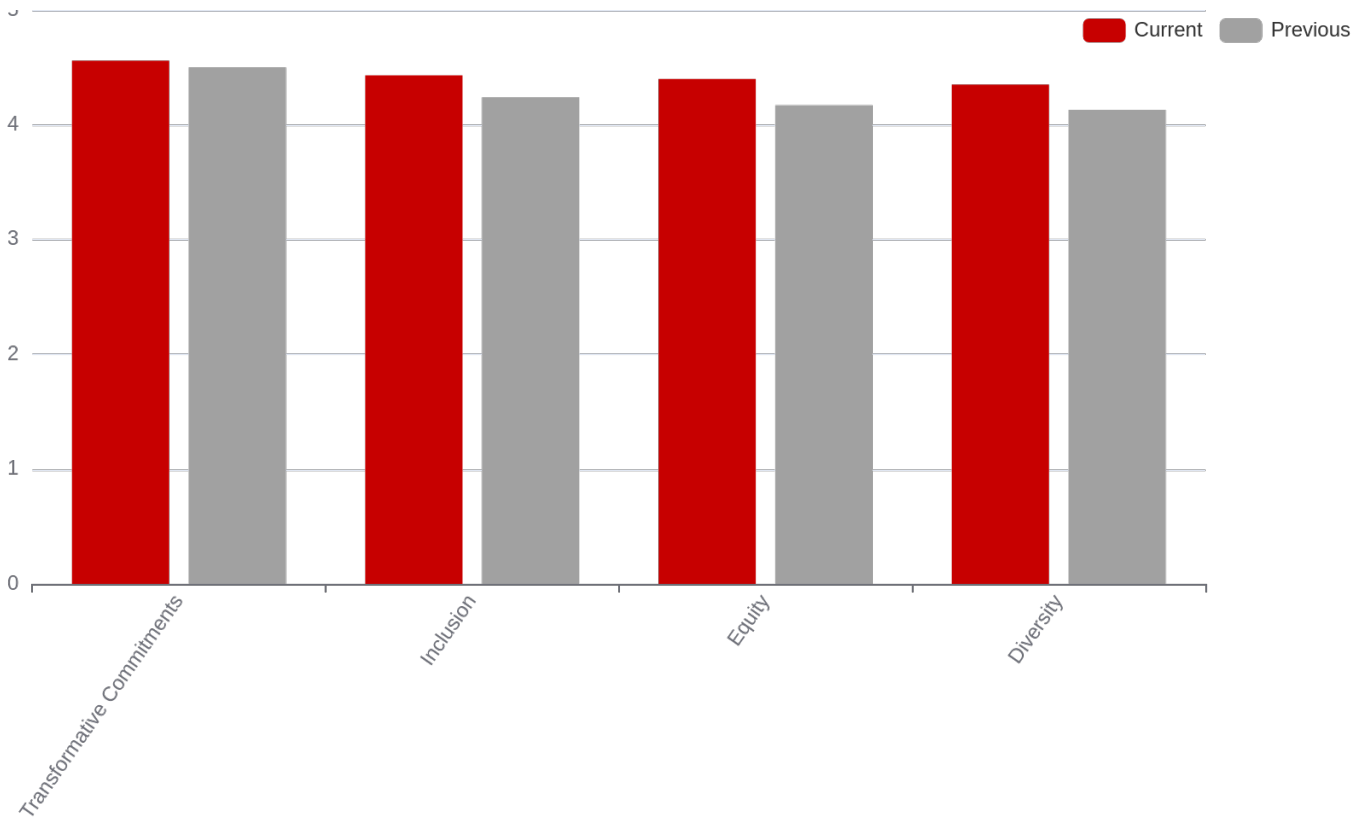


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.57 <b>+ 0.10</b>	SD: 4 (0.91%)	D: 1 (0.23%)	N: 7 (1.59%)	A: 157 (35.60%)	SA: 272 (61.68%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.55 <b>+ 0.05</b>	SD: 4 (0.91%)	D: 1 (0.23%)	N: 11 (2.49%)	A: 157 (35.60%)	SA: 268 (60.77%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.52 <b>+ 0.08</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 11 (2.49%)	A: 171 (38.78%)	SA: 251 (56.92%)	NA: 4 (0.91%)
6. I seek opportunities to further my growth and development.	4.50 <b>-0.02</b>	SD: 5 (1.13%)	D: 4 (0.91%)	N: 14 (3.17%)	A: 158 (35.83%)	SA: 256 (58.05%)	NA: 4 (0.91%)
78. I feel proud of and inspired by the success of others on my team.	4.49 <b>+ 0.13</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 18 (4.08%)	A: 172 (39.00%)	SA: 247 (56.01%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.46 <b>+ 0.04</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 19 (4.31%)	A: 186 (42.18%)	SA: 230 (52.15%)	NA: 2 (0.45%)
52. I am on a team that continuously challenges me to grow and improve.	4.41 <b>+ 0.14</b>	SD: 3 (0.68%)	D: 13 (2.95%)	N: 29 (6.58%)	A: 148 (33.56%)	SA: 244 (55.33%)	NA: 4 (0.91%)
17. I embrace challenges as opportunities for growth.	4.40 <b>+ 0.03</b>	SD: 4 (0.91%)	D: 7 (1.59%)	N: 19 (4.31%)	A: 189 (42.86%)	SA: 222 (50.34%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.32 <b>+ 0.30</b>	SD: 6 (1.36%)	D: 7 (1.59%)	N: 41 (9.30%)	A: 169 (38.32%)	SA: 213 (48.30%)	NA: 5 (1.13%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 <b>+ 0.25</b>	SD: 6 (1.36%)	D: 19 (4.31%)	N: 50 (11.34%)	A: 180 (40.82%)	SA: 186 (42.18%)	NA: 0 (0.00%)

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.56 + 0.06
Inclusion	4.43 + 0.19
Equity	4.40 + 0.23
Diversity	4.35 + 0.22

## Transformative Commitments

Question	Mean	Distribution
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.70 -0.01	SD: 4 (0.91%) D: 0 (0.00%) N: 7 (1.59%) A: 102 (23.13%) SA: 326 (73.92%) NA: 2 (0.45%) A SA
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.69 + 0.03	SD: 3 (0.68%) D: 0 (0.00%) N: 8 (1.81%) A: 109 (24.72%) SA: 320 (72.56%) NA: 1 (0.23%) A SA
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.52 + 0.06	SD: 3 (0.68%) D: 3 (0.68%) N: 16 (3.63%) A: 158 (35.83%) SA: 256 (58.05%) NA: 5 (1.13%) A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.33 + 0.16	SD: 3 (0.68%) D: 9 (2.04%) N: 40 (9.07%) A: 174 (39.46%) SA: 212 (48.07%) NA: 3 (0.68%) N A SA

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 <b>-0.02</b>	SD: 4 (0.91%)	D: 0 (0.00%)	N: 8 (1.81%)	A: 111 (25.17%)	SA: 315 (71.43%)	NA: 3 (0.68%)
100. I value the contributions of all team members.	4.64 <b>+ 0.08</b>	SD: 3 (0.68%)	D: 0 (0.00%)	N: 9 (2.04%)	A: 128 (29.02%)	SA: 298 (67.57%)	NA: 3 (0.68%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.59 <b>-0.02</b>	SD: 4 (0.91%)	D: 3 (0.68%)	N: 17 (3.85%)	A: 119 (26.98%)	SA: 296 (67.12%)	NA: 2 (0.45%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.54 <b>+ 0.11</b>	SD: 3 (0.68%)	D: 2 (0.45%)	N: 21 (4.76%)	A: 142 (32.20%)	SA: 271 (61.45%)	NA: 2 (0.45%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.54 <b>+ 0.18</b>	SD: 3 (0.68%)	D: 4 (0.91%)	N: 17 (3.85%)	A: 144 (32.65%)	SA: 269 (61.00%)	NA: 4 (0.91%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.54 <b>+ 0.13</b>	SD: 3 (0.68%)	D: 1 (0.23%)	N: 12 (2.72%)	A: 161 (36.51%)	SA: 259 (58.73%)	NA: 5 (1.13%)
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.46 <b>+ 0.19</b>	SD: 3 (0.68%)	D: 4 (0.91%)	N: 23 (5.22%)	A: 165 (37.41%)	SA: 244 (55.33%)	NA: 2 (0.45%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.45 <b>+ 0.19</b>	SD: 4 (0.91%)	D: 6 (1.36%)	N: 24 (5.44%)	A: 162 (36.73%)	SA: 245 (55.56%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.42 <b>+ 0.12</b>	SD: 4 (0.91%)	D: 3 (0.68%)	N: 36 (8.16%)	A: 154 (34.92%)	SA: 239 (54.20%)	NA: 5 (1.13%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.39 <b>+ 0.21</b>	SD: 4 (0.91%)	D: 1 (0.23%)	N: 25 (5.67%)	A: 200 (45.35%)	SA: 210 (47.62%)	NA: 1 (0.23%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.39 <b>+ 0.31</b>	SD: 3 (0.68%)	D: 2 (0.45%)	N: 33 (7.48%)	A: 182 (41.27%)	SA: 219 (49.66%)	NA: 2 (0.45%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.37 <b>+ 0.31</b>	SD: 3 (0.68%)	D: 4 (0.91%)	N: 27 (6.12%)	A: 198 (44.90%)	SA: 207 (46.94%)	NA: 2 (0.45%)
		N		A		SA	
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.36 <b>+ 0.20</b>	SD: 4 (0.91%)	D: 8 (1.81%)	N: 29 (6.58%)	A: 183 (41.50%)	SA: 215 (48.75%)	NA: 2 (0.45%)
		N		A		SA	
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.33 <b>+ 0.36</b>	SD: 3 (0.68%)	D: 7 (1.59%)	N: 37 (8.39%)	A: 189 (42.86%)	SA: 204 (46.26%)	NA: 1 (0.23%)
		N		A		SA	
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.32 <b>+ 0.14</b>	SD: 4 (0.91%)	D: 11 (2.49%)	N: 52 (11.79%)	A: 142 (32.20%)	SA: 222 (50.34%)	NA: 10 (2.27%)
		N		A		SA	
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.26 <b>+ 0.34</b>	SD: 5 (1.13%)	D: 8 (1.81%)	N: 46 (10.43%)	A: 188 (42.63%)	SA: 191 (43.31%)	NA: 3 (0.68%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.23 <b>+ 0.33</b>	SD: 4 (0.91%)	D: 15 (3.40%)	N: 39 (8.84%)	A: 198 (44.90%)	SA: 182 (41.27%)	NA: 3 (0.68%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.18 <b>+ 0.29</b>	SD: 6 (1.36%)	D: 13 (2.95%)	N: 53 (12.02%)	A: 190 (43.08%)	SA: 178 (40.36%)	NA: 1 (0.23%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

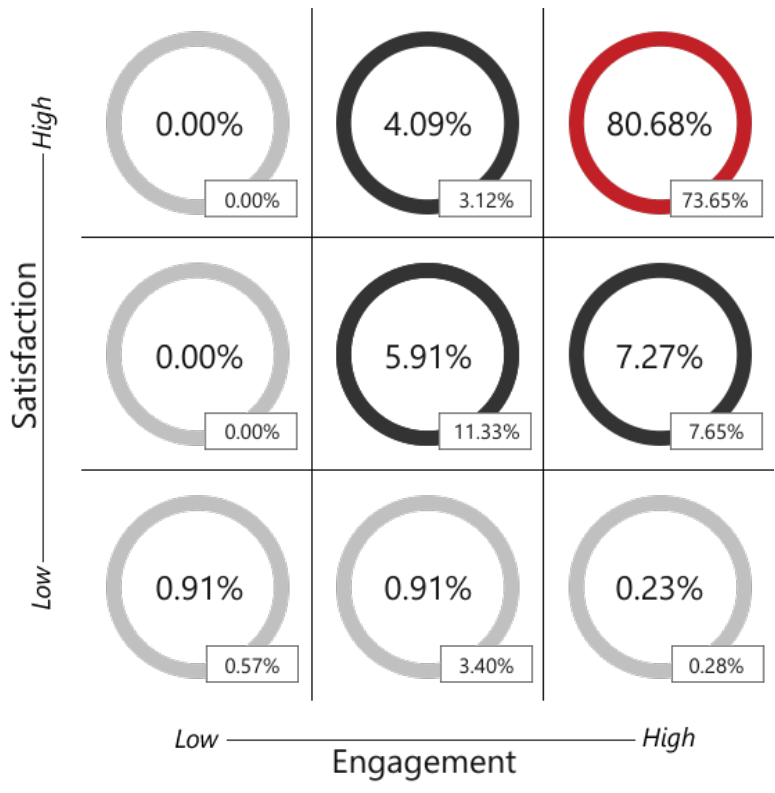
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 <b>-0.02</b>	SD: 4 (0.91%)	D: 0 (0.00%)	N: 8 (1.81%)	A: 111 (25.17%)	SA: 315 (71.43%)	NA: 3 (0.68%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.39 <b>+ 0.31</b>	SD: 3 (0.68%)	D: 2 (0.45%)	N: 33 (7.48%)	A: 182 (41.27%)	SA: 219 (49.66%)	NA: 2 (0.45%)
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.28 <b>+ 0.30</b>	SD: 5 (1.13%)	D: 3 (0.68%)	N: 39 (8.84%)	A: 209 (47.39%)	SA: 182 (41.27%)	NA: 3 (0.68%)
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.26 <b>+ 0.34</b>	SD: 5 (1.13%)	D: 8 (1.81%)	N: 46 (10.43%)	A: 188 (42.63%)	SA: 191 (43.31%)	NA: 3 (0.68%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 <b>-0.02</b>	SD: 4 (0.91%)	D: 0 (0.00%)	N: 8 (1.81%)	A: 111 (25.17%)	SA: 315 (71.43%)	NA: 3 (0.68%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.54 <b>+ 0.18</b>	SD: 3 (0.68%)	D: 4 (0.91%)	N: 17 (3.85%)	A: 144 (32.65%)	SA: 269 (61.00%)	NA: 4 (0.91%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.37 <b>+ 0.31</b>	SD: 3 (0.68%)	D: 4 (0.91%)	N: 27 (6.12%)	A: 198 (44.90%)	SA: 207 (46.94%)	NA: 2 (0.45%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.23 <b>+ 0.33</b>	SD: 4 (0.91%)	D: 15 (3.40%)	N: 39 (8.84%)	A: 198 (44.90%)	SA: 182 (41.27%)	NA: 3 (0.68%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.18 <b>+ 0.29</b>	SD: 6 (1.36%)	D: 13 (2.95%)	N: 53 (12.02%)	A: 190 (43.08%)	SA: 178 (40.36%)	NA: 1 (0.23%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.10 <b>+ 0.24</b>	SD: 6 (1.36%)	D: 20 (4.54%)	N: 55 (12.47%)	A: 200 (45.35%)	SA: 159 (36.05%)	NA: 1 (0.23%)

### 3x3



## All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.65 -0.01
2. I am fully engaged in the work that I do.	Engage-Inspire	4.64 -0.07
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.63 + 0.02
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.59 -0.01
92. I demonstrate effort in building a positive workplace culture.	Quality	4.59 + 0.10
45. I feel great pride in the team of which I am a part.	Pride	4.57 + 0.13
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.57 + 0.10
46. I am satisfied being a part of our team.	Satisfaction	4.57 + 0.13
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.55 + 0.08
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 + 0.05
22. I support our organization's mission.	Mission Conscious	4.53 + 0.15
56. Our team actively responds when needs arise within our team.	Support-Equip	4.52 + 0.10
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.52 + 0.08
53. I trust my teammates to follow through on projects.	Relationships	4.52 + 0.15
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.50 + 0.14
16. I seek new ways to achieve excellence in my role.	Innovation	4.50 + 0.03
6. I seek opportunities to further my growth and development.	Training & Development	4.50 -0.02
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.50 + 0.16

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.49 + 0.16
78. I feel proud of and inspired by the success of others on my team.	Pride	4.49 + 0.13
84. I would like to work at our organization long term.	Career Development	4.48 + 0.21
66. I look forward to interacting with our team when I come to work.	Relationships	4.48 + 0.16
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.47 + 0.10
59. Our team is very inspired by the work we do.	Mission Conscious	4.47 + 0.15
60. I fit in well with our team.	Talent/Fit	4.47 + 0.09
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.46 + 0.04
12. I am highly committed to and energized by my work.	Engage-Inspire	4.46 + 0.07
79. My teammates share important information with me.	Communication	4.46 + 0.15
47. I am on a team that encourages each member to surpass expectations.	Quality	4.45 + 0.19
70. I feel our organization is a great fit for me.	Talent/Fit	4.45 + 0.20
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.45 + 0.13
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.45 + 0.07
44. Our team effectively communicates with each other.	Communication	4.44 + 0.14
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.44 + 0.22
5. I have at least one close friend at work.	Relationships	4.44 -0.08

Question	Dimension	Mean
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.43 + 0.14
14. I feel great pride in being a part of our organization.	Pride	4.42 + 0.20
25. My supervisor cares about me as a person.	Relationships	4.42 + 0.21
63. I am highly energized by the people I work with on our team.	Relationships	4.42 + 0.17
55. Information is shared effectively within our team.	Communication	4.42 + 0.17
65. Our team members invest time developing relationships with each other.	Relationships	4.41 + 0.17
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.41 + 0.14
13. My work is fulfilling and enjoyable.	Satisfaction	4.40 + 0.11
17. I embrace challenges as opportunities for growth.	Performance Planning	4.40 + 0.03
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.40 + 0.26
51. Our team has open and trusting relationships.	Relationships	4.39 + 0.10
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.39 + 0.29
42. Our team encourages innovation.	Innovation	4.37 + 0.09
71. Our organization is committed to quality collaboration and excellence.	Quality	4.36 + 0.22
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.34 + 0.24
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.33 + 0.09
27. My supervisor and I have effective two-way communication.	Communication	4.33 + 0.21

Question	Dimension	Mean
36. My supervisor builds a culture of learning and growth.	Training & Development	4.32 + 0.30
35. My supervisor supports my personal and professional development.	Training & Development	4.32 + 0.23
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.32 + 0.23
24. My supervisor effectively communicates his/her expectations.	Communication	4.31 + 0.27
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.31 = 0.00
34. My supervisor is actively responsive to my needs.	Support-Equip	4.30 + 0.27
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.30 + 0.21
32. I have an open and trusting relationship with my supervisor.	Relationships	4.28 + 0.29
15. I am properly trained to achieve excellence in my work.	Training & Development	4.25 + 0.13
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.24 + 0.29
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.24 + 0.27
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.24 + 0.28
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.23 + 0.21
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.23 + 0.30
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.23 + 0.28
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.22 + 0.20

Question	Dimension	Mean
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.22 + 0.21
73. My supervisor advocates for my role and career growth.	Career Development	4.21 + 0.28
20. I look forward to coming to work every day.	Satisfaction	4.20 + 0.18
29. My supervisor recognizes me for a job well done.	Recognition	4.20 + 0.24
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.19 + 0.30
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.19 + 0.20
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.19 + 0.08
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.18 + 0.20
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.18 + 0.25
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.17 + 0.12
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.17 + 0.33
31. My supervisor inspires me to grow to new levels.	Relationships	4.16 + 0.30
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.15 + 0.26
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.15 + 0.25
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.14 + 0.36
74. I have the opportunity to express my career interests at our organization.	Career Development	4.12 + 0.31

Question	Dimension	Mean
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.11 + 0.23
83. Our organization encourages innovation.	Innovation	4.10 + 0.19
77. Our organization selects the right people for the right job.	Talent/Fit	4.05 + 0.31
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.03 + 0.26
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.91 + 0.26
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.87 + 0.28
9. I have received meaningful recognition in the past 10 days.	Recognition	3.84 + 0.22
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.83 + 0.24



# INSIGHTeX Growth Mindset & DEI

Kindergarten Center  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Pride	4.66
Relationships	4.61
Engage-Inspire	4.59
Communication	4.58
Quality	4.56
Performance Planning	4.52
Support-Equip	4.51
Training & Development	4.50
Talent/Fit	4.50
Continuous Improvement	4.47
Innovation	4.46
Career Development	4.45
Recognition	4.44
Satisfaction	4.42
Mission Conscious	4.40

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.74	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 6 (17.65%)	SA: 27 (79.41%)	NA: 0 (0.00%)
		A		SA			
14. I feel great pride in being a part of our organization.	4.59	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 12 (35.29%)	SA: 21 (61.76%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
25. My supervisor cares about me as a person.	4.79	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 7 (20.59%)	SA: 27 (79.41%)	NA: 0 (0.00%)
		A		SA			
32. I have an open and trusting relationship with my supervisor.	4.74	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (26.47%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A		SA			
53. I trust my teammates to follow through on projects.	4.71	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 7 (20.59%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		A		SA			
31. My supervisor inspires me to grow to new levels.	4.67	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 23 (67.65%)	NA: 1 (2.94%)
		A		SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.65	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 7 (20.59%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A		SA			
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.63	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (35.29%)	SA: 20 (58.82%)	NA: 2 (5.88%)
		A		SA			
51. Our team has open and trusting relationships.	4.62	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 8 (23.53%)	SA: 24 (70.59%)	NA: 0 (0.00%)
		A		SA			
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.62	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (38.24%)	SA: 21 (61.76%)	NA: 0 (0.00%)
		A		SA			
64. Our team is committed to creating an enjoyable work environment.	4.59	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 7 (20.59%)	SA: 24 (70.59%)	NA: 0 (0.00%)
		N	A		SA		
63. I am highly energized by the people I work with on our team.	4.53	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 7 (20.59%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		N	A		SA		
66. I look forward to interacting with our team when I come to work.	4.53	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 11 (32.35%)	SA: 21 (61.76%)	NA: 0 (0.00%)
		A		SA			
68. Quality and inclusive relationships are valued across our organization.	4.52	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 13 (38.24%)	SA: 19 (55.88%)	NA: 1 (2.94%)
		A		SA			
65. Our team members invest time developing relationships with each other.	4.50	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 8 (23.53%)	SA: 22 (64.71%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.48	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 15 (44.12%)	SA: 17 (50.00%)	NA: 1 (2.94%)
		A			SA		

### Engage-Inspire

Question	Mean	Distribution					
8. I am driven to contribute to the success of our organization.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 1 (2.94%)
		A			SA		
2. I am fully engaged in the work that I do.	4.71	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A			SA		
67. Our organization promotes a positive and engaging culture.	4.65	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		A			SA		
12. I am highly committed to and energized by my work.	4.53	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 14 (41.18%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A			SA		
76. I would recommend our organization to a friend as a great place to work.	4.29	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 17 (50.00%)	SA: 14 (41.18%)	NA: 0 (0.00%)
		N	A			SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution					
24. My supervisor effectively communicates his/her expectations.	4.74	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (26.47%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A		SA			
27. My supervisor and I have effective two-way communication.	4.68	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 7 (20.59%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		N	A	SA			
44. Our team effectively communicates with each other.	4.62	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 0 (0.00%)
			A	SA			
55. Information is shared effectively within our team.	4.56	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 10 (29.41%)	SA: 22 (64.71%)	NA: 0 (0.00%)
			A	SA			
26. My supervisor gives me constructive feedback about my work performance.	4.55	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 13 (38.24%)	SA: 19 (55.88%)	NA: 1 (2.94%)
			A	SA			
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.55	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 20 (58.82%)	NA: 3 (8.82%)
			A	SA			NA
79. My teammates share important information with me.	4.38	SD: 0 (0.00%)	D: 2 (5.88%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		D	A	SA			

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Quality

Question	Mean	Distribution					
43. My teammates demonstrate a commitment to quality work and excellence.	4.71	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 7 (20.59%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		A		SA			
92. I demonstrate effort in building a positive workplace culture.	4.64	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (35.29%)	SA: 21 (61.76%)	NA: 1 (2.94%)
		A		SA			
47. I am on a team that encourages each member to surpass expectations.	4.56	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 12 (35.29%)	SA: 21 (61.76%)	NA: 0 (0.00%)
		A		SA			
71. Our organization is committed to quality collaboration and excellence.	4.35	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
37. My supervisor motivates me to achieve my goals.	4.72	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (26.47%)	SA: 23 (67.65%)	NA: 2 (5.88%)
		A		SA			NA
58. I am satisfied that our team performs up to our potential.	4.65	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 5 (14.71%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		N	A	SA			
57. Our team has improved our performance over time by learning from each other.	4.59	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		N	A		SA		
17. I embrace challenges as opportunities for growth.	4.47	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 14 (41.18%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		N	A		SA		
49. Our team effectively sets goals to further enhance our performance.	4.44	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		N	A		SA		
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.41	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 13 (38.24%)	SA: 14 (41.18%)	NA: 5 (14.71%)
		N	A		SA		NA
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.38	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (11.76%)	A: 13 (38.24%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
34. My supervisor is actively responsive to my needs.	4.71	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 24 (70.59%)	NA: 0 (0.00%)
		A		SA			
56. Our team actively responds when needs arise within our team.	4.65	SD: 0 (0.00%)	D: 2 (5.88%)	N: 0 (0.00%)	A: 6 (17.65%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		D	A		SA		
33. My supervisor supports me through challenges and failures in order to succeed.	4.62	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 11 (32.35%)	SA: 22 (64.71%)	NA: 0 (0.00%)
		A		SA			
62. My teammates demonstrate commitment to helping and supporting each other.	4.61	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 8 (23.53%)	SA: 23 (67.65%)	NA: 1 (2.94%)
		A		SA			
23. I have a supportive coaching relationship with my supervisor.	4.59	SD: 1 (2.94%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		A		SA			
3. I am provided the core needs necessary for me to excel in my role.	4.41	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 11 (32.35%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		N	A		SA		
28. I am provided the opportunity to spend quality time with my supervisor.	4.35	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (14.71%)	A: 12 (35.29%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		N	A		SA		
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.15	SD: 1 (2.94%)	D: 3 (8.82%)	N: 0 (0.00%)	A: 16 (47.06%)	SA: 14 (41.18%)	NA: 0 (0.00%)
		D	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution					
36. My supervisor builds a culture of learning and growth.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		A		SA			
35. My supervisor supports my personal and professional development.	4.70	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 1 (2.94%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.70	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 1 (2.94%)
		A		SA			
30. My supervisor encourages opportunities for my growth and development.	4.58	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 10 (29.41%)	SA: 21 (61.76%)	NA: 1 (2.94%)
		N	A		SA		
15. I am properly trained to achieve excellence in my work.	4.35	SD: 0 (0.00%)	D: 2 (5.88%)	N: 1 (2.94%)	A: 14 (41.18%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		D	A		SA		
81. Our organization provides the "right" training for me to excel in my role.	3.91	SD: 1 (2.94%)	D: 2 (5.88%)	N: 8 (23.53%)	A: 10 (29.41%)	SA: 12 (35.29%)	NA: 1 (2.94%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.79	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 7 (20.59%)	SA: 26 (76.47%)	NA: 1 (2.94%)
		A		SA			
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.65	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.50	SD: 1 (2.94%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 9 (26.47%)	SA: 22 (64.71%)	NA: 0 (0.00%)
		N	A		SA		
70. I feel our organization is a great fit for me.	4.50	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 13 (38.24%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		N	A		SA		
7. I have encouraged someone to apply at our organization.	4.45	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (8.82%)	A: 10 (29.41%)	SA: 16 (47.06%)	NA: 5 (14.71%)
		N	A		SA		NA
86. Our organization selects highly talented individuals when hiring.	4.44	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 15 (44.12%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		N	A		SA		
11. I am in a role that allows me to maximize my talents and strengths.	4.41	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 11 (32.35%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		N	A		SA		
77. Our organization selects the right people for the right job.	4.29	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 19 (55.88%)	SA: 13 (38.24%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
54. Our team continuously seeks ways to improve our performance.	4.68	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.56	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 10 (29.41%)	SA: 22 (64.71%)	NA: 0 (0.00%)
		A		SA			
69. I am part of an organization that continues to pursue excellence every day.	4.53	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 16 (47.06%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		A		SA			
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.24	SD: 1 (2.94%)	D: 0 (0.00%)	N: 4 (11.76%)	A: 14 (41.18%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.24	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 10 (29.41%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		D	N	A	SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Innovation

Question	Mean	Distribution					
42. Our team encourages innovation.	4.61	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 22 (64.71%)	NA: 1 (2.94%)
16. I seek new ways to achieve excellence in my role.	4.59	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (41.18%)	SA: 20 (58.82%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.50	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 15 (44.12%)	SA: 18 (52.94%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	4.15	SD: 1 (2.94%)	D: 0 (0.00%)	N: 5 (14.71%)	A: 14 (41.18%)	SA: 13 (38.24%)	NA: 1 (2.94%)

## Career Development

Question	Mean	Distribution					
73. My supervisor advocates for my role and career growth.	4.59	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 11 (32.35%)	SA: 20 (58.82%)	NA: 2 (5.88%)
85. I am committed to achieving my potential through learning and growing.	4.59	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (41.18%)	SA: 20 (58.82%)	NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.44	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 18 (52.94%)	NA: 0 (0.00%)
74. I have the opportunity to express my career interests at our organization.	4.31	SD: 1 (2.94%)	D: 0 (0.00%)	N: 4 (11.76%)	A: 10 (29.41%)	SA: 17 (50.00%)	NA: 2 (5.88%)
72. Our organization provides the experience and development for me to further my career here.	4.30	SD: 1 (2.94%)	D: 0 (0.00%)	N: 5 (14.71%)	A: 9 (26.47%)	SA: 18 (52.94%)	NA: 1 (2.94%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
48. My teammates promote gratitude in our culture.	4.59	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		A		SA			
29. My supervisor recognizes me for a job well done.	4.52	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (8.82%)	A: 10 (29.41%)	SA: 20 (58.82%)	NA: 1 (2.94%)
		N	A		SA		
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.50	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 15 (44.12%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		A		SA			
80. Our organization practices gratitude by recognizing excellence in our work.	4.39	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 11 (32.35%)	SA: 18 (52.94%)	NA: 1 (2.94%)
		N	A		SA		
9. I have received meaningful recognition in the past 10 days.	4.21	SD: 0 (0.00%)	D: 2 (5.88%)	N: 6 (17.65%)	A: 9 (26.47%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		D	N	A		SA	

## Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.74	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 6 (17.65%)	SA: 27 (79.41%)	NA: 0 (0.00%)
		A		SA			
13. My work is fulfilling and enjoyable.	4.38	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (8.82%)	A: 15 (44.12%)	SA: 16 (47.06%)	NA: 0 (0.00%)
		N	A		SA		
87. Overall, I am very satisfied with our organization as a place to work.	4.35	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (8.82%)	A: 16 (47.06%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		
20. I look forward to coming to work every day.	4.21	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (14.71%)	A: 17 (50.00%)	SA: 12 (35.29%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
41. My supervisor effectively communicates our organizational mission to me.	4.70	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 1 (2.94%)
		A		SA			
59. Our team is very inspired by the work we do.	4.62	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 0 (0.00%)
		A		SA			
22. I support our organization's mission.	4.53	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 14 (41.18%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.41	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 16 (47.06%)	SA: 16 (47.06%)	NA: 0 (0.00%)
		N		A		SA	
82. Business decisions made are consistent with our mission and core values.	3.72	SD: 2 (5.88%)	D: 3 (8.82%)	N: 6 (17.65%)	A: 12 (35.29%)	SA: 9 (26.47%)	NA: 2 (5.88%)
		SD	D	N	A	SA	NA

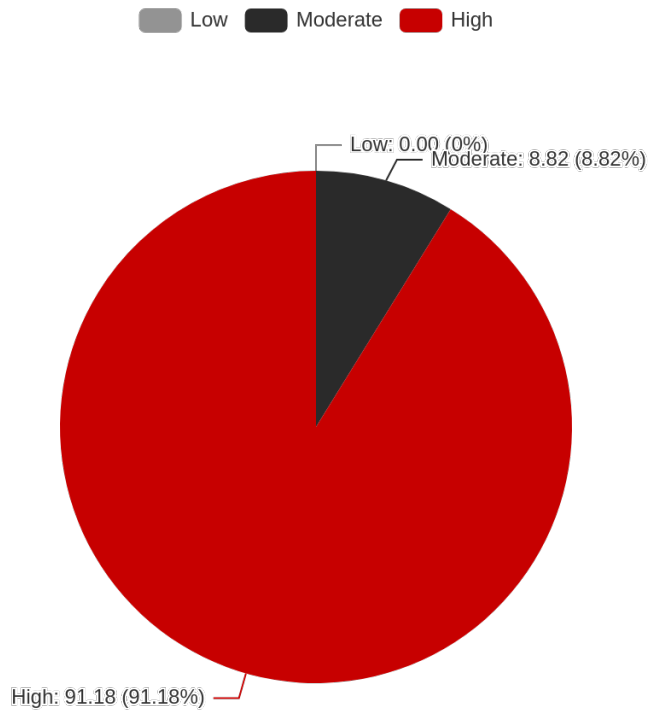
## Top Items

Question	Mean
25. My supervisor cares about me as a person.	4.79
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.79
4. I feel great pride in the work I do.	4.76
8. I am driven to contribute to the success of our organization.	4.76
36. My supervisor builds a culture of learning and growth.	4.76

## Bottom Items

Question	Mean
82. Business decisions made are consistent with our mission and core values.	3.72
81. Our organization provides the "right" training for me to excel in my role.	3.91
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.15
83. Our organization encourages innovation.	4.15
9. I have received meaningful recognition in the past 10 days.	4.21
20. I look forward to coming to work every day.	4.21

## Current Growth Mindset Chart

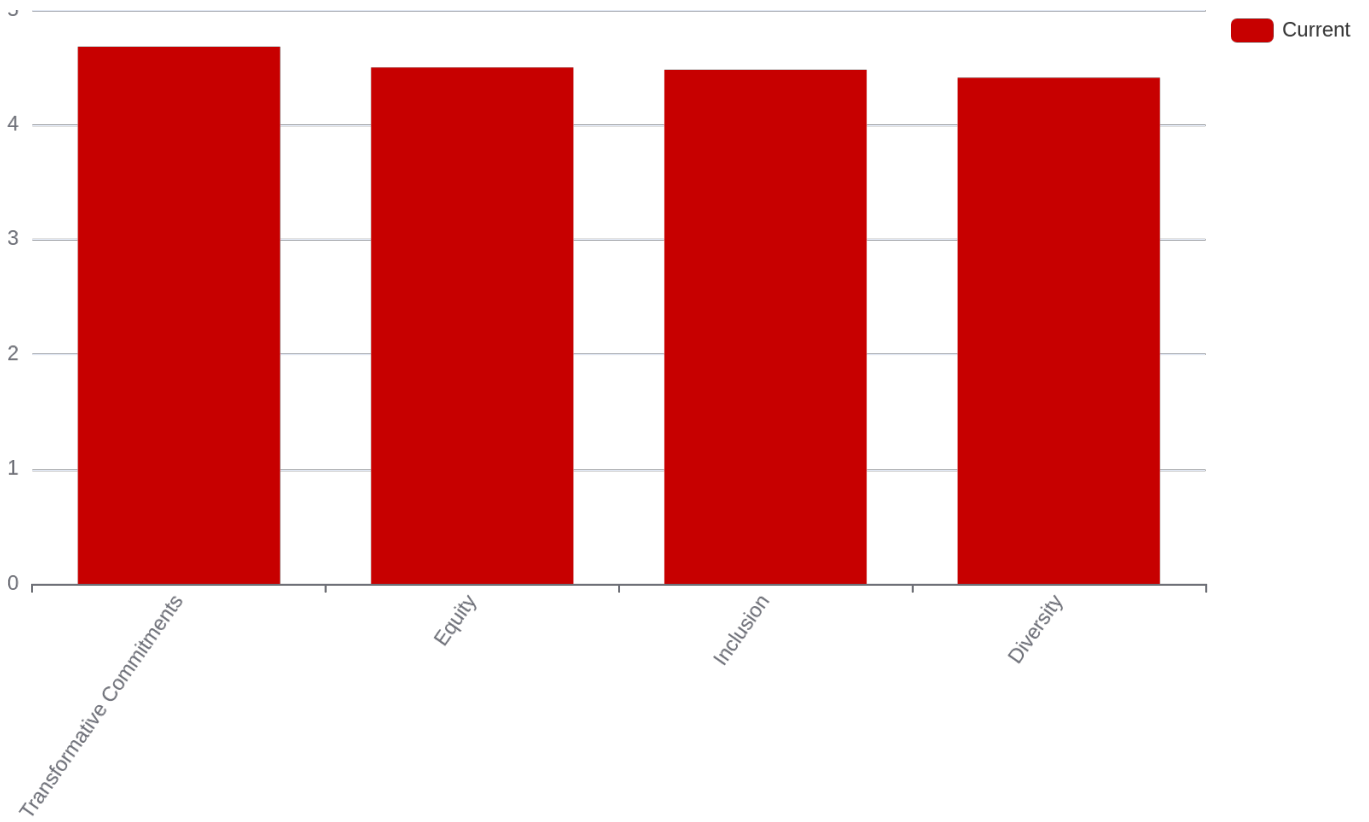


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
36. My supervisor builds a culture of learning and growth.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.70	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 1 (2.94%)
		A		SA			
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.62	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (38.24%)	SA: 21 (61.76%)	NA: 0 (0.00%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.59	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (41.18%)	SA: 20 (58.82%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.56	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 10 (29.41%)	SA: 22 (64.71%)	NA: 0 (0.00%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.50	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 15 (44.12%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.47	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 14 (41.18%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		A		SA			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.24	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 10 (29.41%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		A		SA			

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.68
Equity	4.50
Inclusion	4.48
Diversity	4.41

## Transformative Commitments

Question	Mean	Distribution					
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.79	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 5 (14.71%)	SA: 28 (82.35%)	NA: 0 (0.00%)
		A		SA			
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.74	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (26.47%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A		SA			
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.62	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (38.24%)	SA: 21 (61.76%)	NA: 0 (0.00%)
		A		SA			
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.59	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (41.18%)	SA: 20 (58.82%)	NA: 0 (0.00%)
		A		SA			

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 1 (2.94%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.41	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 18 (52.94%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		A		SA			
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.29	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 15 (44.12%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 1 (2.94%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.68	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 24 (70.59%)	NA: 0 (0.00%)
		A		SA			
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.65	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 7 (20.59%)	SA: 25 (73.53%)	NA: 0 (0.00%)
		A		SA			
100. I value the contributions of all team members.	4.64	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (35.29%)	SA: 21 (61.76%)	NA: 1 (2.94%)
		A		SA			
115. Our organization is a safe place for people of color to work and be successful.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 22 (64.71%)	NA: 0 (0.00%)
		N	A		SA		
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 13 (38.24%)	SA: 20 (58.82%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.56	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.55	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 13 (38.24%)	SA: 19 (55.88%)	NA: 1 (2.94%)
		A		SA			
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.48	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 15 (44.12%)	SA: 17 (50.00%)	NA: 1 (2.94%)
		A		SA			
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.47	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 16 (47.06%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		A		SA			
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.41	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 18 (52.94%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		A		SA			

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

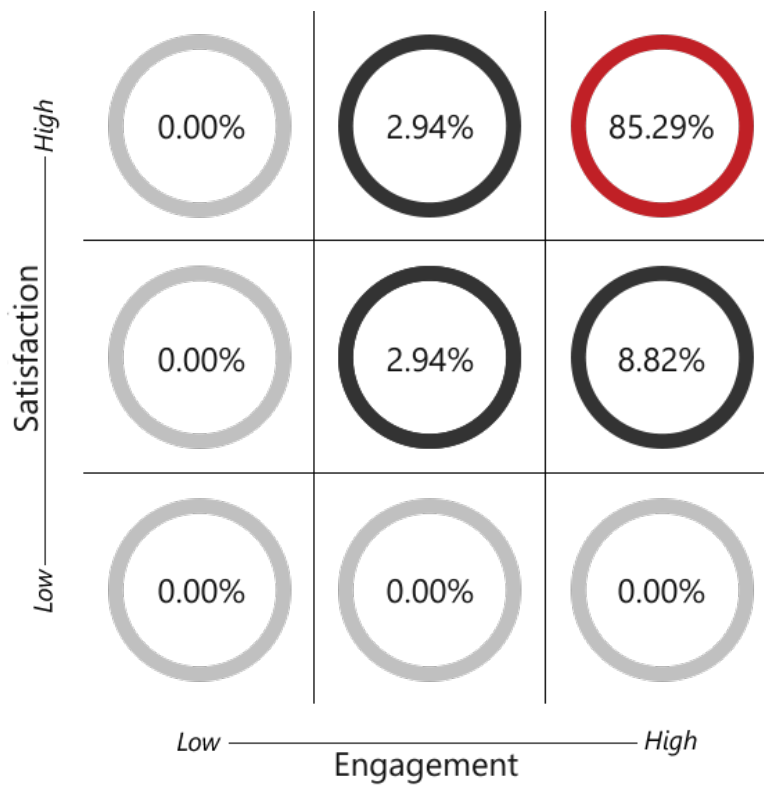
Question	Mean	Distribution					
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.41	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 16 (47.06%)	SA: 16 (47.06%)	NA: 0 (0.00%)
		N		A		SA	
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.41	SD: 0 (0.00%)	D: 2 (5.88%)	N: 1 (2.94%)	A: 12 (35.29%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		D	A		SA		
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.35	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.32	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (11.76%)	A: 15 (44.12%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.29	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 15 (44.12%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.29	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 15 (44.12%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.26	SD: 0 (0.00%)	D: 3 (8.82%)	N: 3 (8.82%)	A: 10 (29.41%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.76	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 1 (2.94%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.55	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 13 (38.24%)	SA: 19 (55.88%)	NA: 1 (2.94%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.41	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 16 (47.06%)	SA: 16 (47.06%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.32	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (11.76%)	A: 15 (44.12%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.29	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 15 (44.12%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		N	A		SA		
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.15	SD: 0 (0.00%)	D: 2 (5.88%)	N: 6 (17.65%)	A: 11 (32.35%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		D	N	A		SA	

3x3



## All Items

Question	Dimension	Mean
25. My supervisor cares about me as a person.	Relationships	4.79
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.79
4. I feel great pride in the work I do.	Pride	4.76
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.76
36. My supervisor builds a culture of learning and growth.	Training & Development	4.76
32. I have an open and trusting relationship with my supervisor.	Relationships	4.74
45. I feel great pride in the team of which I am a part.	Pride	4.74
24. My supervisor effectively communicates his/her expectations.	Communication	4.74
46. I am satisfied being a part of our team.	Satisfaction	4.74
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.72
34. My supervisor is actively responsive to my needs.	Support-Equip	4.71
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.71
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71
53. I trust my teammates to follow through on projects.	Relationships	4.71
35. My supervisor supports my personal and professional development.	Training & Development	4.70
6. I seek opportunities to further my growth and development.	Training & Development	4.70
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.70
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.68

Question	Dimension	Mean
27. My supervisor and I have effective two-way communication.	Communication	4.68
31. My supervisor inspires me to grow to new levels.	Relationships	4.67
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.65
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65
56. Our team actively responds when needs arise within our team.	Support-Equip	4.65
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.65
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.65
92. I demonstrate effort in building a positive workplace culture.	Quality	4.64
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.63
51. Our team has open and trusting relationships.	Relationships	4.62
44. Our team effectively communicates with each other.	Communication	4.62
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.62
59. Our team is very inspired by the work we do.	Mission Conscious	4.62
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.62
42. Our team encourages innovation.	Innovation	4.61
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.61
85. I am committed to achieving my potential through learning and growing.	Career Development	4.59

Question	Dimension	Mean
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.59
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.59
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.59
16. I seek new ways to achieve excellence in my role.	Innovation	4.59
14. I feel great pride in being a part of our organization.	Pride	4.59
48. My teammates promote gratitude in our culture.	Recognition	4.59
73. My supervisor advocates for my role and career growth.	Career Development	4.59
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.58
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.56
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.56
47. I am on a team that encourages each member to surpass expectations.	Quality	4.56
78. I feel proud of and inspired by the success of others on my team.	Pride	4.56
55. Information is shared effectively within our team.	Communication	4.56
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.55
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.55
12. I am highly committed to and energized by my work.	Engage-Inspire	4.53
66. I look forward to interacting with our team when I come to work.	Relationships	4.53

Question	Dimension	Mean
63. I am highly energized by the people I work with on our team.	Relationships	4.53
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.53
22. I support our organization's mission.	Mission Conscious	4.53
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.52
29. My supervisor recognizes me for a job well done.	Recognition	4.52
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.50
70. I feel our organization is a great fit for me.	Talent/Fit	4.50
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.50
60. I fit in well with our team.	Talent/Fit	4.50
65. Our team members invest time developing relationships with each other.	Relationships	4.50
5. I have at least one close friend at work.	Relationships	4.48
17. I embrace challenges as opportunities for growth.	Performance Planning	4.47
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.45
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.44
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.44
84. I would like to work at our organization long term.	Career Development	4.44
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.41

Question	Dimension	Mean
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.41
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.41
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.41
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.39
13. My work is fulfilling and enjoyable.	Satisfaction	4.38
79. My teammates share important information with me.	Communication	4.38
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.38
71. Our organization is committed to quality collaboration and excellence.	Quality	4.35
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.35
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.35
15. I am properly trained to achieve excellence in my work.	Training & Development	4.35
74. I have the opportunity to express my career interests at our organization.	Career Development	4.31
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.30
77. Our organization selects the right people for the right job.	Talent/Fit	4.29
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.29
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.24

Question	Dimension	Mean
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.24
20. I look forward to coming to work every day.	Satisfaction	4.21
9. I have received meaningful recognition in the past 10 days.	Recognition	4.21
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.15
83. Our organization encourages innovation.	Innovation	4.15
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.91
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.72



# INSIGHTeX Growth Mindset & DEI

Abraham Lincoln  
Glen Ellyn SD 41

October 2025

# Dimensions

Dimension	Mean
Pride	4.52 + 0.06
Quality	4.44 + 0.08
Engage-Inspire	4.39 = 0.00
Relationships	4.38 + 0.01
Satisfaction	4.37 + 0.09
Continuous Improvement	4.32 + 0.06
Communication	4.30 -0.01
Performance Planning	4.29 -0.01
Innovation	4.23 + 0.07
Support-Equip	4.22 -0.07
Talent/Fit	4.20 -0.03
Recognition	4.20 + 0.05
Mission Conscious	4.20 + 0.12
Career Development	4.19 -0.02
Training & Development	4.08 -0.16

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Pride

Question	Mean	Distribution
4. I feel great pride in the work I do.	4.64 <b>-0.03</b>	SD: 1 (1.72%)    D: 0 (0.00%)    N: 2 (3.45%)    A: 13 (22.41%)    SA: 42 (72.41%)    NA: 0 (0.00%) 
45. I feel great pride in the team of which I am a part.	4.59 <b>+ 0.11</b>	SD: 1 (1.72%)    D: 0 (0.00%)    N: 2 (3.45%)    A: 16 (27.59%)    SA: 39 (67.24%)    NA: 0 (0.00%) 
78. I feel proud of and inspired by the success of others on my team.	4.50 <b>+ 0.12</b>	SD: 1 (1.72%)    D: 0 (0.00%)    N: 3 (5.17%)    A: 19 (32.76%)    SA: 35 (60.34%)    NA: 0 (0.00%) 
14. I feel great pride in being a part of our organization.	4.36 <b>+ 0.07</b>	SD: 1 (1.72%)    D: 0 (0.00%)    N: 5 (8.62%)    A: 23 (39.66%)    SA: 29 (50.00%)    NA: 0 (0.00%) 

## Quality

Question	Mean	Distribution
92. I demonstrate effort in building a positive workplace culture.	4.59 <b>+ 0.07</b>	SD: 2 (3.45%)    D: 0 (0.00%)    N: 1 (1.72%)    A: 14 (24.14%)    SA: 41 (70.69%)    NA: 0 (0.00%) 
43. My teammates demonstrate a commitment to quality work and excellence.	4.53 <b>+ 0.03</b>	SD: 1 (1.72%)    D: 0 (0.00%)    N: 2 (3.45%)    A: 19 (32.76%)    SA: 36 (62.07%)    NA: 0 (0.00%) 
47. I am on a team that encourages each member to surpass expectations.	4.50 <b>+ 0.19</b>	SD: 1 (1.72%)    D: 1 (1.72%)    N: 3 (5.17%)    A: 16 (27.59%)    SA: 37 (63.79%)    NA: 0 (0.00%) 
71. Our organization is committed to quality collaboration and excellence.	4.16 <b>+ 0.06</b>	SD: 2 (3.45%)    D: 0 (0.00%)    N: 6 (10.34%)    A: 29 (50.00%)    SA: 21 (36.21%)    NA: 0 (0.00%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.57 <b>-0.18</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 13 (22.41%)	SA: 40 (68.97%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.52 <b>-0.04</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 20 (34.48%)	SA: 35 (60.34%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.47 <b>+ 0.10</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 21 (36.21%)	SA: 33 (56.90%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.24 <b>+ 0.01</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 32 (55.17%)	SA: 22 (37.93%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.17 <b>+ 0.11</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 27 (46.55%)	SA: 23 (39.66%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
66. I look forward to interacting with our team when I come to work.	4.62 <b>+ 0.13</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 16 (27.59%)	SA: 40 (68.97%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.59 <b>+ 0.15</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 14 (24.14%)	SA: 39 (67.24%)	NA: 2 (3.45%)
64. Our team is committed to creating an enjoyable work environment.	4.57 <b>+ 0.13</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 15 (25.86%)	SA: 39 (67.24%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.53 <b>+ 0.13</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 17 (29.31%)	SA: 36 (62.07%)	NA: 1 (1.72%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.52 <b>-0.02</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 18 (31.03%)	SA: 37 (63.79%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.49 <b>+ 0.14</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 15 (25.86%)	SA: 36 (62.07%)	NA: 1 (1.72%)
63. I am highly energized by the people I work with on our team.	4.48 <b>+ 0.15</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 16 (27.59%)	SA: 36 (62.07%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.47 <b>+ 0.14</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 17 (29.31%)	SA: 35 (60.34%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.41 <b>-0.24</b>	SD: 1 (1.72%)	D: 2 (3.45%)	N: 4 (6.90%)	A: 16 (27.59%)	SA: 35 (60.34%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.34 <b>-0.14</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 23 (39.66%)	SA: 29 (50.00%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	4.16 <b>-0.26</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 10 (17.24%)	A: 21 (36.21%)	SA: 25 (43.10%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.12 <b>= 0.00</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 24 (41.38%)	SA: 23 (39.66%)	NA: 0 (0.00%)
31. My supervisor inspires me to grow to new levels.	4.07 <b>-0.03</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 9 (15.52%)	A: 24 (41.38%)	SA: 21 (36.21%)	NA: 1 (1.72%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.02 -0.14	SD: 2 (3.45%)	D: 3 (5.17%)	N: 8 (13.79%)	A: 24 (41.38%)	SA: 21 (36.21%)	NA: 0 (0.00%)
		N		A		SA	

### Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.62 + 0.18	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 14 (24.14%)	SA: 41 (70.69%)	NA: 0 (0.00%)
		A		SA			
13. My work is fulfilling and enjoyable.	4.41 + 0.08	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 24 (41.38%)	SA: 30 (51.72%)	NA: 0 (0.00%)
		A		SA			
87. Overall, I am very satisfied with our organization as a place to work.	4.22 -0.01	SD: 2 (3.45%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 29 (50.00%)	SA: 23 (39.66%)	NA: 0 (0.00%)
		N		A		SA	
20. I look forward to coming to work every day.	4.21 + 0.09	SD: 2 (3.45%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 26 (44.83%)	SA: 24 (41.38%)	NA: 0 (0.00%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
52. I am on a team that continuously challenges me to grow and improve.	4.54 <b>+ 0.19</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 2 (3.45%)
54. Our team continuously seeks ways to improve our performance.	4.48 <b>+ 0.02</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.47 <b>-0.07</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 21 (36.21%)	SA: 33 (56.90%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.28 <b>+ 0.03</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 28 (48.28%)	SA: 25 (43.10%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.14 <b>+ 0.12</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 8 (13.79%)	A: 25 (43.10%)	SA: 22 (37.93%)	NA: 1 (1.72%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.00 <b>+ 0.08</b>	SD: 2 (3.45%)	D: 3 (5.17%)	N: 8 (13.79%)	A: 25 (43.10%)	SA: 20 (34.48%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution					
44. Our team effectively communicates with each other.	4.48 <b>+ 0.17</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.47 <b>+ 0.12</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.44 <b>+ 0.09</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 18 (31.03%)	SA: 34 (58.62%)	NA: 1 (1.72%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.26 <b>+ 0.16</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 15 (25.86%)	SA: 31 (53.45%)	NA: 1 (1.72%)
27. My supervisor and I have effective two-way communication.	4.24 <b>-0.24</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 23 (39.66%)	SA: 27 (46.55%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	4.21 <b>-0.19</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 27 (46.55%)	SA: 24 (41.38%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	4.03 <b>-0.16</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 9 (15.52%)	A: 24 (41.38%)	SA: 21 (36.21%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
58. I am satisfied that our team performs up to our potential.	4.58 <b>+ 0.23</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 16 (27.59%)	SA: 38 (65.52%)	NA: 1 (1.72%)
57. Our team has improved our performance over time by learning from each other.	4.54 <b>+ 0.16</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 2 (3.45%)
49. Our team effectively sets goals to further enhance our performance.	4.40 <b>+ 0.03</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 19 (32.76%)	SA: 32 (55.17%)	NA: 1 (1.72%)
17. I embrace challenges as opportunities for growth.	4.31 <b>-0.09</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 30 (51.72%)	SA: 24 (41.38%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.19 <b>= 0.00</b>	SD: 1 (1.72%)	D: 4 (6.90%)	N: 5 (8.62%)	A: 20 (34.48%)	SA: 27 (46.55%)	NA: 1 (1.72%)
37. My supervisor motivates me to achieve my goals.	4.14 <b>-0.17</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 26 (44.83%)	SA: 22 (37.93%)	NA: 1 (1.72%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.83 <b>-0.25</b>	SD: 2 (3.45%)	D: 4 (6.90%)	N: 12 (20.69%)	A: 18 (31.03%)	SA: 17 (29.31%)	NA: 5 (8.62%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Innovation

Question	Mean	Distribution					
42. Our team encourages innovation.	4.56 <b>+ 0.25</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 19 (32.76%)	SA: 36 (62.07%)	NA: 1 (1.72%)
16. I seek new ways to achieve excellence in my role.	4.43 <b>-0.15</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 23 (39.66%)	SA: 31 (53.45%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	3.98 <b>+ 0.02</b>	SD: 3 (5.17%)	D: 1 (1.72%)	N: 9 (15.52%)	A: 26 (44.83%)	SA: 19 (32.76%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	3.97 <b>+ 0.18</b>	SD: 2 (3.45%)	D: 3 (5.17%)	N: 7 (12.07%)	A: 29 (50.00%)	SA: 17 (29.31%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.54 <b>+ 0.12</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 16 (27.59%)	SA: 38 (65.52%)	NA: 1 (1.72%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.50 <b>+ 0.12</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	4.22 <b>-0.16</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 7 (12.07%)	A: 20 (34.48%)	SA: 28 (48.28%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.21 <b>-0.27</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 25 (43.10%)	SA: 24 (41.38%)	NA: 1 (1.72%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.09 <b>-0.32</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 10 (17.24%)	A: 23 (39.66%)	SA: 21 (36.21%)	NA: 2 (3.45%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.09 <b>+ 0.11</b>	SD: 1 (1.72%)	D: 2 (3.45%)	N: 6 (10.34%)	A: 31 (53.45%)	SA: 18 (31.03%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.07 <b>-0.06</b>	SD: 2 (3.45%)	D: 5 (8.62%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 24 (41.38%)	NA: 2 (3.45%)
3. I am provided the core needs necessary for me to excel in my role.	4.00 <b>-0.15</b>	SD: 1 (1.72%)	D: 4 (6.90%)	N: 8 (13.79%)	A: 26 (44.83%)	SA: 19 (32.76%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.52 -0.13	SD: 2 (3.45%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 12 (20.69%)	SA: 40 (68.97%)	NA: 0 (0.00%)
60. I fit in well with our team.	4.50 +0.04	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 17 (29.31%)	SA: 36 (62.07%)	NA: 0 (0.00%)
70. I feel our organization is a great fit for me.	4.40 +0.02	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 23 (39.66%)	SA: 30 (51.72%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.36 +0.09	SD: 1 (1.72%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 14 (24.14%)	SA: 34 (58.62%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	4.08 =0.00	SD: 2 (3.45%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 22 (37.93%)	SA: 20 (34.48%)	NA: 5 (8.62%)
86. Our organization selects highly talented individuals when hiring.	3.95 +0.07	SD: 2 (3.45%)	D: 3 (5.17%)	N: 9 (15.52%)	A: 26 (44.83%)	SA: 18 (31.03%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.91 -0.36	SD: 2 (3.45%)	D: 0 (0.00%)	N: 16 (27.59%)	A: 20 (34.48%)	SA: 17 (29.31%)	NA: 3 (5.17%)
77. Our organization selects the right people for the right job.	3.86 +0.07	SD: 2 (3.45%)	D: 5 (8.62%)	N: 10 (17.24%)	A: 23 (39.66%)	SA: 18 (31.03%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
48. My teammates promote gratitude in our culture.	4.57 <b>+ 0.17</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 16 (27.59%)	SA: 39 (67.24%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.41 <b>-0.05</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 26 (44.83%)	SA: 29 (50.00%)	NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	4.12 <b>-0.19</b>	SD: 3 (5.17%)	D: 3 (5.17%)	N: 6 (10.34%)	A: 18 (31.03%)	SA: 28 (48.28%)	NA: 0 (0.00%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.02 <b>+ 0.27</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 9 (15.52%)	A: 25 (43.10%)	SA: 20 (34.48%)	NA: 0 (0.00%)
9. I have received meaningful recognition in the past 10 days.	3.90 <b>+ 0.07</b>	SD: 3 (5.17%)	D: 6 (10.34%)	N: 6 (10.34%)	A: 22 (37.93%)	SA: 21 (36.21%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
59. Our team is very inspired by the work we do.	4.55 <b>+ 0.18</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 16 (27.59%)	SA: 38 (65.52%)	NA: 0 (0.00%)
22. I support our organization's mission.	4.52 <b>+ 0.12</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 20 (34.48%)	SA: 35 (60.34%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	4.12 <b>+ 0.02</b>	SD: 2 (3.45%)	D: 1 (1.72%)	N: 7 (12.07%)	A: 26 (44.83%)	SA: 22 (37.93%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.12 <b>+ 0.14</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 31 (53.45%)	SA: 19 (32.76%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	3.68 <b>+ 0.10</b>	SD: 2 (3.45%)	D: 6 (10.34%)	N: 12 (20.69%)	A: 25 (43.10%)	SA: 12 (20.69%)	NA: 1 (1.72%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.47 -0.07	SD: 2 (3.45%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 21 (36.21%)	SA: 34 (58.62%)	NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.43 + 0.06	SD: 1 (1.72%)	D: 0 (0.00%)	N: 7 (12.07%)	A: 15 (25.86%)	SA: 35 (60.34%)	NA: 0 (0.00%)
72. Our organization provides the experience and development for me to further my career here.	4.03 + 0.01	SD: 2 (3.45%)	D: 3 (5.17%)	N: 9 (15.52%)	A: 21 (36.21%)	SA: 23 (39.66%)	NA: 0 (0.00%)
73. My supervisor advocates for my role and career growth.	4.00 -0.19	SD: 3 (5.17%)	D: 1 (1.72%)	N: 11 (18.97%)	A: 19 (32.76%)	SA: 22 (37.93%)	NA: 2 (3.45%)
74. I have the opportunity to express my career interests at our organization.	4.00 + 0.08	SD: 2 (3.45%)	D: 0 (0.00%)	N: 15 (25.86%)	A: 20 (34.48%)	SA: 21 (36.21%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.43 -0.16	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 25 (43.10%)	SA: 30 (51.72%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.25 -0.15	SD: 2 (3.45%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 23 (39.66%)	SA: 26 (44.83%)	NA: 1 (1.72%)
35. My supervisor supports my personal and professional development.	4.16 -0.28	SD: 2 (3.45%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 21 (36.21%)	SA: 25 (43.10%)	NA: 1 (1.72%)
30. My supervisor encourages opportunities for my growth and development.	4.09 -0.20	SD: 2 (3.45%)	D: 2 (3.45%)	N: 8 (13.79%)	A: 22 (37.93%)	SA: 23 (39.66%)	NA: 1 (1.72%)
15. I am properly trained to achieve excellence in my work.	4.07 -0.10	SD: 1 (1.72%)	D: 6 (10.34%)	N: 4 (6.90%)	A: 24 (41.38%)	SA: 23 (39.66%)	NA: 0 (0.00%)
81. Our organization provides the "right" training for me to excel in my role.	3.52 -0.04	SD: 2 (3.45%)	D: 13 (22.41%)	N: 9 (15.52%)	A: 21 (36.21%)	SA: 13 (22.41%)	NA: 0 (0.00%)

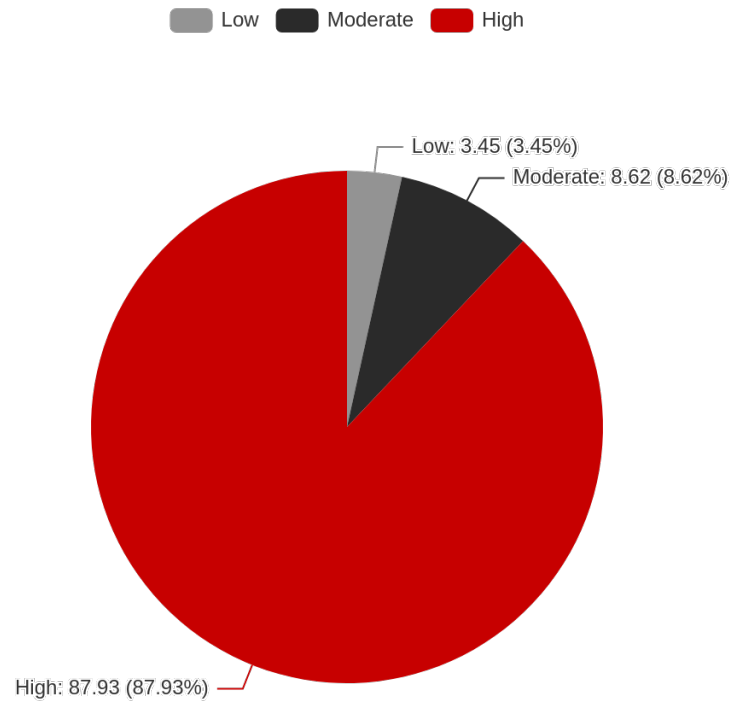
## Top Items

Question	Mean
4. I feel great pride in the work I do.	4.64 -0.03
66. I look forward to interacting with our team when I come to work.	4.62 + 0.13
46. I am satisfied being a part of our team.	4.62 + 0.18
92. I demonstrate effort in building a positive workplace culture.	4.59 + 0.07
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.59 + 0.15
45. I feel great pride in the team of which I am a part.	4.59 + 0.11

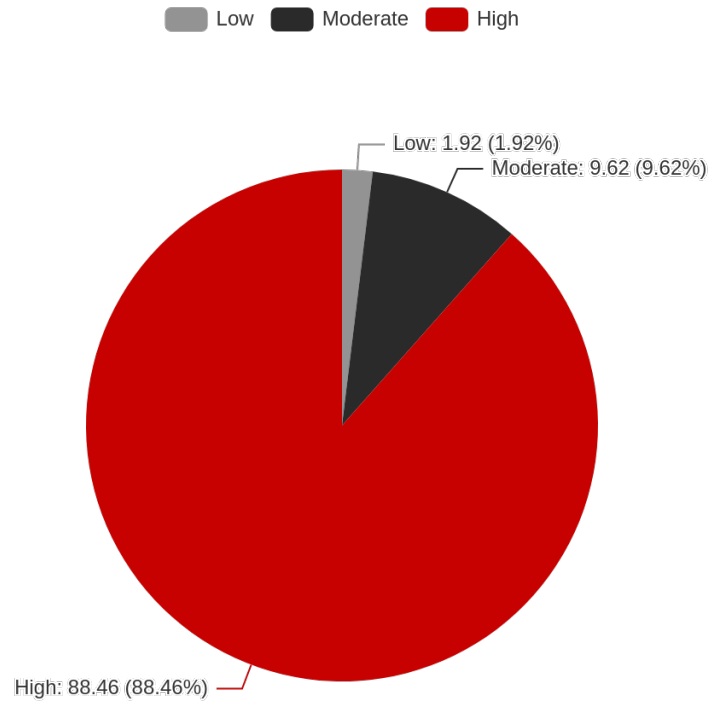
## Bottom Items

Question	Mean
81. Our organization provides the "right" training for me to excel in my role.	3.52 -0.04
82. Business decisions made are consistent with our mission and core values.	3.68 + 0.10
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.83 -0.25
77. Our organization selects the right people for the right job.	3.86 + 0.07
9. I have received meaningful recognition in the past 10 days.	3.90 + 0.07

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

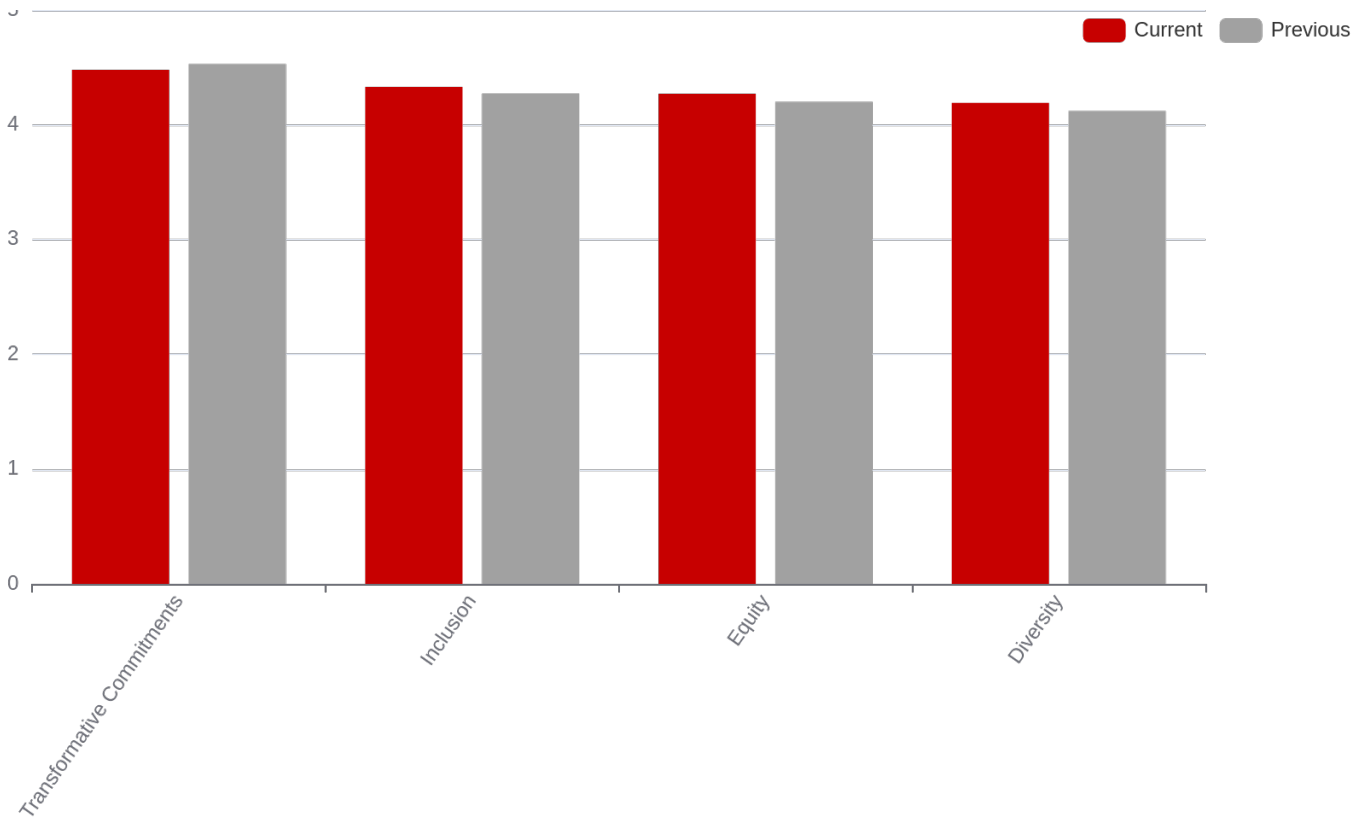


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
52. I am on a team that continuously challenges me to grow and improve.	4.54 <b>+ 0.19</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 2 (3.45%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.52 <b>-0.02</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 18 (31.03%)	SA: 37 (63.79%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.50 <b>+ 0.12</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.47 <b>-0.07</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 21 (36.21%)	SA: 34 (58.62%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.47 <b>-0.07</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 21 (36.21%)	SA: 33 (56.90%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.43 <b>-0.16</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 25 (43.10%)	SA: 30 (51.72%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.41 <b>-0.05</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 26 (44.83%)	SA: 29 (50.00%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.31 <b>-0.09</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 30 (51.72%)	SA: 24 (41.38%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.25 <b>-0.15</b>	SD: 2 (3.45%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 23 (39.66%)	SA: 26 (44.83%)	NA: 1 (1.72%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.00 <b>+ 0.08</b>	SD: 2 (3.45%)	D: 3 (5.17%)	N: 8 (13.79%)	A: 25 (43.10%)	SA: 20 (34.48%)	NA: 0 (0.00%)

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.48 -0.05
Inclusion	4.33 + 0.06
Equity	4.27 + 0.07
Diversity	4.19 + 0.07

## Transformative Commitments

Question	Mean	Distribution
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.62 -0.07	SD: 1 (1.72%)    D: 0 (0.00%)    N: 2 (3.45%)    A: 14 (24.14%)    SA: 41 (70.69%)    NA: 0 (0.00%) 
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.62 -0.17	SD: 1 (1.72%)    D: 0 (0.00%)    N: 2 (3.45%)    A: 14 (24.14%)    SA: 41 (70.69%)    NA: 0 (0.00%) 
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.45 -0.05	SD: 1 (1.72%)    D: 0 (0.00%)    N: 2 (3.45%)    A: 24 (41.38%)    SA: 31 (53.45%)    NA: 0 (0.00%) 
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.22 + 0.09	SD: 1 (1.72%)    D: 1 (1.72%)    N: 7 (12.07%)    A: 24 (41.38%)    SA: 25 (43.10%)    NA: 0 (0.00%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
100. I value the contributions of all team members.	4.60 <b>-0.02</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 17 (29.31%)	SA: 39 (67.24%)	NA: 0 (0.00%)
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.59 <b>-0.16</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 16 (27.59%)	SA: 39 (67.24%)	NA: 0 (0.00%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.57 <b>-0.06</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 15 (25.86%)	SA: 39 (67.24%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.48 <b>+ 0.10</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.47 <b>+ 0.14</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 21 (36.21%)	SA: 33 (56.90%)	NA: 0 (0.00%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.45 <b>+ 0.05</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 34 (58.62%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.40 <b>+ 0.15</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 18 (31.03%)	SA: 32 (55.17%)	NA: 1 (1.72%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.40 <b>+ 0.05</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 12 (20.69%)	SA: 36 (62.07%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.36 <b>+ 0.01</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 21 (36.21%)	SA: 30 (51.72%)	NA: 0 (0.00%)
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.34 <b>-0.03</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 19 (32.76%)	SA: 31 (53.45%)	NA: 0 (0.00%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.26 <b>+ 0.05</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 26 (44.83%)	SA: 25 (43.10%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.26 <b>+ 0.09</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 29 (50.00%)	SA: 23 (39.66%)	NA: 0 (0.00%)
		N		A		SA	
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.24 <b>+ 0.01</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 3 (5.17%)	A: 24 (41.38%)	SA: 27 (46.55%)	NA: 0 (0.00%)
		N		A		SA	
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.22 <b>+ 0.12</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 7 (12.07%)	A: 24 (41.38%)	SA: 25 (43.10%)	NA: 0 (0.00%)
		N		A		SA	
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.21 <b>+ 0.09</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 7 (12.07%)	A: 28 (48.28%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.03 <b>+ 0.16</b>	SD: 2 (3.45%)	D: 3 (5.17%)	N: 7 (12.07%)	A: 25 (43.10%)	SA: 21 (36.21%)	NA: 0 (0.00%)
		N		A		SA	
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.03 <b>+ 0.09</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 7 (12.07%)	A: 28 (48.28%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.97 <b>+ 0.20</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 11 (18.97%)	A: 24 (41.38%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

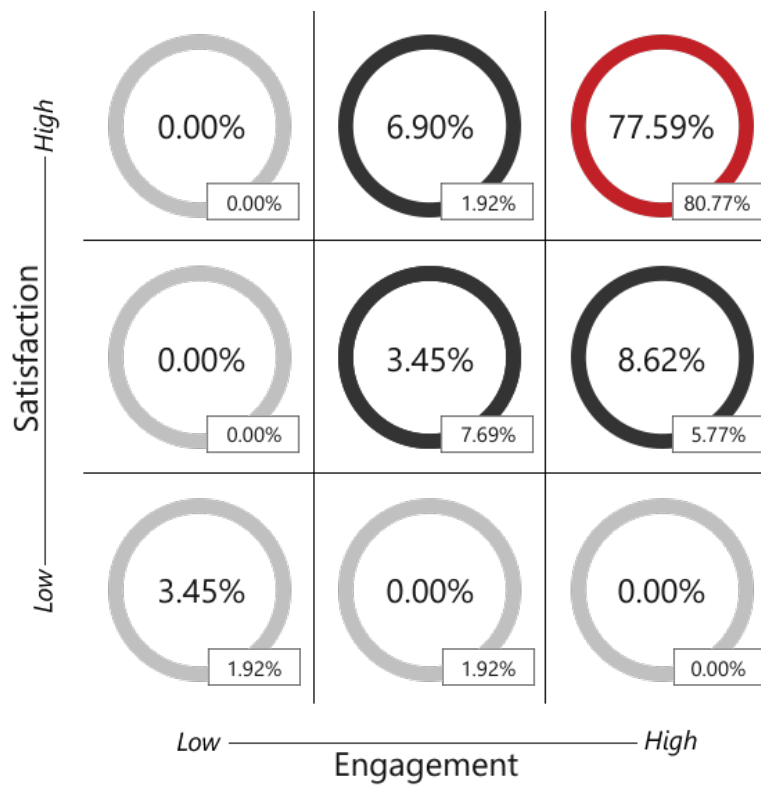
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.59 <b>-0.16</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 16 (27.59%)	SA: 39 (67.24%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.26 <b>+ 0.09</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 29 (50.00%)	SA: 23 (39.66%)	NA: 0 (0.00%)
		N	A			SA	
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.19 <b>+ 0.27</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 28 (48.28%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		N	A			SA	
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.03 <b>+ 0.09</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 7 (12.07%)	A: 28 (48.28%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		N	A			SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.59 <b>-0.16</b>	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 16 (27.59%)	SA: 39 (67.24%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.48 <b>+0.10</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 0 (0.00%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.22 <b>+0.12</b>	SD: 1 (1.72%)	D: 1 (1.72%)	N: 7 (12.07%)	A: 24 (41.38%)	SA: 25 (43.10%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.03 <b>+0.16</b>	SD: 2 (3.45%)	D: 3 (5.17%)	N: 7 (12.07%)	A: 25 (43.10%)	SA: 21 (36.21%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.97 <b>+0.20</b>	SD: 2 (3.45%)	D: 2 (3.45%)	N: 11 (18.97%)	A: 24 (41.38%)	SA: 19 (32.76%)	NA: 0 (0.00%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.86 <b>+0.03</b>	SD: 2 (3.45%)	D: 4 (6.90%)	N: 8 (13.79%)	A: 30 (51.72%)	SA: 14 (24.14%)	NA: 0 (0.00%)

3x3



## All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.64 -0.03
66. I look forward to interacting with our team when I come to work.	Relationships	4.62 + 0.13
46. I am satisfied being a part of our team.	Satisfaction	4.62 + 0.18
92. I demonstrate effort in building a positive workplace culture.	Quality	4.59 + 0.07
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.59 + 0.15
45. I feel great pride in the team of which I am a part.	Pride	4.59 + 0.11
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.58 + 0.23
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.57 + 0.13
48. My teammates promote gratitude in our culture.	Recognition	4.57 + 0.17
2. I am fully engaged in the work that I do.	Engage-Inspire	4.57 -0.18
42. Our team encourages innovation.	Innovation	4.56 + 0.25
59. Our team is very inspired by the work we do.	Mission Conscious	4.55 + 0.18
56. Our team actively responds when needs arise within our team.	Support-Equip	4.54 + 0.12
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.54 + 0.19
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.54 + 0.16
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.53 + 0.03
53. I trust my teammates to follow through on projects.	Relationships	4.53 + 0.13
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.52 -0.13

Question	Dimension	Mean
22. I support our organization's mission.	Mission Conscious	4.52 + 0.12
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.52 -0.04
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.52 -0.02
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.50 + 0.12
78. I feel proud of and inspired by the success of others on my team.	Pride	4.50 + 0.12
47. I am on a team that encourages each member to surpass expectations.	Quality	4.50 + 0.19
60. I fit in well with our team.	Talent/Fit	4.50 + 0.04
51. Our team has open and trusting relationships.	Relationships	4.49 + 0.14
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.48 + 0.02
63. I am highly energized by the people I work with on our team.	Relationships	4.48 + 0.15
44. Our team effectively communicates with each other.	Communication	4.48 + 0.17
12. I am highly committed to and energized by my work.	Engage-Inspire	4.47 + 0.10
79. My teammates share important information with me.	Communication	4.47 + 0.12
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.47 -0.07
85. I am committed to achieving my potential through learning and growing.	Career Development	4.47 -0.07
65. Our team members invest time developing relationships with each other.	Relationships	4.47 + 0.14
55. Information is shared effectively within our team.	Communication	4.44 + 0.09

Question	Dimension	Mean
6. I seek opportunities to further my growth and development.	Training & Development	4.43 -0.16
84. I would like to work at our organization long term.	Career Development	4.43 + 0.06
16. I seek new ways to achieve excellence in my role.	Innovation	4.43 -0.15
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.41 -0.05
13. My work is fulfilling and enjoyable.	Satisfaction	4.41 + 0.08
5. I have at least one close friend at work.	Relationships	4.41 -0.24
70. I feel our organization is a great fit for me.	Talent/Fit	4.40 + 0.02
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.40 + 0.03
14. I feel great pride in being a part of our organization.	Pride	4.36 + 0.07
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.36 + 0.09
25. My supervisor cares about me as a person.	Relationships	4.34 -0.14
17. I embrace challenges as opportunities for growth.	Performance Planning	4.31 -0.09
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.28 + 0.03
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.26 + 0.16
36. My supervisor builds a culture of learning and growth.	Training & Development	4.25 -0.15
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.24 + 0.01
27. My supervisor and I have effective two-way communication.	Communication	4.24 -0.24

Question	Dimension	Mean
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.22 -0.16
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.22 -0.01
24. My supervisor effectively communicates his/her expectations.	Communication	4.21 -0.19
20. I look forward to coming to work every day.	Satisfaction	4.21 + 0.09
34. My supervisor is actively responsive to my needs.	Support-Equip	4.21 -0.27
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.19 = 0.00
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.17 + 0.11
71. Our organization is committed to quality collaboration and excellence.	Quality	4.16 + 0.06
32. I have an open and trusting relationship with my supervisor.	Relationships	4.16 -0.26
35. My supervisor supports my personal and professional development.	Training & Development	4.16 -0.28
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.14 -0.17
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.14 + 0.12
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.12 = 0.00
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.12 + 0.02
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.12 + 0.14
29. My supervisor recognizes me for a job well done.	Recognition	4.12 -0.19

Question	Dimension	Mean
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.09 -0.32
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.09 -0.20
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.09 + 0.11
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.08 = 0.00
15. I am properly trained to achieve excellence in my work.	Training & Development	4.07 -0.10
31. My supervisor inspires me to grow to new levels.	Relationships	4.07 -0.03
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.07 -0.06
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.03 + 0.01
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.03 -0.16
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.02 -0.14
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.02 + 0.27
73. My supervisor advocates for my role and career growth.	Career Development	4.00 -0.19
74. I have the opportunity to express my career interests at our organization.	Career Development	4.00 + 0.08
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.00 -0.15
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.00 + 0.08
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.98 + 0.02

Question	Dimension	Mean
83. Our organization encourages innovation.	Innovation	3.97 + 0.18
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.95 + 0.07
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.91 -0.36
9. I have received meaningful recognition in the past 10 days.	Recognition	3.90 + 0.07
77. Our organization selects the right people for the right job.	Talent/Fit	3.86 + 0.07
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.83 -0.25
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.68 + 0.10
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.52 -0.04



# INSIGHTeX Growth Mindset & DEI

Benjamin Franklin  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Pride	4.56 + 0.06
Engage-Inspire	4.55 + 0.19
Quality	4.50 + 0.02
Relationships	4.45 + 0.18
Communication	4.45 + 0.28
Continuous Improvement	4.43 + 0.15
Recognition	4.41 + 0.32
Satisfaction	4.41 + 0.21
Talent/Fit	4.41 + 0.15
Mission Conscious	4.40 + 0.24
Career Development	4.40 + 0.32
Innovation	4.37 + 0.10
Support-Equip	4.36 + 0.19
Performance Planning	4.35 + 0.18
Training & Development	4.31 + 0.27

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.68 <b>-0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.61%)	A: 18 (29.03%)	SA: 43 (69.35%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.55 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.45%)	A: 20 (32.26%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		N	A		SA		
14. I feel great pride in being a part of our organization.	4.53 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 23 (37.10%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.48 <b>-0.01</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 16 (25.81%)	SA: 39 (62.90%)	NA: 0 (0.00%)
		N	A		SA		

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.76 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (24.19%)	SA: 47 (75.81%)	NA: 0 (0.00%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.69 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (30.65%)	SA: 42 (67.74%)	NA: 1 (1.61%)
		A		SA			
12. I am highly committed to and energized by my work.	4.52 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 1 (1.61%)	A: 22 (35.48%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		A		SA			
67. Our organization promotes a positive and engaging culture.	4.50 <b>+ 0.36</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 25 (40.32%)	SA: 34 (54.84%)	NA: 0 (0.00%)
		A		SA			
76. I would recommend our organization to a friend as a great place to work.	4.31 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (14.52%)	A: 25 (40.32%)	SA: 28 (45.16%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.68 <b>+ 0.13</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 20 (32.26%)	SA: 42 (67.74%)	NA: 0 (0.00%)
		A		SA			
43. My teammates demonstrate a commitment to quality work and excellence.	4.52 <b>-0.07</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 15 (24.19%)	SA: 41 (66.13%)	NA: 0 (0.00%)
		N	A		SA		
71. Our organization is committed to quality collaboration and excellence.	4.40 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 3 (4.84%)	A: 28 (45.16%)	SA: 30 (48.39%)	NA: 0 (0.00%)
		A			SA		
47. I am on a team that encourages each member to surpass expectations.	4.39 <b>-0.01</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 9 (14.52%)	A: 13 (20.97%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.66 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (33.87%)	SA: 41 (66.13%)	NA: 0 (0.00%)
		A		SA			
25. My supervisor cares about me as a person.	4.65 <b>+ 0.36</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 2 (3.23%)	A: 15 (24.19%)	SA: 44 (70.97%)	NA: 0 (0.00%)
		A		SA			
5. I have at least one close friend at work.	4.57 <b>-0.08</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 5 (8.06%)	A: 12 (19.35%)	SA: 43 (69.35%)	NA: 1 (1.61%)
		N	A		SA		
53. I trust my teammates to follow through on projects.	4.56 <b>+ 0.05</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 3 (4.84%)	A: 18 (29.03%)	SA: 40 (64.52%)	NA: 0 (0.00%)
		A		SA			
63. I am highly energized by the people I work with on our team.	4.45 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 7 (11.29%)	A: 17 (27.42%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		N	A		SA		
66. I look forward to interacting with our team when I come to work.	4.45 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 4 (6.45%)	A: 20 (32.26%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		N	A		SA		
68. Quality and inclusive relationships are valued across our organization.	4.44 <b>+ 0.24</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 2 (3.23%)	A: 28 (45.16%)	SA: 31 (50.00%)	NA: 0 (0.00%)
		A		SA			
32. I have an open and trusting relationship with my supervisor.	4.44 <b>+ 0.42</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 19 (30.65%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		N	A		SA		
64. Our team is committed to creating an enjoyable work environment.	4.40 <b>+ 0.09</b>	SD: 1 (1.61%)	D: 2 (3.23%)	N: 6 (9.68%)	A: 15 (24.19%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		N	A		SA		
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.35 <b>+ 0.50</b>	SD: 1 (1.61%)	D: 3 (4.84%)	N: 4 (6.45%)	A: 19 (30.65%)	SA: 35 (56.45%)	NA: 0 (0.00%)
		N	A		SA		
31. My supervisor inspires me to grow to new levels.	4.35 <b>+ 0.55</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 6 (9.68%)	A: 21 (33.87%)	SA: 33 (53.23%)	NA: 0 (0.00%)
		N	A		SA		
65. Our team members invest time developing relationships with each other.	4.32 <b>-0.01</b>	SD: 2 (3.23%)	D: 2 (3.23%)	N: 6 (9.68%)	A: 16 (25.81%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		N	A		SA		
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.32 <b>-0.03</b>	SD: 1 (1.61%)	D: 4 (6.45%)	N: 5 (8.06%)	A: 16 (25.81%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
51. Our team has open and trusting relationships.	4.27 <b>-0.08</b>	SD: 1 (1.61%)	D: 5 (8.06%)	N: 6 (9.68%)	A: 14 (22.58%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		<b>D</b>		<b>N</b>		<b>A</b>	
		<b>SA</b>					

## Communication

Question	Mean	Distribution					
24. My supervisor effectively communicates his/her expectations.	4.61 <b>+ 0.59</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 3 (4.84%)	A: 15 (24.19%)	SA: 43 (69.35%)	NA: 0 (0.00%)
		<b>A</b>		<b>SA</b>			
27. My supervisor and I have effective two-way communication.	4.58 <b>+ 0.50</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 2 (3.23%)	A: 19 (30.65%)	SA: 40 (64.52%)	NA: 0 (0.00%)
		<b>A</b>		<b>SA</b>			
55. Information is shared effectively within our team.	4.45 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 7 (11.29%)	A: 17 (27.42%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
79. My teammates share important information with me.	4.44 <b>+ 0.07</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 3 (4.84%)	A: 22 (35.48%)	SA: 35 (56.45%)	NA: 0 (0.00%)
		<b>A</b>		<b>SA</b>			
26. My supervisor gives me constructive feedback about my work performance.	4.42 <b>+ 0.44</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 6 (9.68%)	A: 20 (32.26%)	SA: 33 (53.23%)	NA: 2 (3.23%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
44. Our team effectively communicates with each other.	4.40 <b>+ 0.09</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 7 (11.29%)	A: 16 (25.81%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.20 <b>+ 0.06</b>	SD: 3 (4.84%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 19 (30.65%)	SA: 30 (48.39%)	NA: 3 (4.84%)
		<b>N</b>		<b>A</b>		<b>SA</b>	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.63 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.61%)	A: 21 (33.87%)	SA: 40 (64.52%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.48 <b>+ 0.01</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 2 (3.23%)	A: 21 (33.87%)	SA: 37 (59.68%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.47 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 27 (43.55%)	SA: 32 (51.61%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.40 <b>+ 0.02</b>	SD: 0 (0.00%)	D: 4 (6.45%)	N: 3 (4.84%)	A: 19 (30.65%)	SA: 36 (58.06%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.31 <b>+ 0.17</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 9 (14.52%)	A: 21 (33.87%)	SA: 31 (50.00%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.31 <b>+ 0.33</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 6 (9.68%)	A: 27 (43.55%)	SA: 28 (45.16%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.55 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 24 (38.71%)	SA: 36 (58.06%)	NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	4.54 <b>+ 0.66</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.06%)	A: 18 (29.03%)	SA: 38 (61.29%)	NA: 1 (1.61%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.45 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 3 (4.84%)	A: 25 (40.32%)	SA: 33 (53.23%)	NA: 0 (0.00%)
48. My teammates promote gratitude in our culture.	4.40 <b>+ 0.03</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 7 (11.29%)	A: 16 (25.81%)	SA: 37 (59.68%)	NA: 0 (0.00%)
9. I have received meaningful recognition in the past 10 days.	4.10 <b>+ 0.45</b>	SD: 1 (1.61%)	D: 4 (6.45%)	N: 10 (16.13%)	A: 19 (30.65%)	SA: 27 (43.55%)	NA: 1 (1.61%)

## Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.47 <b>-0.04</b>	SD: 0 (0.00%)	D: 3 (4.84%)	N: 3 (4.84%)	A: 18 (29.03%)	SA: 38 (61.29%)	NA: 0 (0.00%)
13. My work is fulfilling and enjoyable.	4.45 <b>+ 0.29</b>	SD: 1 (1.61%)	D: 2 (3.23%)	N: 0 (0.00%)	A: 24 (38.71%)	SA: 35 (56.45%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.42 <b>+ 0.28</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 5 (8.06%)	A: 22 (35.48%)	SA: 34 (54.84%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.29 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 28 (45.16%)	SA: 27 (43.55%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.65 <b>-0.02</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 1 (1.61%)	A: 17 (27.42%)	SA: 43 (69.35%)	NA: 0 (0.00%)
		A		SA			
11. I am in a role that allows me to maximize my talents and strengths.	4.48 <b>+ 0.05</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 22 (35.48%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.48 <b>+ 0.07</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 4 (6.45%)	A: 20 (32.26%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		N	A		SA		
70. I feel our organization is a great fit for me.	4.45 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.45%)	A: 26 (41.94%)	SA: 32 (51.61%)	NA: 0 (0.00%)
		N	A		SA		
86. Our organization selects highly talented individuals when hiring.	4.40 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (11.29%)	A: 23 (37.10%)	SA: 32 (51.61%)	NA: 0 (0.00%)
		N	A		SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.36 <b>+ 0.24</b>	SD: 1 (1.61%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 19 (30.65%)	SA: 34 (54.84%)	NA: 1 (1.61%)
		N	A		SA		
77. Our organization selects the right people for the right job.	4.26 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 8 (12.90%)	A: 27 (43.55%)	SA: 26 (41.94%)	NA: 0 (0.00%)
		N	A		SA		
7. I have encouraged someone to apply at our organization.	4.17 <b>+ 0.24</b>	SD: 1 (1.61%)	D: 3 (4.84%)	N: 8 (12.90%)	A: 20 (32.26%)	SA: 27 (43.55%)	NA: 3 (4.84%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution
22. I support our organization's mission.	4.69 <b>+ 0.22</b>	SD: 0 (0.00%)    D: 0 (0.00%)    N: 0 (0.00%)    A: 19 (30.65%)    SA: 43 (69.35%)    NA: 0 (0.00%) 
41. My supervisor effectively communicates our organizational mission to me.	4.48 <b>+ 0.52</b>	SD: 0 (0.00%)    D: 2 (3.23%)    N: 2 (3.23%)    A: 22 (35.48%)    SA: 36 (58.06%)    NA: 0 (0.00%) 
59. Our team is very inspired by the work we do.	4.48 <b>+ 0.09</b>	SD: 1 (1.61%)    D: 1 (1.61%)    N: 4 (6.45%)    A: 17 (27.42%)    SA: 39 (62.90%)    NA: 0 (0.00%) 
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.34 <b>+ 0.22</b>	SD: 1 (1.61%)    D: 0 (0.00%)    N: 7 (11.29%)    A: 23 (37.10%)    SA: 31 (50.00%)    NA: 0 (0.00%) 
82. Business decisions made are consistent with our mission and core values.	3.98 <b>+ 0.14</b>	SD: 1 (1.61%)    D: 3 (4.84%)    N: 13 (20.97%)    A: 23 (37.10%)    SA: 21 (33.87%)    NA: 1 (1.61%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.65 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.61%)	A: 20 (32.26%)	SA: 41 (66.13%)	NA: 0 (0.00%)
		A		SA			
84. I would like to work at our organization long term.	4.47 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 22 (35.48%)	SA: 35 (56.45%)	NA: 0 (0.00%)
		N	A		SA		
73. My supervisor advocates for my role and career growth.	4.38 <b>+ 0.50</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 3 (4.84%)	A: 24 (38.71%)	SA: 31 (50.00%)	NA: 2 (3.23%)
		A			SA		
74. I have the opportunity to express my career interests at our organization.	4.25 <b>+ 0.44</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 7 (11.29%)	A: 24 (38.71%)	SA: 27 (43.55%)	NA: 2 (3.23%)
		N	A		SA		
72. Our organization provides the experience and development for me to further my career here.	4.23 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 3 (4.84%)	N: 6 (9.68%)	A: 27 (43.55%)	SA: 26 (41.94%)	NA: 0 (0.00%)
		N	A		SA		

## Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.60 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 1 (1.61%)	A: 20 (32.26%)	SA: 40 (64.52%)	NA: 0 (0.00%)
		A		SA			
42. Our team encourages innovation.	4.39 <b>-0.04</b>	SD: 1 (1.61%)	D: 2 (3.23%)	N: 6 (9.68%)	A: 16 (25.81%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		N	A		SA		
75. Our organization embraces an innovative mindset to maximize our potential.	4.34 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 30 (48.39%)	SA: 27 (43.55%)	NA: 0 (0.00%)
		N	A		SA		
83. Our organization encourages innovation.	4.16 <b>+ 0.12</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 7 (11.29%)	A: 33 (53.23%)	SA: 20 (32.26%)	NA: 1 (1.61%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
23. I have a supportive coaching relationship with my supervisor.	4.56 <b>+ 0.29</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 1 (1.61%)	A: 19 (30.65%)	SA: 40 (64.52%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.47 <b>-0.02</b>	SD: 1 (1.61%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 13 (20.97%)	SA: 41 (66.13%)	NA: 0 (0.00%)
56. Our team actively responds when needs arise within our team.	4.44 <b>-0.03</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 5 (8.06%)	A: 18 (29.03%)	SA: 37 (59.68%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.39 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 21 (33.87%)	SA: 33 (53.23%)	NA: 1 (1.61%)
34. My supervisor is actively responsive to my needs.	4.39 <b>+ 0.37</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 6 (9.68%)	A: 19 (30.65%)	SA: 35 (56.45%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.26 <b>+ 0.46</b>	SD: 1 (1.61%)	D: 4 (6.45%)	N: 5 (8.06%)	A: 20 (32.26%)	SA: 32 (51.61%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.26 <b>-0.03</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 6 (9.68%)	A: 28 (45.16%)	SA: 26 (41.94%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.08 <b>+ 0.06</b>	SD: 1 (1.61%)	D: 4 (6.45%)	N: 10 (16.13%)	A: 21 (33.87%)	SA: 26 (41.94%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
17. I embrace challenges as opportunities for growth.	4.52 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 19 (30.65%)	SA: 38 (61.29%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.39 <b>= 0.00</b>	SD: 2 (3.23%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 19 (30.65%)	SA: 36 (58.06%)	NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	4.39 <b>+ 0.37</b>	SD: 1 (1.61%)	D: 2 (3.23%)	N: 5 (8.06%)	A: 18 (29.03%)	SA: 36 (58.06%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.38 <b>+ 0.07</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 6 (9.68%)	A: 20 (32.26%)	SA: 33 (53.23%)	NA: 1 (1.61%)
57. Our team has improved our performance over time by learning from each other.	4.34 <b>-0.15</b>	SD: 2 (3.23%)	D: 0 (0.00%)	N: 6 (9.68%)	A: 19 (30.65%)	SA: 32 (51.61%)	NA: 3 (4.84%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.34 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 6 (9.68%)	A: 23 (37.10%)	SA: 31 (50.00%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.10 <b>+ 0.53</b>	SD: 1 (1.61%)	D: 5 (8.06%)	N: 10 (16.13%)	A: 16 (25.81%)	SA: 29 (46.77%)	NA: 1 (1.61%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution
6. I seek opportunities to further my growth and development.	4.50 <b>-0.04</b>	SD: 1 (1.61%)    D: 1 (1.61%)    N: 1 (1.61%)    A: 22 (35.48%)    SA: 37 (59.68%)    NA: 0 (0.00%) <b>A SA</b>
35. My supervisor supports my personal and professional development.	4.48 <b>+ 0.36</b>	SD: 1 (1.61%)    D: 0 (0.00%)    N: 6 (9.68%)    A: 16 (25.81%)    SA: 39 (62.90%)    NA: 0 (0.00%) <b>N A SA</b>
36. My supervisor builds a culture of learning and growth.	4.44 <b>+ 0.42</b>	SD: 1 (1.61%)    D: 1 (1.61%)    N: 2 (3.23%)    A: 24 (38.71%)    SA: 34 (54.84%)    NA: 0 (0.00%) <b>A SA</b>
30. My supervisor encourages opportunities for my growth and development.	4.39 <b>+ 0.45</b>	SD: 1 (1.61%)    D: 1 (1.61%)    N: 6 (9.68%)    A: 19 (30.65%)    SA: 35 (56.45%)    NA: 0 (0.00%) <b>N A SA</b>
15. I am properly trained to achieve excellence in my work.	4.15 <b>+ 0.09</b>	SD: 1 (1.61%)    D: 3 (4.84%)    N: 9 (14.52%)    A: 22 (35.48%)    SA: 27 (43.55%)    NA: 0 (0.00%) <b>N A SA</b>
81. Our organization provides the "right" training for me to excel in my role.	3.90 <b>+ 0.35</b>	SD: 2 (3.23%)    D: 6 (9.68%)    N: 9 (14.52%)    A: 24 (38.71%)    SA: 21 (33.87%)    NA: 0 (0.00%) <b>D N A SA</b>

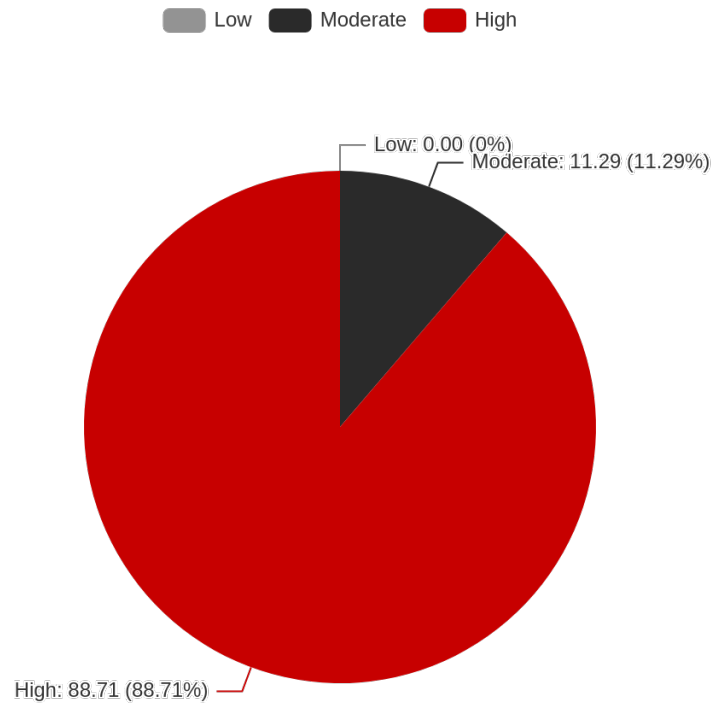
## Top Items

Question	Mean
2. I am fully engaged in the work that I do.	4.76 <b>+ 0.11</b>
8. I am driven to contribute to the success of our organization.	4.69 <b>+ 0.06</b>
22. I support our organization's mission.	4.69 <b>+ 0.22</b>
4. I feel great pride in the work I do.	4.68 <b>-0.03</b>
92. I demonstrate effort in building a positive workplace culture.	4.68 <b>+ 0.13</b>

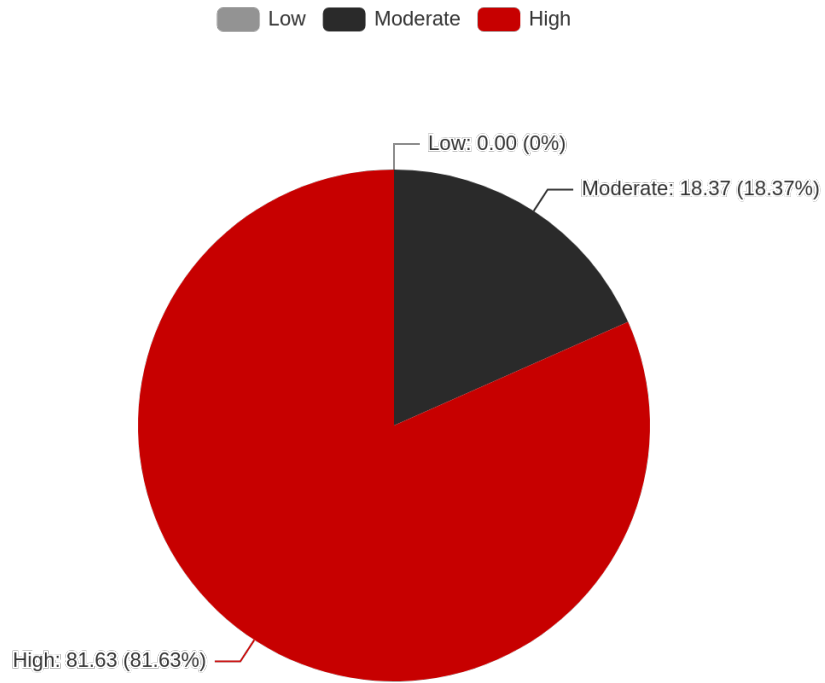
## Bottom Items

Question	Mean
81. Our organization provides the "right" training for me to excel in my role.	3.90 + 0.35
82. Business decisions made are consistent with our mission and core values.	3.98 + 0.14
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.08 + 0.06
9. I have received meaningful recognition in the past 10 days.	4.10 + 0.45
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.10 + 0.53

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

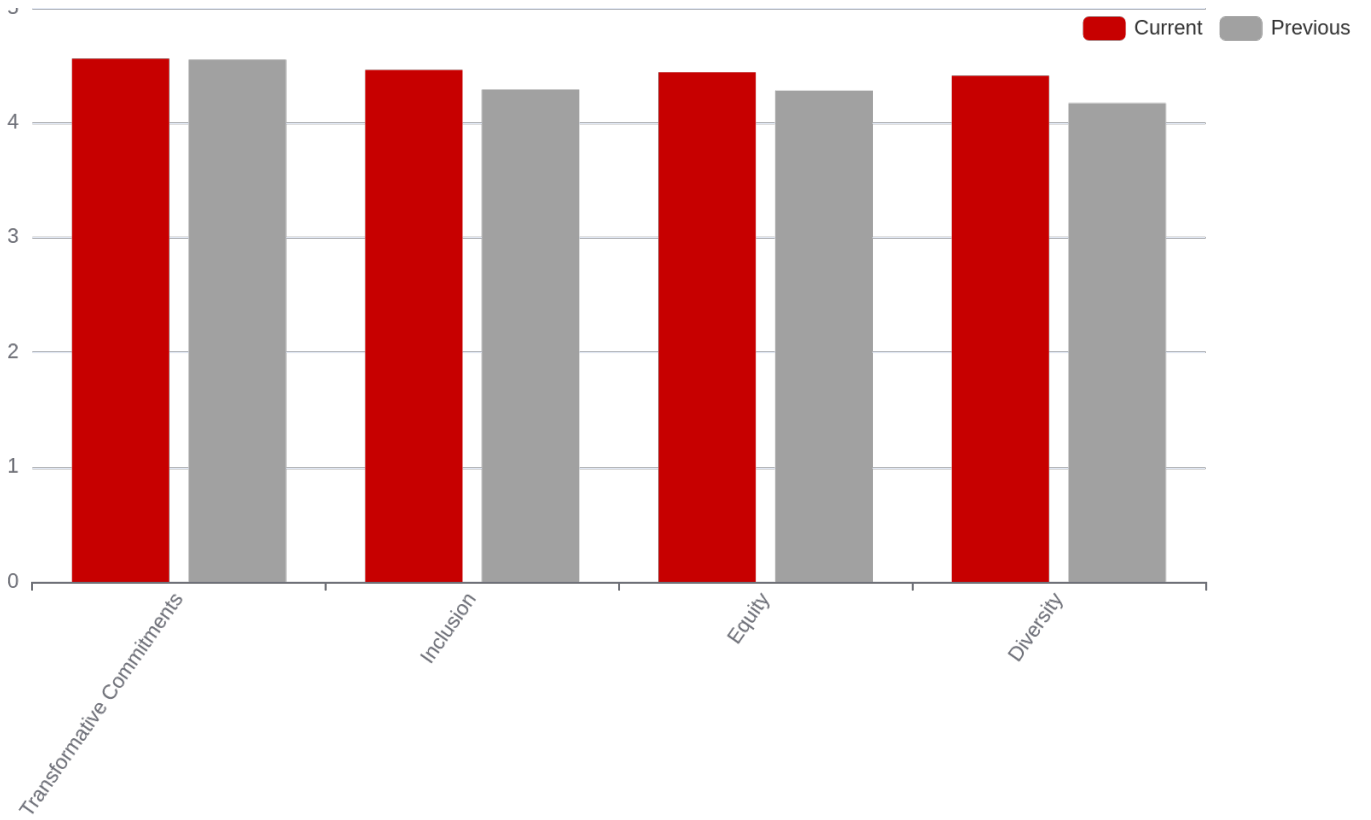


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.66 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (33.87%)	SA: 41 (66.13%)	NA: 0 (0.00%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.65 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.61%)	A: 20 (32.26%)	SA: 41 (66.13%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.63 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.61%)	A: 21 (33.87%)	SA: 40 (64.52%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.55 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.45%)	A: 20 (32.26%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		N	A		SA		
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.55 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 24 (38.71%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.52 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 19 (30.65%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		N	A		SA		
6. I seek opportunities to further my growth and development.	4.50 <b>-0.04</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 1 (1.61%)	A: 22 (35.48%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		A		SA			
36. My supervisor builds a culture of learning and growth.	4.44 <b>+ 0.42</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 2 (3.23%)	A: 24 (38.71%)	SA: 34 (54.84%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.40 <b>+ 0.02</b>	SD: 0 (0.00%)	D: 4 (6.45%)	N: 3 (4.84%)	A: 19 (30.65%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		D	A		SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.31 <b>+ 0.33</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 6 (9.68%)	A: 27 (43.55%)	SA: 28 (45.16%)	NA: 0 (0.00%)
		N	A		SA		

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.56 + 0.01
Inclusion	4.46 + 0.17
Equity	4.44 + 0.16
Diversity	4.41 + 0.24

## Transformative Commitments

Question	Mean	Distribution
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.76 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.61%) A: 13 (20.97%) SA: 48 (77.42%) NA: 0 (0.00%) A SA
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.71 -0.05	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.61%) A: 16 (25.81%) SA: 45 (72.58%) NA: 0 (0.00%) A SA
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.42 -0.11	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (8.06%) A: 25 (40.32%) SA: 30 (48.39%) NA: 2 (3.23%) N A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.34 + 0.10	SD: 0 (0.00%) D: 1 (1.61%) N: 4 (6.45%) A: 29 (46.77%) SA: 27 (43.55%) NA: 1 (1.61%) N A SA

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.68 <b>-0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 20 (32.26%)	SA: 42 (67.74%)	NA: 0 (0.00%)
		A		SA			
100. I value the contributions of all team members.	4.66 <b>-0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.61%)	A: 19 (30.65%)	SA: 42 (67.74%)	NA: 0 (0.00%)
		A		SA			
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.58 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 26 (41.94%)	SA: 36 (58.06%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.58 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 22 (35.48%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.56 <b>+ 0.01</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 23 (37.10%)	SA: 37 (59.68%)	NA: 0 (0.00%)
		A		SA			
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.52 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 26 (41.94%)	SA: 34 (54.84%)	NA: 0 (0.00%)
		A		SA			
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.50 <b>+ 0.34</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 1 (1.61%)	A: 26 (41.94%)	SA: 34 (54.84%)	NA: 0 (0.00%)
		A		SA			
115. Our organization is a safe place for people of color to work and be successful.	4.48 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 2 (3.23%)	A: 25 (40.32%)	SA: 33 (53.23%)	NA: 1 (1.61%)
		A		SA			
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.44 <b>+ 0.24</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 31 (50.00%)	SA: 29 (46.77%)	NA: 0 (0.00%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.43 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 29 (46.77%)	SA: 29 (46.77%)	NA: 1 (1.61%)
		A		SA			
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.40 <b>-0.29</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 5 (8.06%)	A: 20 (32.26%)	SA: 35 (56.45%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.39 <b>+ 0.10</b>	SD: 1 (1.61%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 23 (37.10%)	SA: 33 (53.23%)	NA: 0 (0.00%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.39 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 27 (43.55%)	SA: 30 (48.39%)	NA: 0 (0.00%)
		N		A		SA	
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.38 <b>+ 0.26</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 28 (45.16%)	SA: 29 (46.77%)	NA: 1 (1.61%)
		N		A		SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.37 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.06%)	A: 29 (46.77%)	SA: 28 (45.16%)	NA: 0 (0.00%)
		N		A		SA	
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.33 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 7 (11.29%)	A: 20 (32.26%)	SA: 31 (50.00%)	NA: 2 (3.23%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.27 <b>+ 0.29</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 6 (9.68%)	A: 29 (46.77%)	SA: 26 (41.94%)	NA: 0 (0.00%)
		N		A		SA	
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.26 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 2 (3.23%)	N: 7 (11.29%)	A: 26 (41.94%)	SA: 27 (43.55%)	NA: 0 (0.00%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

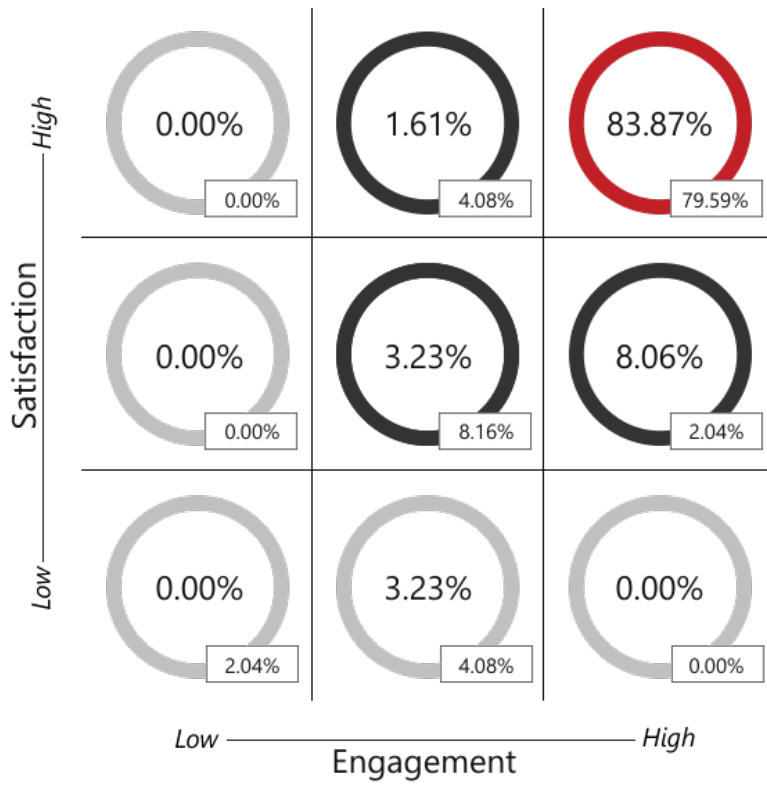
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.68 <b>-0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 20 (32.26%)	SA: 42 (67.74%)	NA: 0 (0.00%)
		A		SA			
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.38 <b>+ 0.26</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 28 (45.16%)	SA: 29 (46.77%)	NA: 1 (1.61%)
		A			SA		
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.37 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.06%)	A: 29 (46.77%)	SA: 28 (45.16%)	NA: 0 (0.00%)
		N		A		SA	
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.32 <b>+ 0.24</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 4 (6.45%)	A: 30 (48.39%)	SA: 27 (43.55%)	NA: 0 (0.00%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.68 <b>-0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 20 (32.26%)	SA: 42 (67.74%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.58 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.23%)	A: 22 (35.48%)	SA: 38 (61.29%)	NA: 0 (0.00%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.43 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.84%)	A: 29 (46.77%)	SA: 29 (46.77%)	NA: 1 (1.61%)
		A		SA			
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.39 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 1 (1.61%)	N: 4 (6.45%)	A: 27 (43.55%)	SA: 30 (48.39%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.27 <b>+ 0.29</b>	SD: 1 (1.61%)	D: 0 (0.00%)	N: 6 (9.68%)	A: 29 (46.77%)	SA: 26 (41.94%)	NA: 0 (0.00%)
		N	A		SA		
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.13 <b>+ 0.27</b>	SD: 1 (1.61%)	D: 3 (4.84%)	N: 6 (9.68%)	A: 29 (46.77%)	SA: 23 (37.10%)	NA: 0 (0.00%)
		N	A		SA		

3x3



## All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.76 + 0.11
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.69 + 0.06
22. I support our organization's mission.	Mission Conscious	4.69 + 0.22
4. I feel great pride in the work I do.	Pride	4.68 -0.03
92. I demonstrate effort in building a positive workplace culture.	Quality	4.68 + 0.13
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.66 + 0.17
25. My supervisor cares about me as a person.	Relationships	4.65 + 0.36
85. I am committed to achieving my potential through learning and growing.	Career Development	4.65 + 0.10
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65 -0.02
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.63 + 0.20
24. My supervisor effectively communicates his/her expectations.	Communication	4.61 + 0.59
16. I seek new ways to achieve excellence in my role.	Innovation	4.60 + 0.14
27. My supervisor and I have effective two-way communication.	Communication	4.58 + 0.50
5. I have at least one close friend at work.	Relationships	4.57 -0.08
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.56 + 0.29
53. I trust my teammates to follow through on projects.	Relationships	4.56 + 0.05
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.55 + 0.14
78. I feel proud of and inspired by the success of others on my team.	Pride	4.55 + 0.20

Question	Dimension	Mean
29. My supervisor recognizes me for a job well done.	Recognition	4.54 + 0.66
14. I feel great pride in being a part of our organization.	Pride	4.53 + 0.08
12. I am highly committed to and energized by my work.	Engage-Inspire	4.52 + 0.19
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.52 -0.07
17. I embrace challenges as opportunities for growth.	Performance Planning	4.52 + 0.19
6. I seek opportunities to further my growth and development.	Training & Development	4.50 -0.04
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.50 + 0.36
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.48 + 0.05
35. My supervisor supports my personal and professional development.	Training & Development	4.48 + 0.36
45. I feel great pride in the team of which I am a part.	Pride	4.48 -0.01
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.48 + 0.52
60. I fit in well with our team.	Talent/Fit	4.48 + 0.07
59. Our team is very inspired by the work we do.	Mission Conscious	4.48 + 0.09
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.48 + 0.01
46. I am satisfied being a part of our team.	Satisfaction	4.47 -0.04
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.47 + 0.16
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.47 -0.02

Question	Dimension	Mean
84. I would like to work at our organization long term.	Career Development	4.47 + 0.20
55. Information is shared effectively within our team.	Communication	4.45 + 0.16
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.45 + 0.33
66. I look forward to interacting with our team when I come to work.	Relationships	4.45 + 0.06
63. I am highly energized by the people I work with on our team.	Relationships	4.45 + 0.18
70. I feel our organization is a great fit for me.	Talent/Fit	4.45 + 0.14
13. My work is fulfilling and enjoyable.	Satisfaction	4.45 + 0.29
79. My teammates share important information with me.	Communication	4.44 + 0.07
32. I have an open and trusting relationship with my supervisor.	Relationships	4.44 + 0.42
56. Our team actively responds when needs arise within our team.	Support-Equip	4.44 -0.03
36. My supervisor builds a culture of learning and growth.	Training & Development	4.44 + 0.42
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.44 + 0.24
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.42 + 0.44
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.42 + 0.28
71. Our organization is committed to quality collaboration and excellence.	Quality	4.40 + 0.03
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.40 + 0.09
44. Our team effectively communicates with each other.	Communication	4.40 + 0.09

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.40 + 0.03
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.40 + 0.02
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.40 + 0.30
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.39 + 0.45
42. Our team encourages innovation.	Innovation	4.39 -0.04
34. My supervisor is actively responsive to my needs.	Support-Equip	4.39 + 0.37
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.39 + 0.37
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.39 = 0.00
47. I am on a team that encourages each member to surpass expectations.	Quality	4.39 -0.01
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.39 + 0.39
73. My supervisor advocates for my role and career growth.	Career Development	4.38 + 0.50
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.38 + 0.07
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.36 + 0.24
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.35 + 0.50
31. My supervisor inspires me to grow to new levels.	Relationships	4.35 + 0.55
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.34 + 0.18
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.34 + 0.26

Question	Dimension	Mean
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.34 -0.15
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.34 + 0.22
65. Our team members invest time developing relationships with each other.	Relationships	4.32 -0.01
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.32 -0.03
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.31 + 0.33
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.31 + 0.27
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.31 + 0.17
20. I look forward to coming to work every day.	Satisfaction	4.29 + 0.31
51. Our team has open and trusting relationships.	Relationships	4.27 -0.08
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.26 + 0.46
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.26 -0.03
77. Our organization selects the right people for the right job.	Talent/Fit	4.26 + 0.22
74. I have the opportunity to express my career interests at our organization.	Career Development	4.25 + 0.44
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.23 + 0.33
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.20 + 0.06

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.17 + 0.24
83. Our organization encourages innovation.	Innovation	4.16 + 0.12
15. I am properly trained to achieve excellence in my work.	Training & Development	4.15 + 0.09
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.10 + 0.53
9. I have received meaningful recognition in the past 10 days.	Recognition	4.10 + 0.45
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.08 + 0.06
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.98 + 0.14
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.90 + 0.35



# INSIGHTeX Growth Mindset & DEI

Churchill  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Pride	4.47 + 0.11
Quality	4.44 + 0.13
Engage-Inspire	4.36 + 0.10
Relationships	4.35 + 0.21
Continuous Improvement	4.34 + 0.13
Satisfaction	4.29 + 0.23
Communication	4.27 + 0.15
Performance Planning	4.20 + 0.08
Career Development	4.18 + 0.27
Talent/Fit	4.17 + 0.22
Support-Equip	4.15 + 0.21
Innovation	4.14 -0.02
Recognition	4.12 + 0.18
Mission Conscious	4.12 + 0.15
Training & Development	4.10 + 0.18

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Pride

Question	Mean	Distribution
4. I feel great pride in the work I do.	4.57 <b>-0.10</b>	SD: 1 (1.19%)    D: 1 (1.19%)    N: 2 (2.38%)    A: 24 (28.57%)    SA: 54 (64.29%)    NA: 2 (2.38%) 
45. I feel great pride in the team of which I am a part.	4.56 <b>+ 0.10</b>	SD: 2 (2.38%)    D: 1 (1.19%)    N: 1 (1.19%)    A: 23 (27.38%)    SA: 55 (65.48%)    NA: 2 (2.38%) 
78. I feel proud of and inspired by the success of others on my team.	4.42 <b>+ 0.04</b>	SD: 2 (2.38%)    D: 0 (0.00%)    N: 4 (4.76%)    A: 33 (39.29%)    SA: 45 (53.57%)    NA: 0 (0.00%) 
14. I feel great pride in being a part of our organization.	4.33 <b>+ 0.37</b>	SD: 2 (2.38%)    D: 1 (1.19%)    N: 5 (5.95%)    A: 34 (40.48%)    SA: 40 (47.62%)    NA: 2 (2.38%) 

## Quality

Question	Mean	Distribution
92. I demonstrate effort in building a positive workplace culture.	4.51 <b>+ 0.04</b>	SD: 2 (2.38%)    D: 0 (0.00%)    N: 2 (2.38%)    A: 29 (34.52%)    SA: 51 (60.71%)    NA: 0 (0.00%) 
43. My teammates demonstrate a commitment to quality work and excellence.	4.48 <b>+ 0.02</b>	SD: 2 (2.38%)    D: 2 (2.38%)    N: 6 (7.14%)    A: 17 (20.24%)    SA: 55 (65.48%)    NA: 2 (2.38%) 
47. I am on a team that encourages each member to surpass expectations.	4.45 <b>+ 0.17</b>	SD: 2 (2.38%)    D: 2 (2.38%)    N: 3 (3.57%)    A: 25 (29.76%)    SA: 50 (59.52%)    NA: 2 (2.38%) 
71. Our organization is committed to quality collaboration and excellence.	4.34 <b>+ 0.31</b>	SD: 2 (2.38%)    D: 1 (1.19%)    N: 5 (5.95%)    A: 34 (40.48%)    SA: 41 (48.81%)    NA: 1 (1.19%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.59 <b>-0.15</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 21 (25.00%)	SA: 56 (66.67%)	NA: 3 (3.57%)
8. I am driven to contribute to the success of our organization.	4.55 <b>-0.12</b>						
12. I am highly committed to and energized by my work.	4.39 <b>+ 0.04</b>						
67. Our organization promotes a positive and engaging culture.	4.24 <b>+ 0.25</b>						
76. I would recommend our organization to a friend as a great place to work.	4.02 <b>+ 0.48</b>						

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
66. I look forward to interacting with our team when I come to work.	4.52 <b>+ 0.23</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 1 (1.19%)	A: 30 (35.71%)	SA: 51 (60.71%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.51 <b>+ 0.25</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 28 (33.33%)	SA: 50 (59.52%)	NA: 2 (2.38%)
65. Our team members invest time developing relationships with each other.	4.49 <b>+ 0.34</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 25 (29.76%)	SA: 51 (60.71%)	NA: 2 (2.38%)
53. I trust my teammates to follow through on projects.	4.48 <b>+ 0.10</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 27 (32.14%)	SA: 51 (60.71%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.48 <b>+ 0.20</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 4 (4.76%)	A: 27 (32.14%)	SA: 49 (58.33%)	NA: 2 (2.38%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.47 <b>+ 0.12</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 2 (2.38%)	A: 29 (34.52%)	SA: 49 (58.33%)	NA: 1 (1.19%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.46 <b>+ 0.11</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 31 (36.90%)	SA: 48 (57.14%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.40 <b>+ 0.05</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 7 (8.33%)	A: 28 (33.33%)	SA: 47 (55.95%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.40 <b>-0.14</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 7 (8.33%)	A: 21 (25.00%)	SA: 50 (59.52%)	NA: 2 (2.38%)
68. Quality and inclusive relationships are valued across our organization.	4.29 <b>+ 0.36</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 5 (5.95%)	A: 38 (45.24%)	SA: 37 (44.05%)	NA: 1 (1.19%)
25. My supervisor cares about me as a person.	4.20 <b>+ 0.31</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 8 (9.52%)	A: 42 (50.00%)	SA: 31 (36.90%)	NA: 1 (1.19%)
32. I have an open and trusting relationship with my supervisor.	4.13 <b>+ 0.39</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 9 (10.71%)	A: 41 (48.81%)	SA: 27 (32.14%)	NA: 4 (4.76%)
31. My supervisor inspires me to grow to new levels.	4.02 <b>+ 0.30</b>	SD: 3 (3.57%)	D: 0 (0.00%)	N: 14 (16.67%)	A: 39 (46.43%)	SA: 25 (29.76%)	NA: 3 (3.57%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.00 <b>+ 0.26</b>	SD: 3 (3.57%)	D: 0 (0.00%)	N: 19 (22.62%)	A: 31 (36.90%)	SA: 28 (33.33%)	NA: 3 (3.57%)
		<b>N</b>		<b>A</b>		<b>SA</b>	

### Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.49 <b>+ 0.03</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 34 (40.48%)	SA: 46 (54.76%)	NA: 2 (2.38%)
		<b>A</b>		<b>SA</b>			
54. Our team continuously seeks ways to improve our performance.	4.46 <b>+ 0.07</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 6 (7.14%)	A: 19 (22.62%)	SA: 55 (65.48%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>		<b>SA</b>		
52. I am on a team that continuously challenges me to grow and improve.	4.41 <b>+ 0.02</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 32 (38.10%)	SA: 45 (53.57%)	NA: 1 (1.19%)
		<b>A</b>		<b>SA</b>			
69. I am part of an organization that continues to pursue excellence every day.	4.40 <b>+ 0.37</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 4 (4.76%)	A: 31 (36.90%)	SA: 45 (53.57%)	NA: 1 (1.19%)
		<b>A</b>		<b>SA</b>			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 <b>+ 0.11</b>	SD: 3 (3.57%)	D: 2 (2.38%)	N: 9 (10.71%)	A: 33 (39.29%)	SA: 37 (44.05%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>		<b>SA</b>		
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.10 <b>+ 0.20</b>	SD: 2 (2.38%)	D: 3 (3.57%)	N: 11 (13.10%)	A: 37 (44.05%)	SA: 31 (36.90%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>		<b>SA</b>		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.54 <b>+ 0.10</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 2 (2.38%)	A: 23 (27.38%)	SA: 54 (64.29%)	NA: 2 (2.38%)
13. My work is fulfilling and enjoyable.	4.33 <b>+ 0.08</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 5 (5.95%)	A: 31 (36.90%)	SA: 42 (50.00%)	NA: 2 (2.38%)
87. Overall, I am very satisfied with our organization as a place to work.	4.24 <b>+ 0.48</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 6 (7.14%)	A: 41 (48.81%)	SA: 34 (40.48%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.06 <b>+ 0.27</b>	SD: 2 (2.38%)	D: 3 (3.57%)	N: 12 (14.29%)	A: 36 (42.86%)	SA: 29 (34.52%)	NA: 2 (2.38%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution					
79. My teammates share important information with me.	4.44 <b>+ 0.15</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 35 (41.67%)	SA: 45 (53.57%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.43 <b>+ 0.15</b>	SD: 2 (2.38%)	D: 3 (3.57%)	N: 2 (2.38%)	A: 26 (30.95%)	SA: 50 (59.52%)	NA: 1 (1.19%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.43 <b>+ 0.36</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 2 (2.38%)	A: 30 (35.71%)	SA: 44 (52.38%)	NA: 5 (5.95%)
44. Our team effectively communicates with each other.	4.39 <b>+ 0.07</b>	SD: 3 (3.57%)	D: 0 (0.00%)	N: 5 (5.95%)	A: 28 (33.33%)	SA: 46 (54.76%)	NA: 2 (2.38%)
27. My supervisor and I have effective two-way communication.	4.15 <b>+ 0.18</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 10 (11.90%)	A: 40 (47.62%)	SA: 28 (33.33%)	NA: 4 (4.76%)
24. My supervisor effectively communicates his/her expectations.	4.07 <b>+ 0.06</b>	SD: 2 (2.38%)	D: 6 (7.14%)	N: 10 (11.90%)	A: 31 (36.90%)	SA: 34 (40.48%)	NA: 1 (1.19%)
26. My supervisor gives me constructive feedback about my work performance.	3.92 <b>+ 0.04</b>	SD: 2 (2.38%)	D: 3 (3.57%)	N: 18 (21.43%)	A: 27 (32.14%)	SA: 24 (28.57%)	NA: 10 (11.90%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
57. Our team has improved our performance over time by learning from each other.	4.48 <b>+ 0.08</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 2 (2.38%)	A: 28 (33.33%)	SA: 50 (59.52%)	NA: 1 (1.19%)
		A		SA			
58. I am satisfied that our team performs up to our potential.	4.43 <b>+ 0.07</b>	SD: 3 (3.57%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 26 (30.95%)	SA: 50 (59.52%)	NA: 1 (1.19%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.35 <b>+ 0.02</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 38 (45.24%)	SA: 40 (47.62%)	NA: 0 (0.00%)
		A		SA			
49. Our team effectively sets goals to further enhance our performance.	4.31 <b>+ 0.02</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 5 (5.95%)	A: 37 (44.05%)	SA: 39 (46.43%)	NA: 0 (0.00%)
		N	A		SA		
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.10 <b>+ 0.10</b>	SD: 2 (2.38%)	D: 6 (7.14%)	N: 10 (11.90%)	A: 29 (34.52%)	SA: 36 (42.86%)	NA: 1 (1.19%)
		D	N	A		SA	
37. My supervisor motivates me to achieve my goals.	4.05 <b>+ 0.24</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 18 (21.43%)	A: 30 (35.71%)	SA: 30 (35.71%)	NA: 3 (3.57%)
		N		A		SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.57 <b>-0.06</b>	SD: 2 (2.38%)	D: 10 (11.90%)	N: 21 (25.00%)	A: 20 (23.81%)	SA: 17 (20.24%)	NA: 14 (16.67%)
		D	N	A	SA	NA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 <b>+ 0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 26 (30.95%)	SA: 54 (64.29%)	NA: 0 (0.00%)
		A		SA			
84. I would like to work at our organization long term.	4.40 <b>+ 0.46</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 36 (42.86%)	SA: 43 (51.19%)	NA: 0 (0.00%)
		A		SA			
72. Our organization provides the experience and development for me to further my career here.	4.00 <b>+ 0.28</b>	SD: 3 (3.57%)	D: 4 (4.76%)	N: 10 (11.90%)	A: 39 (46.43%)	SA: 27 (32.14%)	NA: 1 (1.19%)
		N		A		SA	
73. My supervisor advocates for my role and career growth.	3.99 <b>+ 0.28</b>	SD: 3 (3.57%)	D: 2 (2.38%)	N: 15 (17.86%)	A: 34 (40.48%)	SA: 27 (32.14%)	NA: 3 (3.57%)
		N		A		SA	
74. I have the opportunity to express my career interests at our organization.	3.95 <b>+ 0.32</b>	SD: 3 (3.57%)	D: 4 (4.76%)	N: 13 (15.48%)	A: 36 (42.86%)	SA: 26 (30.95%)	NA: 2 (2.38%)
		N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.52 <b>-0.02</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 26 (30.95%)	SA: 53 (63.10%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.51 <b>+ 0.11</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 29 (34.52%)	SA: 50 (59.52%)	NA: 1 (1.19%)
		A		SA			
70. I feel our organization is a great fit for me.	4.39 <b>+ 0.33</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 4 (4.76%)	A: 35 (41.67%)	SA: 42 (50.00%)	NA: 1 (1.19%)
		A		SA			
11. I am in a role that allows me to maximize my talents and strengths.	4.18 <b>-0.04</b>	SD: 4 (4.76%)	D: 0 (0.00%)	N: 10 (11.90%)	A: 32 (38.10%)	SA: 37 (44.05%)	NA: 1 (1.19%)
		N	A		SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.99 <b>+ 0.35</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 23 (27.38%)	A: 25 (29.76%)	SA: 28 (33.33%)	NA: 6 (7.14%)
		N		A	SA		
86. Our organization selects highly talented individuals when hiring.	3.99 <b>+ 0.24</b>	SD: 3 (3.57%)	D: 4 (4.76%)	N: 16 (19.05%)	A: 29 (34.52%)	SA: 32 (38.10%)	NA: 0 (0.00%)
		N		A	SA		
7. I have encouraged someone to apply at our organization.	3.88 <b>+ 0.52</b>	SD: 2 (2.38%)	D: 7 (8.33%)	N: 13 (15.48%)	A: 31 (36.90%)	SA: 24 (28.57%)	NA: 7 (8.33%)
		D	N	A		SA	NA
77. Our organization selects the right people for the right job.	3.85 <b>+ 0.29</b>	SD: 2 (2.38%)	D: 6 (7.14%)	N: 16 (19.05%)	A: 39 (46.43%)	SA: 21 (25.00%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.55 <b>+ 0.08</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 29 (34.52%)	SA: 52 (61.90%)	NA: 1 (1.19%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.48 <b>+ 0.16</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 29 (34.52%)	SA: 48 (57.14%)	NA: 2 (2.38%)
34. My supervisor is actively responsive to my needs.	4.15 <b>+ 0.37</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 10 (11.90%)	A: 38 (45.24%)	SA: 30 (35.71%)	NA: 3 (3.57%)
23. I have a supportive coaching relationship with my supervisor.	4.15 <b>+ 0.21</b>	SD: 2 (2.38%)	D: 4 (4.76%)	N: 8 (9.52%)	A: 34 (40.48%)	SA: 34 (40.48%)	NA: 2 (2.38%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.02 <b>+ 0.26</b>	SD: 3 (3.57%)	D: 5 (5.95%)	N: 10 (11.90%)	A: 34 (40.48%)	SA: 31 (36.90%)	NA: 1 (1.19%)
3. I am provided the core needs necessary for me to excel in my role.	4.01 <b>+ 0.18</b>	SD: 4 (4.76%)	D: 3 (3.57%)	N: 7 (8.33%)	A: 42 (50.00%)	SA: 26 (30.95%)	NA: 2 (2.38%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.98 <b>+ 0.26</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 17 (20.24%)	A: 42 (50.00%)	SA: 21 (25.00%)	NA: 2 (2.38%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.87 <b>+ 0.16</b>	SD: 2 (2.38%)	D: 5 (5.95%)	N: 17 (20.24%)	A: 32 (38.10%)	SA: 23 (27.38%)	NA: 5 (5.95%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Innovation

Question	Mean	Distribution
16. I seek new ways to achieve excellence in my role.	4.39 <b>-0.15</b>	SD: 2 (2.38%)    D: 1 (1.19%)    N: 2 (2.38%)    A: 35 (41.67%)    SA: 42 (50.00%)    NA: 2 (2.38%) 
42. Our team encourages innovation.	4.30 <b>+ 0.02</b>	SD: 2 (2.38%)    D: 0 (0.00%)    N: 9 (10.71%)    A: 31 (36.90%)    SA: 40 (47.62%)    NA: 2 (2.38%) 
75. Our organization embraces an innovative mindset to maximize our potential.	4.05 <b>+ 0.08</b>	SD: 2 (2.38%)    D: 2 (2.38%)    N: 10 (11.90%)    A: 46 (54.76%)    SA: 24 (28.57%)    NA: 0 (0.00%) 
83. Our organization encourages innovation.	3.85 <b>+ 0.02</b>	SD: 2 (2.38%)    D: 5 (5.95%)    N: 17 (20.24%)    A: 40 (47.62%)    SA: 20 (23.81%)    NA: 0 (0.00%) 

## Recognition

Question	Mean	Distribution
48. My teammates promote gratitude in our culture.	4.48 <b>+ 0.06</b>	SD: 2 (2.38%)    D: 1 (1.19%)    N: 2 (2.38%)    A: 28 (33.33%)    SA: 50 (59.52%)    NA: 1 (1.19%) 
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.42 <b>+ 0.04</b>	SD: 2 (2.38%)    D: 0 (0.00%)    N: 3 (3.57%)    A: 34 (40.48%)    SA: 44 (52.38%)    NA: 1 (1.19%) 
80. Our organization practices gratitude by recognizing excellence in our work.	4.06 <b>+ 0.20</b>	SD: 3 (3.57%)    D: 3 (3.57%)    N: 11 (13.10%)    A: 36 (42.86%)    SA: 31 (36.90%)    NA: 0 (0.00%) 
29. My supervisor recognizes me for a job well done.	3.96 <b>+ 0.16</b>	SD: 2 (2.38%)    D: 2 (2.38%)    N: 15 (17.86%)    A: 38 (45.24%)    SA: 22 (26.19%)    NA: 5 (5.95%) 
9. I have received meaningful recognition in the past 10 days.	3.69 <b>+ 0.44</b>	SD: 4 (4.76%)    D: 12 (14.29%)    N: 13 (15.48%)    A: 32 (38.10%)    SA: 23 (27.38%)    NA: 0 (0.00%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
59. Our team is very inspired by the work we do.	4.41 <b>+ 0.05</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 3 (3.57%)	A: 29 (34.52%)	SA: 47 (55.95%)	NA: 1 (1.19%)
22. I support our organization's mission.	4.36 <b>+ 0.07</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 5 (5.95%)	A: 32 (38.10%)	SA: 43 (51.19%)	NA: 1 (1.19%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.11 <b>+ 0.28</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 8 (9.52%)	A: 45 (53.57%)	SA: 27 (32.14%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	4.02 <b>+ 0.05</b>	SD: 2 (2.38%)	D: 4 (4.76%)	N: 9 (10.71%)	A: 43 (51.19%)	SA: 25 (29.76%)	NA: 1 (1.19%)
82. Business decisions made are consistent with our mission and core values.	3.69 <b>+ 0.30</b>	SD: 3 (3.57%)	D: 4 (4.76%)	N: 26 (30.95%)	A: 34 (40.48%)	SA: 17 (20.24%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.49 <b>-0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 30 (35.71%)	SA: 49 (58.33%)	NA: 1 (1.19%)
36. My supervisor builds a culture of learning and growth.	4.25 <b>+ 0.37</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 9 (10.71%)	A: 35 (41.67%)	SA: 35 (41.67%)	NA: 3 (3.57%)
15. I am properly trained to achieve excellence in my work.	4.16 <b>+ 0.17</b>	SD: 3 (3.57%)	D: 3 (3.57%)	N: 8 (9.52%)	A: 32 (38.10%)	SA: 36 (42.86%)	NA: 2 (2.38%)
35. My supervisor supports my personal and professional development.	4.11 <b>+ 0.23</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 12 (14.29%)	A: 37 (44.05%)	SA: 29 (34.52%)	NA: 3 (3.57%)
30. My supervisor encourages opportunities for my growth and development.	4.00 <b>+ 0.10</b>	SD: 3 (3.57%)	D: 0 (0.00%)	N: 15 (17.86%)	A: 37 (44.05%)	SA: 24 (28.57%)	NA: 5 (5.95%)
81. Our organization provides the "right" training for me to excel in my role.	3.61 <b>+ 0.25</b>	SD: 4 (4.76%)	D: 12 (14.29%)	N: 19 (22.62%)	A: 27 (32.14%)	SA: 22 (26.19%)	NA: 0 (0.00%)

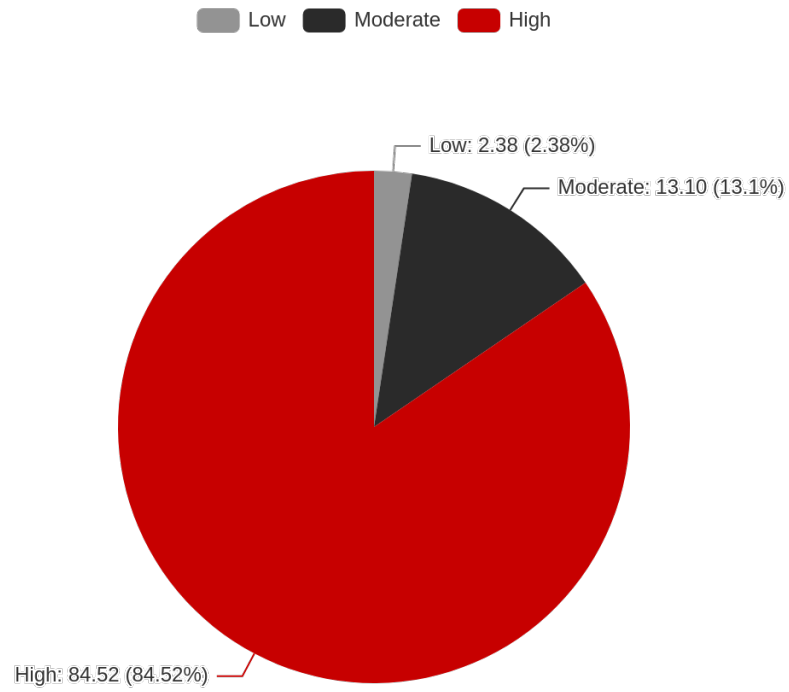
## Top Items

Question	Mean
2. I am fully engaged in the work that I do.	4.59 -0.15
4. I feel great pride in the work I do.	4.57 -0.10
45. I feel great pride in the team of which I am a part.	4.56 + 0.10
85. I am committed to achieving my potential through learning and growing.	4.55 + 0.04
56. Our team actively responds when needs arise within our team.	4.55 + 0.08
8. I am driven to contribute to the success of our organization.	4.55 -0.12

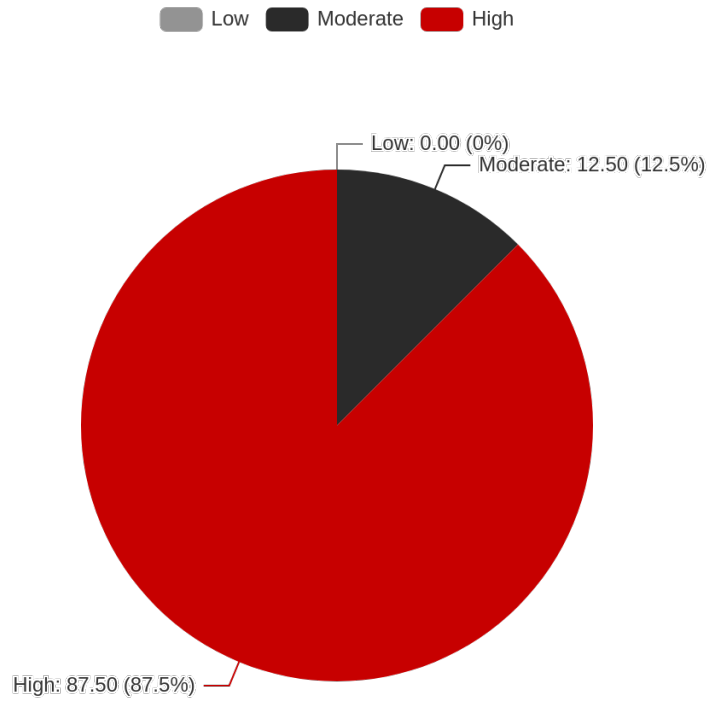
## Bottom Items

Question	Mean
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.57 -0.06
81. Our organization provides the "right" training for me to excel in my role.	3.61 + 0.25
9. I have received meaningful recognition in the past 10 days.	3.69 + 0.44
82. Business decisions made are consistent with our mission and core values.	3.69 + 0.30
77. Our organization selects the right people for the right job.	3.85 + 0.29
83. Our organization encourages innovation.	3.85 + 0.02

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

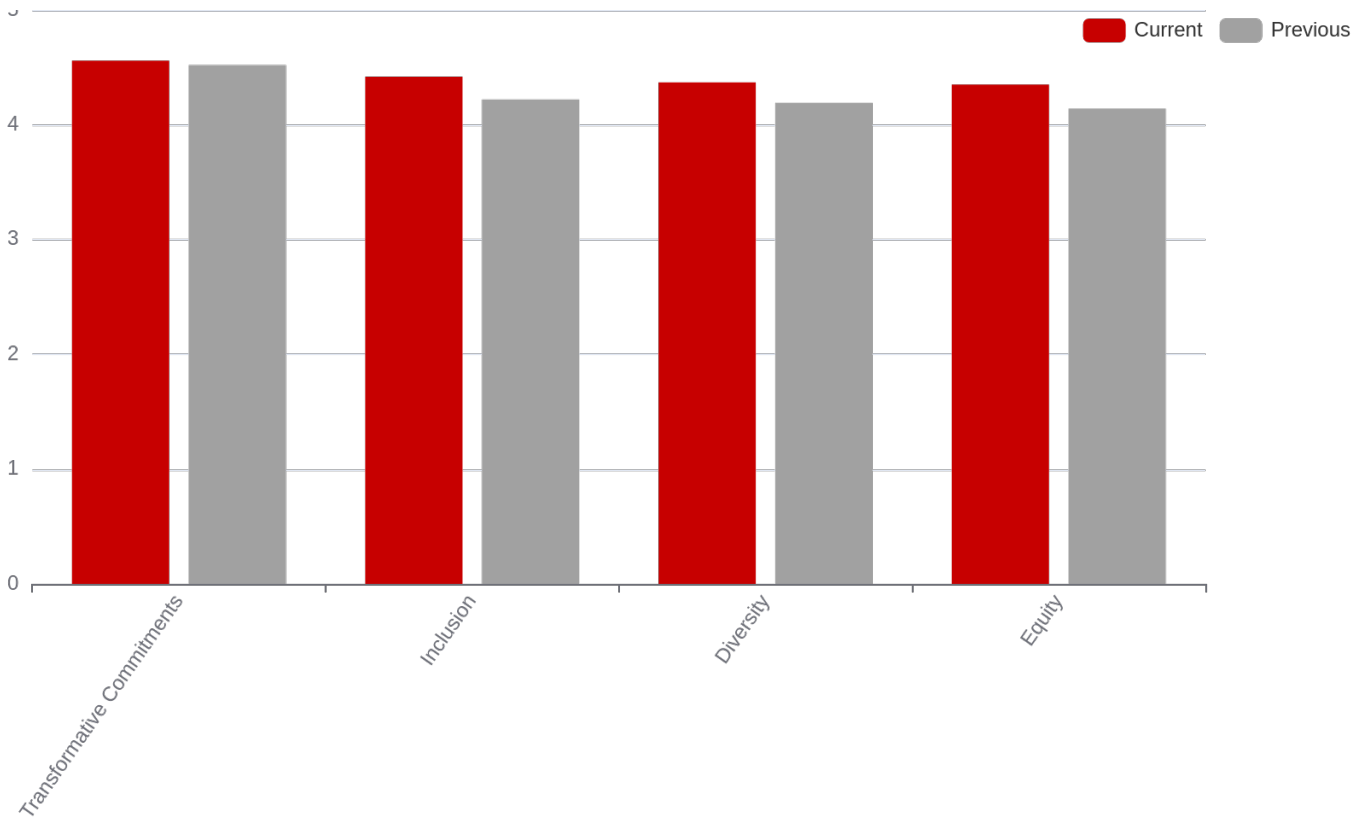


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 <b>+ 0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 26 (30.95%)	SA: 54 (64.29%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.49 <b>+ 0.03</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 34 (40.48%)	SA: 46 (54.76%)	NA: 2 (2.38%)
6. I seek opportunities to further my growth and development.	4.49 <b>-0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 30 (35.71%)	SA: 49 (58.33%)	NA: 1 (1.19%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.46 <b>+ 0.11</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 31 (36.90%)	SA: 48 (57.14%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.42 <b>+ 0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 4 (4.76%)	A: 33 (39.29%)	SA: 45 (53.57%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.42 <b>+ 0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 34 (40.48%)	SA: 44 (52.38%)	NA: 1 (1.19%)
52. I am on a team that continuously challenges me to grow and improve.	4.41 <b>+ 0.02</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 32 (38.10%)	SA: 45 (53.57%)	NA: 1 (1.19%)
17. I embrace challenges as opportunities for growth.	4.35 <b>+ 0.02</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 3 (3.57%)	A: 38 (45.24%)	SA: 40 (47.62%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.25 <b>+ 0.37</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 9 (10.71%)	A: 35 (41.67%)	SA: 35 (41.67%)	NA: 3 (3.57%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 <b>+ 0.11</b>	SD: 3 (3.57%)	D: 2 (2.38%)	N: 9 (10.71%)	A: 33 (39.29%)	SA: 37 (44.05%)	NA: 0 (0.00%)

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.56 + 0.04
Inclusion	4.42 + 0.20
Diversity	4.37 + 0.18
Equity	4.35 + 0.21

## Transformative Commitments

Question	Mean	Distribution
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.69 = 0.00	SD: 2 (2.38%)    D: 0 (0.00%)    N: 0 (0.00%)    A: 18 (21.43%)    SA: 63 (75.00%)    NA: 1 (1.19%) 
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.64 -0.03	SD: 2 (2.38%)    D: 0 (0.00%)    N: 1 (1.19%)    A: 20 (23.81%)    SA: 61 (72.62%)    NA: 0 (0.00%) 
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.53 + 0.09	SD: 2 (2.38%)    D: 0 (0.00%)    N: 1 (1.19%)    A: 29 (34.52%)    SA: 51 (60.71%)    NA: 1 (1.19%) 
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.36 + 0.10	SD: 2 (2.38%)    D: 0 (0.00%)    N: 6 (7.14%)    A: 33 (39.29%)    SA: 42 (50.00%)    NA: 1 (1.19%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65 <b>-0.02</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (25.00%)	SA: 60 (71.43%)	NA: 1 (1.19%)
100. I value the contributions of all team members.	4.60 <b>+ 0.11</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 21 (25.00%)	SA: 58 (69.05%)	NA: 1 (1.19%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.59 <b>-0.04</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 26 (30.95%)	SA: 55 (65.48%)	NA: 1 (1.19%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.52 <b>+ 0.12</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 28 (33.33%)	SA: 51 (60.71%)	NA: 1 (1.19%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.52 <b>+ 0.12</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 1 (1.19%)	A: 29 (34.52%)	SA: 50 (59.52%)	NA: 2 (2.38%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.49 <b>+ 0.17</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 2 (2.38%)	A: 27 (32.14%)	SA: 51 (60.71%)	NA: 1 (1.19%)
115. Our organization is a safe place for people of color to work and be successful.	4.49 <b>+ 0.10</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 3 (3.57%)	A: 28 (33.33%)	SA: 50 (59.52%)	NA: 1 (1.19%)
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.47 <b>+ 0.30</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 4 (4.76%)	A: 28 (33.33%)	SA: 49 (58.33%)	NA: 1 (1.19%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.46 <b>+ 0.14</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 2 (2.38%)	A: 33 (39.29%)	SA: 47 (55.95%)	NA: 0 (0.00%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.40 <b>+ 0.29</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 4 (4.76%)	A: 34 (40.48%)	SA: 43 (51.19%)	NA: 1 (1.19%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.36 <b>+ 0.25</b>	SD: 3 (3.57%)	D: 0 (0.00%)	N: 5 (5.95%)	A: 31 (36.90%)	SA: 44 (52.38%)	NA: 1 (1.19%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.35 <b>+ 0.38</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 4 (4.76%)	A: 35 (41.67%)	SA: 41 (48.81%)	NA: 1 (1.19%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.30 <b>+ 0.22</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 8 (9.52%)	A: 31 (36.90%)	SA: 41 (48.81%)	NA: 1 (1.19%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.30 <b>+ 0.49</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 5 (5.95%)	A: 34 (40.48%)	SA: 40 (47.62%)	NA: 1 (1.19%)
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.28 <b>+ 0.42</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 8 (9.52%)	A: 30 (35.71%)	SA: 41 (48.81%)	NA: 1 (1.19%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.27 <b>+ 0.31</b>	SD: 2 (2.38%)	D: 3 (3.57%)	N: 5 (5.95%)	A: 34 (40.48%)	SA: 39 (46.43%)	NA: 1 (1.19%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.27 <b>+ 0.21</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 6 (7.14%)	A: 35 (41.67%)	SA: 38 (45.24%)	NA: 1 (1.19%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.24 <b>+ 0.10</b>	SD: 3 (3.57%)	D: 2 (2.38%)	N: 5 (5.95%)	A: 35 (41.67%)	SA: 38 (45.24%)	NA: 1 (1.19%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

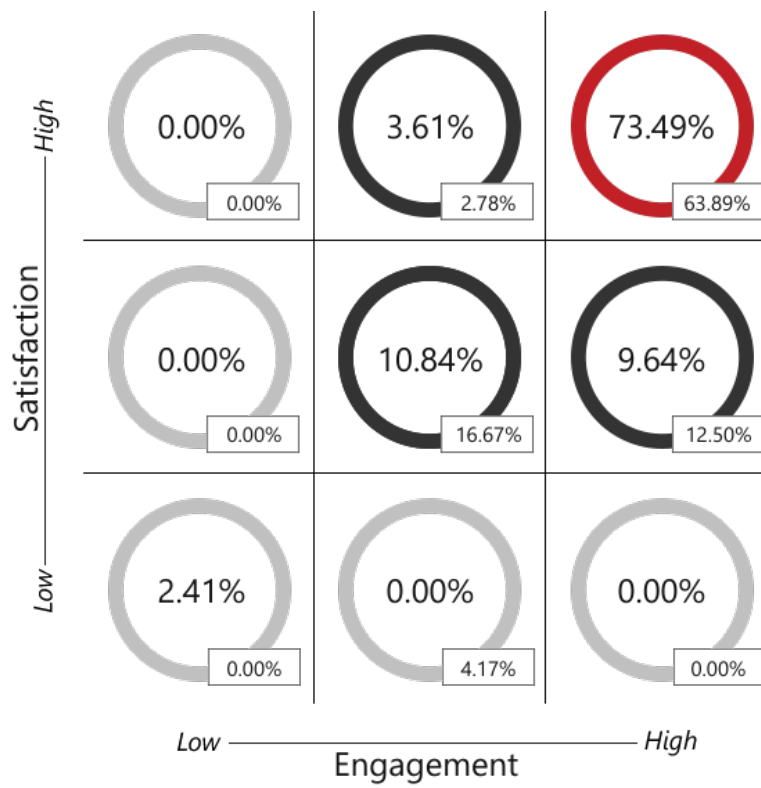
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65 <b>-0.02</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (25.00%)	SA: 60 (71.43%)	NA: 1 (1.19%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.49 <b>+0.17</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 2 (2.38%)	A: 27 (32.14%)	SA: 51 (60.71%)	NA: 1 (1.19%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.35 <b>+0.38</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 4 (4.76%)	A: 35 (41.67%)	SA: 41 (48.81%)	NA: 1 (1.19%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.27 <b>+0.21</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 6 (7.14%)	A: 35 (41.67%)	SA: 38 (45.24%)	NA: 1 (1.19%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.27 <b>+0.31</b>	SD: 2 (2.38%)	D: 3 (3.57%)	N: 5 (5.95%)	A: 34 (40.48%)	SA: 39 (46.43%)	NA: 1 (1.19%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.19 <b>+0.04</b>	SD: 3 (3.57%)	D: 1 (1.19%)	N: 6 (7.14%)	A: 41 (48.81%)	SA: 33 (39.29%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65 <b>-0.02</b>	SD: 2 (2.38%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (25.00%)	SA: 60 (71.43%)	NA: 1 (1.19%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.30 <b>+ 0.22</b>	SD: 2 (2.38%)	D: 1 (1.19%)	N: 8 (9.52%)	A: 31 (36.90%)	SA: 41 (48.81%)	NA: 1 (1.19%)
		N	A		SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.28 <b>+ 0.42</b>	SD: 2 (2.38%)	D: 2 (2.38%)	N: 8 (9.52%)	A: 30 (35.71%)	SA: 41 (48.81%)	NA: 1 (1.19%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.16 <b>+ 0.23</b>	SD: 3 (3.57%)	D: 2 (2.38%)	N: 8 (9.52%)	A: 36 (42.86%)	SA: 34 (40.48%)	NA: 1 (1.19%)
		N	A		SA		

### 3x3



## All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.59 -0.15
4. I feel great pride in the work I do.	Pride	4.57 -0.10
45. I feel great pride in the team of which I am a part.	Pride	4.56 + 0.10
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 + 0.04
56. Our team actively responds when needs arise within our team.	Support-Equip	4.55 + 0.08
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.55 -0.12
46. I am satisfied being a part of our team.	Satisfaction	4.54 + 0.10
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.52 -0.02
66. I look forward to interacting with our team when I come to work.	Relationships	4.52 + 0.23
92. I demonstrate effort in building a positive workplace culture.	Quality	4.51 + 0.04
60. I fit in well with our team.	Talent/Fit	4.51 + 0.11
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.51 + 0.25
6. I seek opportunities to further my growth and development.	Training & Development	4.49 -0.04
65. Our team members invest time developing relationships with each other.	Relationships	4.49 + 0.34
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.49 + 0.03
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.48 + 0.02
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.48 + 0.08
63. I am highly energized by the people I work with on our team.	Relationships	4.48 + 0.20

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.48 + 0.06
53. I trust my teammates to follow through on projects.	Relationships	4.48 + 0.10
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.48 + 0.16
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.47 + 0.12
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.46 + 0.07
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.46 + 0.11
47. I am on a team that encourages each member to surpass expectations.	Quality	4.45 + 0.17
79. My teammates share important information with me.	Communication	4.44 + 0.15
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.43 + 0.07
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.43 + 0.36
55. Information is shared effectively within our team.	Communication	4.43 + 0.15
78. I feel proud of and inspired by the success of others on my team.	Pride	4.42 + 0.04
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.42 + 0.04
59. Our team is very inspired by the work we do.	Mission Conscious	4.41 + 0.05
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.41 + 0.02
51. Our team has open and trusting relationships.	Relationships	4.40 + 0.05

Question	Dimension	Mean
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.40 + 0.37
84. I would like to work at our organization long term.	Career Development	4.40 + 0.46
5. I have at least one close friend at work.	Relationships	4.40 -0.14
44. Our team effectively communicates with each other.	Communication	4.39 + 0.07
16. I seek new ways to achieve excellence in my role.	Innovation	4.39 -0.15
12. I am highly committed to and energized by my work.	Engage-Inspire	4.39 + 0.04
70. I feel our organization is a great fit for me.	Talent/Fit	4.39 + 0.33
22. I support our organization's mission.	Mission Conscious	4.36 + 0.07
17. I embrace challenges as opportunities for growth.	Performance Planning	4.35 + 0.02
71. Our organization is committed to quality collaboration and excellence.	Quality	4.34 + 0.31
13. My work is fulfilling and enjoyable.	Satisfaction	4.33 + 0.08
14. I feel great pride in being a part of our organization.	Pride	4.33 + 0.37
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.31 + 0.02
42. Our team encourages innovation.	Innovation	4.30 + 0.02
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.29 + 0.36
36. My supervisor builds a culture of learning and growth.	Training & Development	4.25 + 0.37
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.24 + 0.48
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.24 + 0.25

Question	Dimension	Mean
25. My supervisor cares about me as a person.	Relationships	4.20 + 0.31
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.18 + 0.11
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.18 -0.04
15. I am properly trained to achieve excellence in my work.	Training & Development	4.16 + 0.17
34. My supervisor is actively responsive to my needs.	Support-Equip	4.15 + 0.37
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.15 + 0.21
27. My supervisor and I have effective two-way communication.	Communication	4.15 + 0.18
32. I have an open and trusting relationship with my supervisor.	Relationships	4.13 + 0.39
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.11 + 0.28
35. My supervisor supports my personal and professional development.	Training & Development	4.11 + 0.23
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.10 + 0.20
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.10 + 0.10
24. My supervisor effectively communicates his/her expectations.	Communication	4.07 + 0.06
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.06 + 0.20
20. I look forward to coming to work every day.	Satisfaction	4.06 + 0.27
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.05 + 0.24

Question	Dimension	Mean
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.05 + 0.08
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.02 + 0.26
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.02 + 0.48
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.02 + 0.05
31. My supervisor inspires me to grow to new levels.	Relationships	4.02 + 0.30
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.01 + 0.18
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.00 + 0.26
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.00 + 0.28
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.00 + 0.10
73. My supervisor advocates for my role and career growth.	Career Development	3.99 + 0.28
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.99 + 0.35
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.99 + 0.24
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.98 + 0.26
29. My supervisor recognizes me for a job well done.	Recognition	3.96 + 0.16
74. I have the opportunity to express my career interests at our organization.	Career Development	3.95 + 0.32
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.92 + 0.04

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.88 + 0.52
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.87 + 0.16
77. Our organization selects the right people for the right job.	Talent/Fit	3.85 + 0.29
83. Our organization encourages innovation.	Innovation	3.85 + 0.02
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.69 + 0.30
9. I have received meaningful recognition in the past 10 days.	Recognition	3.69 + 0.44
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.61 + 0.25
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.57 -0.06



# INSIGHTeX Growth Mindset & DEI

Forest Glen  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Pride	4.47 + 0.14
Quality	4.44 + 0.19
Engage-Inspire	4.44 + 0.09
Satisfaction	4.39 + 0.15
Continuous Improvement	4.36 + 0.23
Communication	4.34 + 0.25
Relationships	4.33 + 0.14
Talent/Fit	4.32 + 0.22
Career Development	4.31 + 0.23
Innovation	4.28 + 0.18
Training & Development	4.25 + 0.23
Support-Equip	4.25 + 0.23
Mission Conscious	4.21 + 0.27
Performance Planning	4.18 + 0.16
Recognition	4.18 + 0.16

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.52 -0.01	SD: 1 (1.18%)	D: 0 (0.00%)	N: 6 (7.06%)	A: 23 (27.06%)	SA: 52 (61.18%)	NA: 3 (3.53%)
45. I feel great pride in the team of which I am a part.	4.49 + 0.17	SD: 1 (1.18%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 22 (25.88%)	SA: 53 (62.35%)	NA: 1 (1.18%)
78. I feel proud of and inspired by the success of others on my team.	4.47 + 0.17	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 39 (45.88%)	SA: 43 (50.59%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.39 + 0.22	SD: 0 (0.00%)	D: 0 (0.00%)	N: 11 (12.94%)	A: 29 (34.12%)	SA: 44 (51.76%)	NA: 1 (1.18%)

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.56 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 35 (41.18%)	SA: 49 (57.65%)	NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.55 + 0.14	SD: 0 (0.00%)	D: 1 (1.18%)	N: 1 (1.18%)	A: 33 (38.82%)	SA: 49 (57.65%)	NA: 1 (1.18%)
71. Our organization is committed to quality collaboration and excellence.	4.34 + 0.29	SD: 0 (0.00%)	D: 5 (5.88%)	N: 3 (3.53%)	A: 35 (41.18%)	SA: 42 (49.41%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.32 + 0.22	SD: 0 (0.00%)	D: 2 (2.35%)	N: 13 (15.29%)	A: 25 (29.41%)	SA: 44 (51.76%)	NA: 1 (1.18%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
8. I am driven to contribute to the success of our organization.	4.57 <b>+ 0.02</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 28 (32.94%)	SA: 52 (61.18%)	NA: 2 (2.35%)
2. I am fully engaged in the work that I do.	4.54 <b>-0.11</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 24 (28.24%)	SA: 53 (62.35%)	NA: 2 (2.35%)
12. I am highly committed to and energized by my work.	4.43 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 5 (5.88%)	A: 32 (37.65%)	SA: 45 (52.94%)	NA: 1 (1.18%)
67. Our organization promotes a positive and engaging culture.	4.41 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 9 (10.59%)	A: 29 (34.12%)	SA: 46 (54.12%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.27 <b>+ 0.25</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 10 (11.76%)	A: 39 (45.88%)	SA: 35 (41.18%)	NA: 0 (0.00%)

## Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.50 <b>+ 0.14</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 10 (11.76%)	A: 18 (21.18%)	SA: 55 (64.71%)	NA: 1 (1.18%)
87. Overall, I am very satisfied with our organization as a place to work.	4.44 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 6 (7.06%)	A: 33 (38.82%)	SA: 45 (52.94%)	NA: 0 (0.00%)
13. My work is fulfilling and enjoyable.	4.38 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 35 (41.18%)	SA: 41 (48.24%)	NA: 1 (1.18%)
20. I look forward to coming to work every day.	4.24 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 15 (17.65%)	A: 28 (32.94%)	SA: 39 (45.88%)	NA: 1 (1.18%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.54 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 2 (2.35%)	A: 32 (37.65%)	SA: 49 (57.65%)	NA: 1 (1.18%)
69. I am part of an organization that continues to pursue excellence every day.	4.48 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 34 (40.00%)	SA: 46 (54.12%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.42 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 29 (34.12%)	SA: 46 (54.12%)	NA: 1 (1.18%)
52. I am on a team that continuously challenges me to grow and improve.	4.30 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 11 (12.94%)	A: 28 (32.94%)	SA: 42 (49.41%)	NA: 1 (1.18%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.28 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 5 (5.88%)	A: 39 (45.88%)	SA: 37 (43.53%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.14 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 5 (5.88%)	N: 10 (11.76%)	A: 38 (44.71%)	SA: 32 (37.65%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution					
79. My teammates share important information with me.	4.48 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 2 (2.35%)	A: 34 (40.00%)	SA: 47 (55.29%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	4.43 <b>+ 0.46</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 34 (40.00%)	SA: 43 (50.59%)	NA: 1 (1.18%)
27. My supervisor and I have effective two-way communication.	4.42 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 35 (41.18%)	SA: 42 (49.41%)	NA: 1 (1.18%)
44. Our team effectively communicates with each other.	4.32 <b>+ 0.09</b>	SD: 1 (1.18%)	D: 5 (5.88%)	N: 4 (4.71%)	A: 30 (35.29%)	SA: 44 (51.76%)	NA: 1 (1.18%)
26. My supervisor gives me constructive feedback about my work performance.	4.29 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 12 (14.12%)	A: 36 (42.35%)	SA: 36 (42.35%)	NA: 1 (1.18%)
55. Information is shared effectively within our team.	4.26 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 5 (5.88%)	N: 9 (10.59%)	A: 29 (34.12%)	SA: 41 (48.24%)	NA: 1 (1.18%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.15 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 5 (5.88%)	N: 15 (17.65%)	A: 24 (28.24%)	SA: 37 (43.53%)	NA: 4 (4.71%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
25. My supervisor cares about me as a person.	4.56 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 31 (36.47%)	SA: 51 (60.00%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.56 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 35 (41.18%)	SA: 49 (57.65%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.46 <b>-0.03</b>	SD: 2 (2.35%)	D: 2 (2.35%)	N: 5 (5.88%)	A: 20 (23.53%)	SA: 53 (62.35%)	NA: 3 (3.53%)
32. I have an open and trusting relationship with my supervisor.	4.43 <b>+ 0.29</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (10.59%)	A: 30 (35.29%)	SA: 45 (52.94%)	NA: 1 (1.18%)
53. I trust my teammates to follow through on projects.	4.42 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 5 (5.88%)	A: 26 (30.59%)	SA: 48 (56.47%)	NA: 2 (2.35%)
68. Quality and inclusive relationships are valued across our organization.	4.39 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 32 (37.65%)	SA: 44 (51.76%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.35 <b>+ 0.10</b>	SD: 1 (1.18%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 31 (36.47%)	SA: 43 (50.59%)	NA: 1 (1.18%)
66. I look forward to interacting with our team when I come to work.	4.34 <b>+ 0.18</b>	SD: 1 (1.18%)	D: 3 (3.53%)	N: 6 (7.06%)	A: 31 (36.47%)	SA: 44 (51.76%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.26 <b>+ 0.06</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 7 (8.24%)	A: 32 (37.65%)	SA: 40 (47.06%)	NA: 1 (1.18%)
63. I am highly energized by the people I work with on our team.	4.24 <b>+ 0.14</b>	SD: 2 (2.35%)	D: 4 (4.71%)	N: 7 (8.24%)	A: 30 (35.29%)	SA: 41 (48.24%)	NA: 1 (1.18%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.23 <b>+ 0.05</b>	SD: 1 (1.18%)	D: 5 (5.88%)	N: 9 (10.59%)	A: 28 (32.94%)	SA: 41 (48.24%)	NA: 1 (1.18%)
51. Our team has open and trusting relationships.	4.19 <b>+ 0.02</b>	SD: 2 (2.35%)	D: 2 (2.35%)	N: 12 (14.12%)	A: 30 (35.29%)	SA: 38 (44.71%)	NA: 1 (1.18%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.12 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 17 (20.00%)	A: 37 (43.53%)	SA: 29 (34.12%)	NA: 1 (1.18%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
31. My supervisor inspires me to grow to new levels.	4.11 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 19 (22.35%)	A: 33 (38.82%)	SA: 30 (35.29%)	NA: 2 (2.35%)
		<b>N</b>		<b>A</b>		<b>SA</b>	

### Talent/Fit

Question	Mean	Distribution					
70. I feel our organization is a great fit for me.	4.49 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 29 (34.12%)	SA: 49 (57.65%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.47 <b>-0.04</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 31 (36.47%)	SA: 48 (56.47%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
60. I fit in well with our team.	4.38 <b>+ 0.14</b>	SD: 1 (1.18%)	D: 3 (3.53%)	N: 5 (5.88%)	A: 29 (34.12%)	SA: 46 (54.12%)	NA: 1 (1.18%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
86. Our organization selects highly talented individuals when hiring.	4.32 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 8 (9.41%)	A: 39 (45.88%)	SA: 37 (43.53%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.27 <b>+ 0.34</b>	SD: 1 (1.18%)	D: 2 (2.35%)	N: 8 (9.41%)	A: 34 (40.00%)	SA: 37 (43.53%)	NA: 3 (3.53%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
11. I am in a role that allows me to maximize my talents and strengths.	4.25 <b>-0.05</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 11 (12.94%)	A: 32 (37.65%)	SA: 38 (44.71%)	NA: 1 (1.18%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
77. Our organization selects the right people for the right job.	4.17 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 10 (11.76%)	A: 43 (50.59%)	SA: 28 (32.94%)	NA: 2 (2.35%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
7. I have encouraged someone to apply at our organization.	4.16 <b>+ 0.41</b>	SD: 2 (2.35%)	D: 3 (3.53%)	N: 10 (11.76%)	A: 28 (32.94%)	SA: 34 (40.00%)	NA: 8 (9.41%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
						<b>NA</b>	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution
84. I would like to work at our organization long term.	4.54 <b>+ 0.15</b>	SD: 0 (0.00%)    D: 1 (1.18%)    N: 5 (5.88%)    A: 26 (30.59%)    SA: 53 (62.35%)    NA: 0 (0.00%) 
85. I am committed to achieving my potential through learning and growing.	4.53 <b>+ 0.07</b>	SD: 0 (0.00%)    D: 0 (0.00%)    N: 3 (3.53%)    A: 34 (40.00%)    SA: 48 (56.47%)    NA: 0 (0.00%) 
73. My supervisor advocates for my role and career growth.	4.25 <b>+ 0.33</b>	SD: 0 (0.00%)    D: 2 (2.35%)    N: 12 (14.12%)    A: 33 (38.82%)    SA: 37 (43.53%)    NA: 1 (1.18%) 
72. Our organization provides the experience and development for me to further my career here.	4.14 <b>+ 0.32</b>	SD: 0 (0.00%)    D: 6 (7.06%)    N: 9 (10.59%)    A: 36 (42.35%)    SA: 33 (38.82%)    NA: 1 (1.18%) 
74. I have the opportunity to express my career interests at our organization.	4.10 <b>+ 0.30</b>	SD: 0 (0.00%)    D: 3 (3.53%)    N: 17 (20.00%)    A: 32 (37.65%)    SA: 31 (36.47%)    NA: 2 (2.35%) 

## Innovation

Question	Mean	Distribution
16. I seek new ways to achieve excellence in my role.	4.43 <b>+ 0.10</b>	SD: 0 (0.00%)    D: 1 (1.18%)    N: 4 (4.71%)    A: 37 (43.53%)    SA: 42 (49.41%)    NA: 1 (1.18%) 
42. Our team encourages innovation.	4.30 <b>+ 0.06</b>	SD: 0 (0.00%)    D: 1 (1.18%)    N: 7 (8.24%)    A: 42 (49.41%)    SA: 34 (40.00%)    NA: 1 (1.18%) 
75. Our organization embraces an innovative mindset to maximize our potential.	4.25 <b>+ 0.31</b>	SD: 0 (0.00%)    D: 2 (2.35%)    N: 9 (10.59%)    A: 40 (47.06%)    SA: 34 (40.00%)    NA: 0 (0.00%) 
83. Our organization encourages innovation.	4.15 <b>+ 0.27</b>	SD: 0 (0.00%)    D: 4 (4.71%)    N: 9 (10.59%)    A: 42 (49.41%)    SA: 30 (35.29%)    NA: 0 (0.00%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.41 <b>-0.02</b>	SD: 1 (1.18%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 28 (32.94%)	SA: 46 (54.12%)	NA: 2 (2.35%)
35. My supervisor supports my personal and professional development.	4.36 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 39 (45.88%)	SA: 37 (43.53%)	NA: 2 (2.35%)
36. My supervisor builds a culture of learning and growth.	4.35 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 10 (11.76%)	A: 35 (41.18%)	SA: 39 (45.88%)	NA: 1 (1.18%)
15. I am properly trained to achieve excellence in my work.	4.26 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 5 (5.88%)	N: 7 (8.24%)	A: 33 (38.82%)	SA: 39 (45.88%)	NA: 1 (1.18%)
30. My supervisor encourages opportunities for my growth and development.	4.22 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 11 (12.94%)	A: 40 (47.06%)	SA: 31 (36.47%)	NA: 2 (2.35%)
81. Our organization provides the "right" training for me to excel in my role.	3.89 <b>+ 0.25</b>	SD: 2 (2.35%)	D: 10 (11.76%)	N: 4 (4.71%)	A: 48 (56.47%)	SA: 21 (24.71%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.39 <b>+ 0.09</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 4 (4.71%)	A: 31 (36.47%)	SA: 44 (51.76%)	NA: 2 (2.35%)
34. My supervisor is actively responsive to my needs.	4.39 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 6 (7.06%)	A: 33 (38.82%)	SA: 43 (50.59%)	NA: 1 (1.18%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.37 <b>+ 0.13</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 5 (5.88%)	A: 31 (36.47%)	SA: 44 (51.76%)	NA: 1 (1.18%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.35 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 40 (47.06%)	SA: 36 (42.35%)	NA: 2 (2.35%)
23. I have a supportive coaching relationship with my supervisor.	4.35 <b>+ 0.32</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 13 (15.29%)	A: 29 (34.12%)	SA: 42 (49.41%)	NA: 1 (1.18%)
3. I am provided the core needs necessary for me to excel in my role.	4.17 <b>+ 0.23</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 11 (12.94%)	A: 32 (37.65%)	SA: 36 (42.35%)	NA: 1 (1.18%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.05 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 8 (9.41%)	N: 5 (5.88%)	A: 46 (54.12%)	SA: 25 (29.41%)	NA: 1 (1.18%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.96 <b>+ 0.36</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 25 (29.41%)	A: 27 (31.76%)	SA: 28 (32.94%)	NA: 2 (2.35%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.49 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 37 (43.53%)	SA: 44 (51.76%)	NA: 1 (1.18%)
59. Our team is very inspired by the work we do.	4.39 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 34 (40.00%)	SA: 42 (49.41%)	NA: 1 (1.18%)
41. My supervisor effectively communicates our organizational mission to me.	4.19 <b>+ 0.38</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 13 (15.29%)	A: 37 (43.53%)	SA: 33 (38.82%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.15 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 11 (12.94%)	A: 38 (44.71%)	SA: 32 (37.65%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	3.83 <b>+ 0.36</b>	SD: 3 (3.53%)	D: 5 (5.88%)	N: 19 (22.35%)	A: 31 (36.47%)	SA: 24 (28.24%)	NA: 3 (3.53%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
17. I embrace challenges as opportunities for growth.	4.35 <b>+ 0.01</b>	SD: 1 (1.18%)	D: 1 (1.18%)	N: 5 (5.88%)	A: 38 (44.71%)	SA: 40 (47.06%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.30 <b>+ 0.16</b>	SD: 1 (1.18%)	D: 2 (2.35%)	N: 10 (11.76%)	A: 29 (34.12%)	SA: 42 (49.41%)	NA: 1 (1.18%)
57. Our team has improved our performance over time by learning from each other.	4.30 <b>+ 0.07</b>	SD: 1 (1.18%)	D: 3 (3.53%)	N: 8 (9.41%)	A: 30 (35.29%)	SA: 42 (49.41%)	NA: 1 (1.18%)
37. My supervisor motivates me to achieve my goals.	4.24 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 13 (15.29%)	A: 37 (43.53%)	SA: 33 (38.82%)	NA: 2 (2.35%)
49. Our team effectively sets goals to further enhance our performance.	4.21 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 11 (12.94%)	A: 33 (38.82%)	SA: 37 (43.53%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.06 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 14 (16.47%)	A: 39 (45.88%)	SA: 27 (31.76%)	NA: 1 (1.18%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.81 <b>+ 0.40</b>	SD: 1 (1.18%)	D: 11 (12.94%)	N: 17 (20.00%)	A: 23 (27.06%)	SA: 27 (31.76%)	NA: 6 (7.06%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.44 + 0.05	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 38 (44.71%)	SA: 42 (49.41%)	NA: 1 (1.18%)
48. My teammates promote gratitude in our culture.	4.38 + 0.23	SD: 1 (1.18%)	D: 1 (1.18%)	N: 9 (10.59%)	A: 27 (31.76%)	SA: 46 (54.12%)	NA: 1 (1.18%)
29. My supervisor recognizes me for a job well done.	4.20 + 0.22	SD: 0 (0.00%)	D: 1 (1.18%)	N: 14 (16.47%)	A: 36 (42.35%)	SA: 33 (38.82%)	NA: 1 (1.18%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.18 + 0.26	SD: 0 (0.00%)	D: 5 (5.88%)	N: 8 (9.41%)	A: 38 (44.71%)	SA: 33 (38.82%)	NA: 1 (1.18%)
9. I have received meaningful recognition in the past 10 days.	3.72 + 0.09	SD: 0 (0.00%)	D: 18 (21.18%)	N: 9 (10.59%)	A: 37 (43.53%)	SA: 21 (24.71%)	NA: 0 (0.00%)

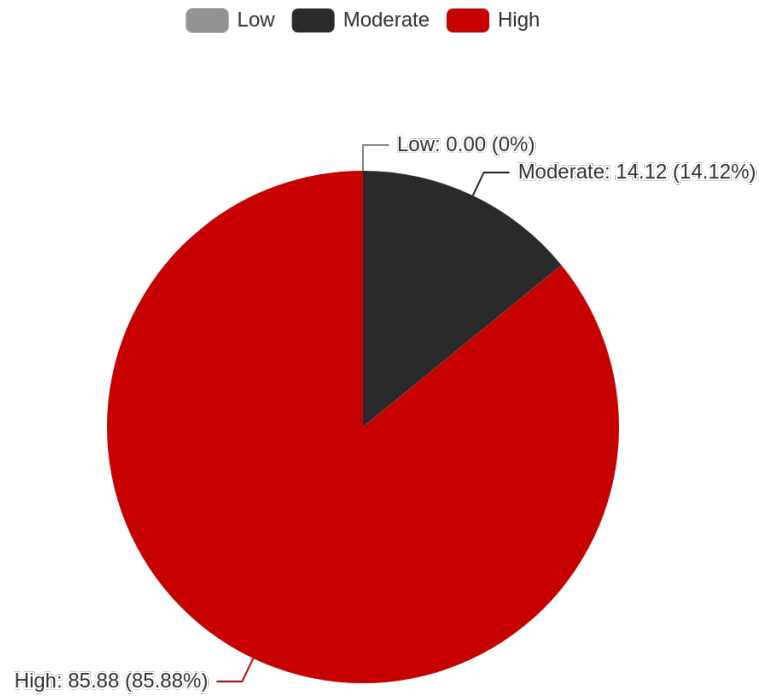
## Top Items

Question	Mean
8. I am driven to contribute to the success of our organization.	4.57 + 0.02
92. I demonstrate effort in building a positive workplace culture.	4.56 + 0.11
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.56 + 0.11
25. My supervisor cares about me as a person.	4.56 + 0.15
43. My teammates demonstrate a commitment to quality work and excellence.	4.55 + 0.14

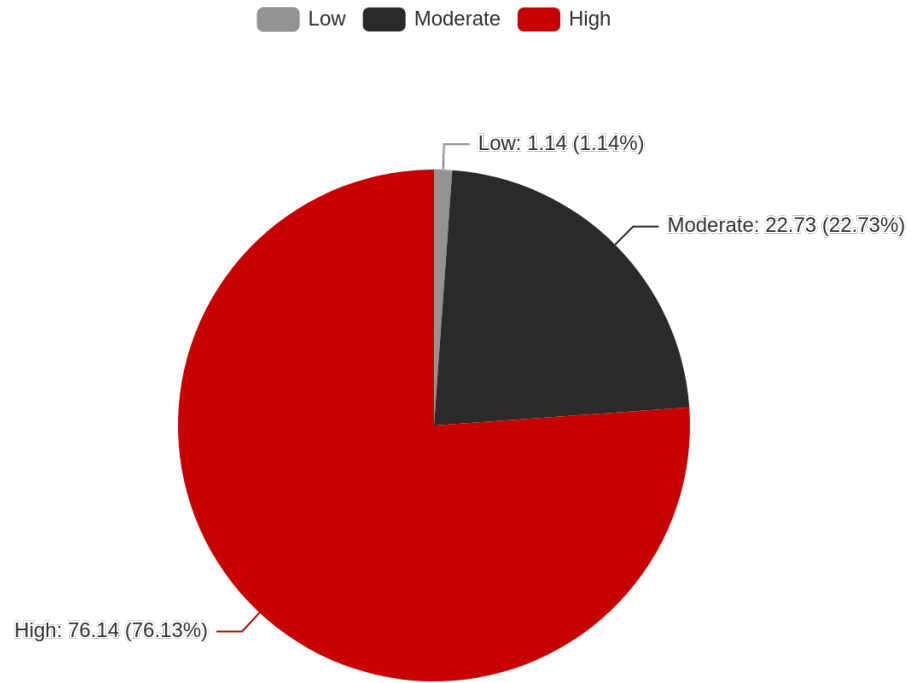
## Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.72 + 0.09
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.81 + 0.40
82. Business decisions made are consistent with our mission and core values.	3.83 + 0.36
81. Our organization provides the "right" training for me to excel in my role.	3.89 + 0.25
28. I am provided the opportunity to spend quality time with my supervisor.	3.96 + 0.36

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

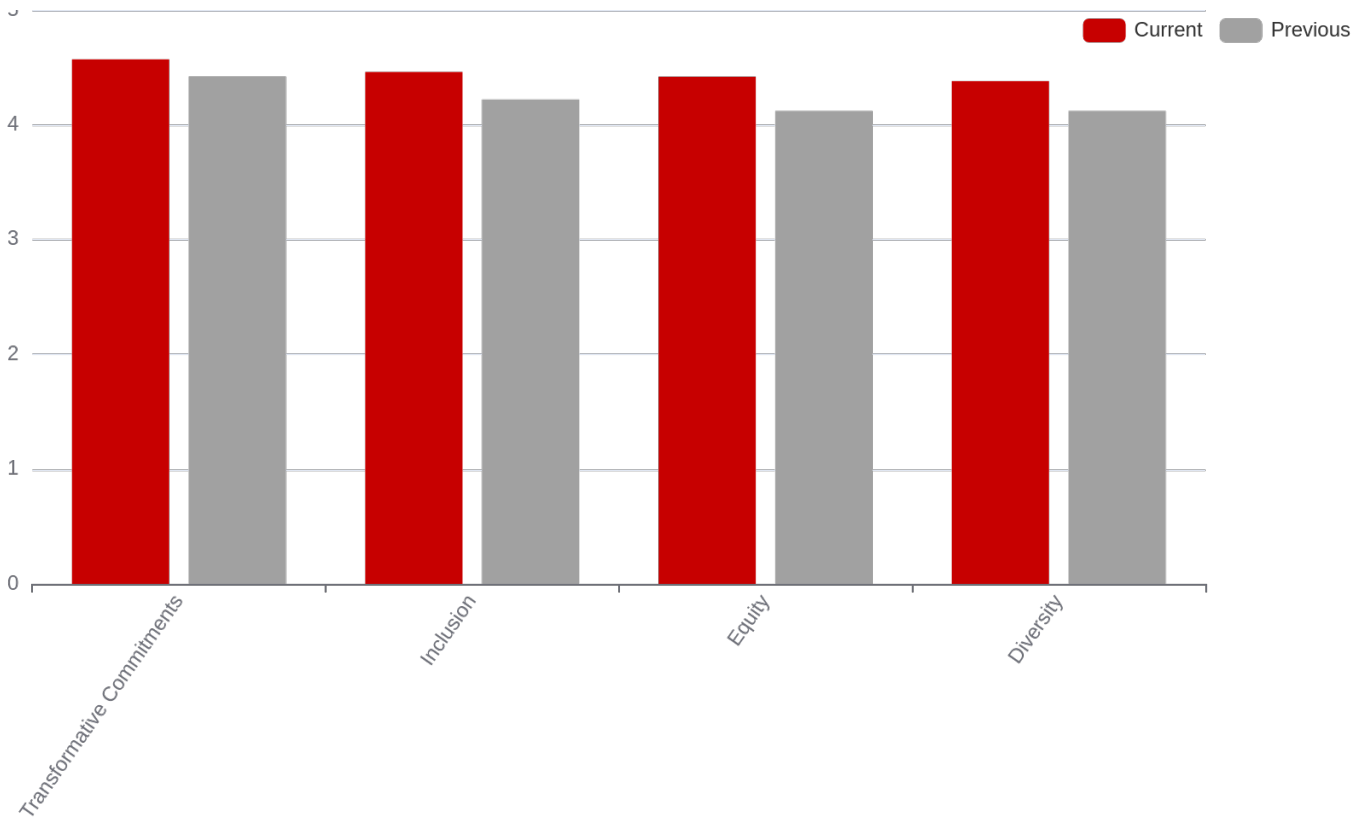


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.56 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 35 (41.18%)	SA: 49 (57.65%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.54 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 2 (2.35%)	A: 32 (37.65%)	SA: 49 (57.65%)	NA: 1 (1.18%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.53 <b>+ 0.07</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 34 (40.00%)	SA: 48 (56.47%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.47 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 39 (45.88%)	SA: 43 (50.59%)	NA: 0 (0.00%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.44 <b>+ 0.05</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 38 (44.71%)	SA: 42 (49.41%)	NA: 1 (1.18%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.41 <b>-0.02</b>	SD: 1 (1.18%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 28 (32.94%)	SA: 46 (54.12%)	NA: 2 (2.35%)
		N	A		SA		
17. I embrace challenges as opportunities for growth.	4.35 <b>+ 0.01</b>	SD: 1 (1.18%)	D: 1 (1.18%)	N: 5 (5.88%)	A: 38 (44.71%)	SA: 40 (47.06%)	NA: 0 (0.00%)
		N	A		SA		
36. My supervisor builds a culture of learning and growth.	4.35 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 10 (11.76%)	A: 35 (41.18%)	SA: 39 (45.88%)	NA: 1 (1.18%)
		N	A		SA		
52. I am on a team that continuously challenges me to grow and improve.	4.30 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 11 (12.94%)	A: 28 (32.94%)	SA: 42 (49.41%)	NA: 1 (1.18%)
		N	A		SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.28 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 5 (5.88%)	A: 39 (45.88%)	SA: 37 (43.53%)	NA: 0 (0.00%)
		N	A		SA		

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.57 + 0.15
Inclusion	4.46 + 0.24
Equity	4.42 + 0.30
Diversity	4.38 + 0.26

## Transformative Commitments

Question	Mean	Distribution
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.65 + 0.05	SD: 0 (0.00%)    D: 0 (0.00%)    N: 0 (0.00%)    A: 29 (34.12%)    SA: 55 (64.71%)    NA: 1 (1.18%) A    SA
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.65 -0.01	SD: 1 (1.18%)    D: 0 (0.00%)    N: 0 (0.00%)    A: 25 (29.41%)    SA: 58 (68.24%)    NA: 1 (1.18%) A    SA
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.53 + 0.16	SD: 0 (0.00%)    D: 0 (0.00%)    N: 2 (2.35%)    A: 35 (41.18%)    SA: 46 (54.12%)    NA: 2 (2.35%) A    SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.44 + 0.38	SD: 0 (0.00%)    D: 1 (1.18%)    N: 4 (4.71%)    A: 36 (42.35%)    SA: 43 (50.59%)    NA: 1 (1.18%) A    SA

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65 <b>-0.02</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 25 (29.41%)	SA: 58 (68.24%)	NA: 1 (1.18%)
100. I value the contributions of all team members.	4.65 <b>+0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 27 (31.76%)	SA: 56 (65.88%)	NA: 1 (1.18%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.62 <b>+0.05</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 1 (1.18%)	A: 27 (31.76%)	SA: 55 (64.71%)	NA: 1 (1.18%)
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.61 <b>+0.29</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 31 (36.47%)	SA: 52 (61.18%)	NA: 1 (1.18%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.60 <b>+0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 32 (37.65%)	SA: 51 (60.00%)	NA: 1 (1.18%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.58 <b>+0.22</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 35 (41.18%)	SA: 48 (56.47%)	NA: 2 (2.35%)
115. Our organization is a safe place for people of color to work and be successful.	4.50 <b>+0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (4.71%)	A: 34 (40.00%)	SA: 46 (54.12%)	NA: 1 (1.18%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.49 <b>+0.19</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 4 (4.71%)	A: 28 (32.94%)	SA: 49 (57.65%)	NA: 2 (2.35%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.42 <b>+0.29</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 39 (45.88%)	SA: 41 (48.24%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.40 <b>+0.22</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 6 (7.06%)	A: 30 (35.29%)	SA: 46 (54.12%)	NA: 0 (0.00%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.39 <b>+0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 46 (54.12%)	SA: 36 (42.35%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.38 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 32 (37.65%)	SA: 39 (45.88%)	NA: 6 (7.06%)
		<b>N</b>	<b>A</b>	<b>SA</b>	<b>NA</b>		
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.38 <b>+ 0.41</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 8 (9.41%)	A: 34 (40.00%)	SA: 42 (49.41%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.38 <b>+ 0.43</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 10 (11.76%)	A: 32 (37.65%)	SA: 42 (49.41%)	NA: 1 (1.18%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.37 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 6 (7.06%)	A: 38 (44.71%)	SA: 39 (45.88%)	NA: 1 (1.18%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.29 <b>+ 0.42</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (10.59%)	A: 42 (49.41%)	SA: 33 (38.82%)	NA: 1 (1.18%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.27 <b>+ 0.34</b>	SD: 1 (1.18%)	D: 2 (2.35%)	N: 5 (5.88%)	A: 42 (49.41%)	SA: 35 (41.18%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.23 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 44 (51.76%)	SA: 30 (35.29%)	NA: 2 (2.35%)
		<b>N</b>	<b>A</b>	<b>SA</b>			

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

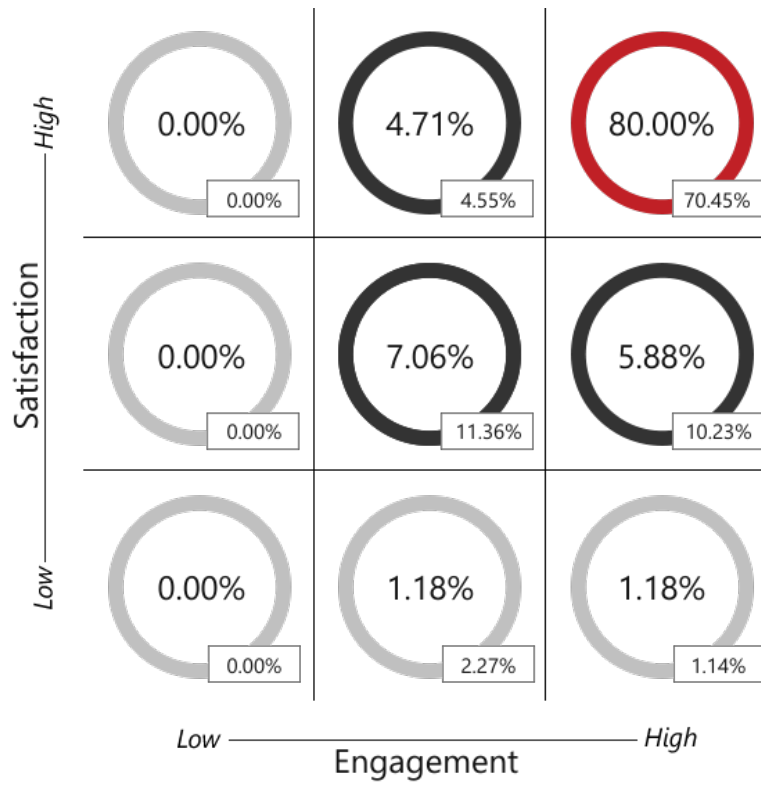
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65 <b>-0.02</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 25 (29.41%)	SA: 58 (68.24%)	NA: 1 (1.18%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.38 <b>+ 0.43</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 10 (11.76%)	A: 32 (37.65%)	SA: 42 (49.41%)	NA: 1 (1.18%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.35 <b>+ 0.38</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 40 (47.06%)	SA: 36 (42.35%)	NA: 2 (2.35%)
		N	A		SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.29 <b>+ 0.42</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (10.59%)	A: 42 (49.41%)	SA: 33 (38.82%)	NA: 1 (1.18%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65 <b>-0.02</b>	SD: 1 (1.18%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 25 (29.41%)	SA: 58 (68.24%)	NA: 1 (1.18%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.49 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 4 (4.71%)	A: 28 (32.94%)	SA: 49 (57.65%)	NA: 2 (2.35%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.39 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 46 (54.12%)	SA: 36 (42.35%)	NA: 0 (0.00%)
		A		SA			
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.27 <b>+ 0.34</b>	SD: 1 (1.18%)	D: 2 (2.35%)	N: 5 (5.88%)	A: 42 (49.41%)	SA: 35 (41.18%)	NA: 0 (0.00%)
		N	A		SA		
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.26 <b>+ 0.41</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 42 (49.41%)	SA: 33 (38.82%)	NA: 1 (1.18%)
		N	A		SA		
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.23 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 44 (51.76%)	SA: 30 (35.29%)	NA: 2 (2.35%)
		N	A		SA		

3x3



## All Items

Question	Dimension	Mean
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.57 + 0.02
92. I demonstrate effort in building a positive workplace culture.	Quality	4.56 + 0.11
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.56 + 0.11
25. My supervisor cares about me as a person.	Relationships	4.56 + 0.15
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.55 + 0.14
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.54 + 0.14
84. I would like to work at our organization long term.	Career Development	4.54 + 0.15
2. I am fully engaged in the work that I do.	Engage-Inspire	4.54 -0.11
85. I am committed to achieving my potential through learning and growing.	Career Development	4.53 + 0.07
4. I feel great pride in the work I do.	Pride	4.52 -0.01
46. I am satisfied being a part of our team.	Satisfaction	4.50 + 0.14
70. I feel our organization is a great fit for me.	Talent/Fit	4.49 + 0.23
22. I support our organization's mission.	Mission Conscious	4.49 + 0.17
45. I feel great pride in the team of which I am a part.	Pride	4.49 + 0.17
79. My teammates share important information with me.	Communication	4.48 + 0.28
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.48 + 0.26
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.47 -0.04
78. I feel proud of and inspired by the success of others on my team.	Pride	4.47 + 0.17

Question	Dimension	Mean
5. I have at least one close friend at work.	Relationships	4.46 -0.03
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.44 + 0.05
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.44 + 0.31
32. I have an open and trusting relationship with my supervisor.	Relationships	4.43 + 0.29
24. My supervisor effectively communicates his/her expectations.	Communication	4.43 + 0.46
16. I seek new ways to achieve excellence in my role.	Innovation	4.43 + 0.10
12. I am highly committed to and energized by my work.	Engage-Inspire	4.43 + 0.08
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.42 + 0.18
53. I trust my teammates to follow through on projects.	Relationships	4.42 + 0.14
27. My supervisor and I have effective two-way communication.	Communication	4.42 + 0.23
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.41 + 0.22
6. I seek opportunities to further my growth and development.	Training & Development	4.41 -0.02
56. Our team actively responds when needs arise within our team.	Support-Equip	4.39 + 0.09
59. Our team is very inspired by the work we do.	Mission Conscious	4.39 + 0.19
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.39 + 0.21
14. I feel great pride in being a part of our organization.	Pride	4.39 + 0.22
34. My supervisor is actively responsive to my needs.	Support-Equip	4.39 + 0.28

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.38 + 0.23
13. My work is fulfilling and enjoyable.	Satisfaction	4.38 + 0.06
60. I fit in well with our team.	Talent/Fit	4.38 + 0.14
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.37 + 0.13
35. My supervisor supports my personal and professional development.	Training & Development	4.36 + 0.33
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.35 + 0.10
17. I embrace challenges as opportunities for growth.	Performance Planning	4.35 + 0.01
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.35 + 0.28
36. My supervisor builds a culture of learning and growth.	Training & Development	4.35 + 0.35
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.35 + 0.32
66. I look forward to interacting with our team when I come to work.	Relationships	4.34 + 0.18
71. Our organization is committed to quality collaboration and excellence.	Quality	4.34 + 0.29
47. I am on a team that encourages each member to surpass expectations.	Quality	4.32 + 0.22
44. Our team effectively communicates with each other.	Communication	4.32 + 0.09
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.32 + 0.39
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.30 + 0.07
42. Our team encourages innovation.	Innovation	4.30 + 0.06
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.30 + 0.16

Question	Dimension	Mean
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.30 + 0.23
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.29 + 0.31
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.28 + 0.30
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.27 + 0.25
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.27 + 0.34
65. Our team members invest time developing relationships with each other.	Relationships	4.26 + 0.06
15. I am properly trained to achieve excellence in my work.	Training & Development	4.26 + 0.17
55. Information is shared effectively within our team.	Communication	4.26 + 0.17
73. My supervisor advocates for my role and career growth.	Career Development	4.25 + 0.33
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.25 -0.05
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.25 + 0.31
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.24 + 0.33
63. I am highly energized by the people I work with on our team.	Relationships	4.24 + 0.14
20. I look forward to coming to work every day.	Satisfaction	4.24 + 0.10
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.23 + 0.05
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.22 + 0.28

Question	Dimension	Mean
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.21 + 0.14
29. My supervisor recognizes me for a job well done.	Recognition	4.20 + 0.22
51. Our team has open and trusting relationships.	Relationships	4.19 + 0.02
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.19 + 0.38
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.18 + 0.26
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.17 + 0.23
77. Our organization selects the right people for the right job.	Talent/Fit	4.17 + 0.33
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.16 + 0.41
83. Our organization encourages innovation.	Innovation	4.15 + 0.27
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.15 + 0.15
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.15 + 0.26
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.14 + 0.28
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.14 + 0.32
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.12 + 0.35
31. My supervisor inspires me to grow to new levels.	Relationships	4.11 + 0.28
74. I have the opportunity to express my career interests at our organization.	Career Development	4.10 + 0.30

Question	Dimension	Mean
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.06 + 0.06
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.05 + 0.20
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.96 + 0.36
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.89 + 0.25
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.83 + 0.36
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.81 + 0.40
9. I have received meaningful recognition in the past 10 days.	Recognition	3.72 + 0.09



# INSIGHTeX Growth Mindset & DEI

Hadley  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Quality	4.57 + 0.18
Pride	4.57 + 0.08
Engage-Inspire	4.52 + 0.11
Satisfaction	4.45 + 0.17
Relationships	4.39 + 0.18
Innovation	4.37 + 0.15
Continuous Improvement	4.36 + 0.16
Communication	4.35 + 0.18
Career Development	4.34 + 0.22
Mission Conscious	4.30 + 0.26
Talent/Fit	4.29 + 0.24
Performance Planning	4.28 + 0.17
Training & Development	4.24 + 0.27
Recognition	4.23 + 0.17
Support-Equip	4.22 + 0.27

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Quality

Question	Mean	Distribution					
43. My teammates demonstrate a commitment to quality work and excellence.	4.64 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 1 (1.18%)	A: 26 (30.59%)	SA: 57 (67.06%)	NA: 0 (0.00%)
		A		SA			
92. I demonstrate effort in building a positive workplace culture.	4.62 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 30 (35.29%)	SA: 54 (63.53%)	NA: 0 (0.00%)
		A		SA			
47. I am on a team that encourages each member to surpass expectations.	4.56 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 5 (5.88%)	A: 24 (28.24%)	SA: 55 (64.71%)	NA: 0 (0.00%)
		N	A		SA		
71. Our organization is committed to quality collaboration and excellence.	4.46 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 2 (2.35%)	A: 33 (38.82%)	SA: 47 (55.29%)	NA: 0 (0.00%)
		A		SA			

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.74 <b>+ 0.05</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 20 (23.53%)	SA: 64 (75.29%)	NA: 0 (0.00%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.65 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 2 (2.35%)	A: 23 (27.06%)	SA: 59 (69.41%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.49 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 1 (1.18%)	A: 38 (44.71%)	SA: 45 (52.94%)	NA: 0 (0.00%)
		A		SA			
14. I feel great pride in being a part of our organization.	4.41 <b>+ 0.13</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (9.41%)	A: 34 (40.00%)	SA: 43 (50.59%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.69 <b>-0.09</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 24 (28.24%)	SA: 60 (70.59%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.67 <b>+ 0.07</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 28 (32.94%)	SA: 57 (67.06%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.45 <b>-0.02</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 37 (43.53%)	SA: 43 (50.59%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.45 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 2 (2.35%)	A: 37 (43.53%)	SA: 44 (51.76%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.36 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 8 (9.41%)	A: 32 (37.65%)	SA: 42 (49.41%)	NA: 1 (1.18%)

## Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.67 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 22 (25.88%)	SA: 60 (70.59%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.52 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 32 (37.65%)	SA: 49 (57.65%)	NA: 0 (0.00%)
13. My work is fulfilling and enjoyable.	4.42 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 39 (45.88%)	SA: 41 (48.24%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.19 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 49 (57.65%)	SA: 27 (31.76%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.65 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 28 (32.94%)	SA: 56 (65.88%)	NA: 0 (0.00%)
		A		SA			
64. Our team is committed to creating an enjoyable work environment.	4.60 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 32 (37.65%)	SA: 52 (61.18%)	NA: 0 (0.00%)
		A		SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.58 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 30 (35.29%)	SA: 52 (61.18%)	NA: 0 (0.00%)
		A		SA			
53. I trust my teammates to follow through on projects.	4.58 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 2 (2.35%)	A: 29 (34.12%)	SA: 53 (62.35%)	NA: 0 (0.00%)
		A		SA			
51. Our team has open and trusting relationships.	4.54 <b>+ 0.07</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 29 (34.12%)	SA: 51 (60.00%)	NA: 0 (0.00%)
		N	A		SA		
5. I have at least one close friend at work.	4.52 <b>-0.08</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 8 (9.41%)	A: 15 (17.65%)	SA: 58 (68.24%)	NA: 1 (1.18%)
		N	A		SA		
65. Our team members invest time developing relationships with each other.	4.52 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 35 (41.18%)	SA: 47 (55.29%)	NA: 0 (0.00%)
		A		SA			
66. I look forward to interacting with our team when I come to work.	4.51 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (7.06%)	A: 30 (35.29%)	SA: 49 (57.65%)	NA: 0 (0.00%)
		N	A		SA		
63. I am highly energized by the people I work with on our team.	4.46 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 29 (34.12%)	SA: 48 (56.47%)	NA: 0 (0.00%)
		N	A		SA		
68. Quality and inclusive relationships are valued across our organization.	4.33 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 7 (8.24%)	A: 37 (43.53%)	SA: 39 (45.88%)	NA: 0 (0.00%)
		N	A		SA		
25. My supervisor cares about me as a person.	4.19 <b>+ 0.24</b>	SD: 0 (0.00%)	D: 6 (7.06%)	N: 12 (14.12%)	A: 27 (31.76%)	SA: 40 (47.06%)	NA: 0 (0.00%)
		D	N	A		SA	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.06 <b>+ 0.42</b>	SD: 1 (1.18%)	D: 6 (7.06%)	N: 12 (14.12%)	A: 34 (40.00%)	SA: 32 (37.65%)	NA: 0 (0.00%)
		D	N	A		SA	
31. My supervisor inspires me to grow to new levels.	4.00 <b>+ 0.33</b>	SD: 1 (1.18%)	D: 7 (8.24%)	N: 15 (17.65%)	A: 30 (35.29%)	SA: 32 (37.65%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
32. I have an open and trusting relationship with my supervisor.	4.00	SD: 1	D: 7	N: 16	A: 28	SA: 33	NA: 0
	+ 0.48	(1.18%)	(8.24%)	(18.82%)	(32.94%)	(38.82%)	(0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>		

### Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.56	SD: 0	D: 0	N: 4	A: 29	SA: 52	NA: 0
	+ 0.09	(0.00%)	(0.00%)	(4.71%)	(34.12%)	(61.18%)	(0.00%)
				<b>A</b>	<b>SA</b>		
42. Our team encourages innovation.	4.38	SD: 0	D: 1	N: 6	A: 38	SA: 40	NA: 0
	+ 0.09	(0.00%)	(1.18%)	(7.06%)	(44.71%)	(47.06%)	(0.00%)
		<b>N</b>		<b>A</b>	<b>SA</b>		
75. Our organization embraces an innovative mindset to maximize our potential.	4.27	SD: 0	D: 1	N: 8	A: 43	SA: 33	NA: 0
	+ 0.13	(0.00%)	(1.18%)	(9.41%)	(50.59%)	(38.82%)	(0.00%)
		<b>N</b>		<b>A</b>	<b>SA</b>		
83. Our organization encourages innovation.	4.27	SD: 0	D: 2	N: 9	A: 38	SA: 36	NA: 0
	+ 0.30	(0.00%)	(2.35%)	(10.59%)	(44.71%)	(42.35%)	(0.00%)
		<b>N</b>		<b>A</b>	<b>SA</b>		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
54. Our team continuously seeks ways to improve our performance.	4.53 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 30 (35.29%)	SA: 50 (58.82%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
21. I am committed to a growth mindset to achieve my potential.	4.46 <b>+ 0.05</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 36 (42.35%)	SA: 44 (51.76%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
69. I am part of an organization that continues to pursue excellence every day.	4.45 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 4 (4.71%)	A: 36 (42.35%)	SA: 44 (51.76%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
52. I am on a team that continuously challenges me to grow and improve.	4.42 <b>+ 0.13</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 6 (7.06%)	A: 31 (36.47%)	SA: 46 (54.12%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.24 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 12 (14.12%)	A: 35 (41.18%)	SA: 36 (42.35%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.09 <b>+ 0.37</b>	SD: 0 (0.00%)	D: 6 (7.06%)	N: 12 (14.12%)	A: 35 (41.18%)	SA: 32 (37.65%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution
44. Our team effectively communicates with each other.	4.60 <b>+ 0.08</b>	SD: 0 (0.00%)    D: 0 (0.00%)    N: 3 (3.53%)    A: 28 (32.94%)    SA: 54 (63.53%)    NA: 0 (0.00%) 
55. Information is shared effectively within our team.	4.59 <b>+ 0.12</b>	SD: 0 (0.00%)    D: 0 (0.00%)    N: 1 (1.18%)    A: 33 (38.82%)    SA: 51 (60.00%)    NA: 0 (0.00%) 
79. My teammates share important information with me.	4.56 <b>+ 0.06</b>	SD: 0 (0.00%)    D: 2 (2.35%)    N: 1 (1.18%)    A: 29 (34.12%)    SA: 53 (62.35%)    NA: 0 (0.00%) 
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.39 <b>+ 0.06</b>	SD: 0 (0.00%)    D: 0 (0.00%)    N: 9 (10.59%)    A: 33 (38.82%)    SA: 42 (49.41%)    NA: 1 (1.18%) 
26. My supervisor gives me constructive feedback about my work performance.	4.11 <b>+ 0.27</b>	SD: 1 (1.18%)    D: 6 (7.06%)    N: 8 (9.41%)    A: 38 (44.71%)    SA: 32 (37.65%)    NA: 0 (0.00%) 
27. My supervisor and I have effective two-way communication.	4.08 <b>+ 0.29</b>	SD: 1 (1.18%)    D: 2 (2.35%)    N: 18 (21.18%)    A: 32 (37.65%)    SA: 32 (37.65%)    NA: 0 (0.00%) 
24. My supervisor effectively communicates his/her expectations.	4.08 <b>+ 0.32</b>	SD: 2 (2.35%)    D: 7 (8.24%)    N: 8 (9.41%)    A: 33 (38.82%)    SA: 35 (41.18%)    NA: 0 (0.00%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution					
84. I would like to work at our organization long term.	4.55 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (7.06%)	A: 26 (30.59%)	SA: 53 (62.35%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.55 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 34 (40.00%)	SA: 49 (57.65%)	NA: 0 (0.00%)
72. Our organization provides the experience and development for me to further my career here.	4.21 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 7 (8.24%)	A: 40 (47.06%)	SA: 33 (38.82%)	NA: 1 (1.18%)
73. My supervisor advocates for my role and career growth.	4.21 <b>+ 0.35</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 10 (11.76%)	A: 31 (36.47%)	SA: 39 (45.88%)	NA: 0 (0.00%)
74. I have the opportunity to express my career interests at our organization.	4.16 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 6 (7.06%)	N: 10 (11.76%)	A: 32 (37.65%)	SA: 35 (41.18%)	NA: 2 (2.35%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.56 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 35 (41.18%)	SA: 49 (57.65%)	NA: 0 (0.00%)
59. Our team is very inspired by the work we do.	4.46 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 37 (43.53%)	SA: 44 (51.76%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.33 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 9 (10.59%)	A: 36 (42.35%)	SA: 39 (45.88%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	4.13 <b>+ 0.27</b>	SD: 1 (1.18%)	D: 3 (3.53%)	N: 10 (11.76%)	A: 41 (48.24%)	SA: 30 (35.29%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	4.00 <b>+ 0.42</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 19 (22.35%)	A: 36 (42.35%)	SA: 25 (29.41%)	NA: 2 (2.35%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.69 <b>+ 0.09</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 22 (25.88%)	SA: 61 (71.76%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.53 <b>= 0.00</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 4 (4.71%)	A: 26 (30.59%)	SA: 53 (62.35%)	NA: 0 (0.00%)
		A		SA			
70. I feel our organization is a great fit for me.	4.48 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 4 (4.71%)	A: 30 (35.29%)	SA: 49 (57.65%)	NA: 0 (0.00%)
		A		SA			
11. I am in a role that allows me to maximize my talents and strengths.	4.31 <b>+ 0.07</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 9 (10.59%)	A: 25 (29.41%)	SA: 46 (54.12%)	NA: 0 (0.00%)
		N	A		SA		
7. I have encouraged someone to apply at our organization.	4.31 <b>+ 0.42</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 6 (7.06%)	A: 25 (29.41%)	SA: 41 (48.24%)	NA: 8 (9.41%)
		N	A		SA		NA
86. Our organization selects highly talented individuals when hiring.	4.14 <b>+ 0.40</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 15 (17.65%)	A: 37 (43.53%)	SA: 31 (36.47%)	NA: 0 (0.00%)
		N	A		SA		
77. Our organization selects the right people for the right job.	3.94 <b>+ 0.37</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 20 (23.53%)	A: 38 (44.71%)	SA: 23 (27.06%)	NA: 0 (0.00%)
		N	A		SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.91 <b>+ 0.42</b>	SD: 1 (1.18%)	D: 7 (8.24%)	N: 16 (18.82%)	A: 36 (42.35%)	SA: 25 (29.41%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
57. Our team has improved our performance over time by learning from each other.	4.50 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (7.06%)	A: 30 (35.29%)	SA: 48 (56.47%)	NA: 1 (1.18%)
58. I am satisfied that our team performs up to our potential.	4.46 + 0.06	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 37 (43.53%)	SA: 44 (51.76%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.38 + 0.09	SD: 0 (0.00%)	D: 4 (4.71%)	N: 2 (2.35%)	A: 37 (43.53%)	SA: 42 (49.41%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.38 + 0.05	SD: 0 (0.00%)	D: 1 (1.18%)	N: 4 (4.71%)	A: 42 (49.41%)	SA: 38 (44.71%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.19 = 0.00	SD: 0 (0.00%)	D: 2 (2.35%)	N: 9 (10.59%)	A: 44 (51.76%)	SA: 29 (34.12%)	NA: 1 (1.18%)
37. My supervisor motivates me to achieve my goals.	4.07 + 0.45	SD: 1 (1.18%)	D: 6 (7.06%)	N: 11 (12.94%)	A: 35 (41.18%)	SA: 32 (37.65%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.95 + 0.55	SD: 2 (2.35%)	D: 6 (7.06%)	N: 11 (12.94%)	A: 39 (45.88%)	SA: 25 (29.41%)	NA: 2 (2.35%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.53 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 2 (2.35%)	A: 30 (35.29%)	SA: 51 (60.00%)	NA: 0 (0.00%)
15. I am properly trained to achieve excellence in my work.	4.45 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 5 (5.88%)	A: 31 (36.47%)	SA: 47 (55.29%)	NA: 0 (0.00%)
30. My supervisor encourages opportunities for my growth and development.	4.21 <b>+ 0.35</b>	SD: 0 (0.00%)	D: 5 (5.88%)	N: 6 (7.06%)	A: 40 (47.06%)	SA: 34 (40.00%)	NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	4.19 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 11 (12.94%)	A: 35 (41.18%)	SA: 35 (41.18%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.12 <b>+ 0.38</b>	SD: 1 (1.18%)	D: 5 (5.88%)	N: 10 (11.76%)	A: 36 (42.35%)	SA: 33 (38.82%)	NA: 0 (0.00%)
81. Our organization provides the "right" training for me to excel in my role.	3.96 <b>+ 0.36</b>	SD: 0 (0.00%)	D: 7 (8.24%)	N: 13 (15.29%)	A: 41 (48.24%)	SA: 24 (28.24%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
48. My teammates promote gratitude in our culture.	4.64 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 27 (31.76%)	SA: 56 (65.88%)	NA: 0 (0.00%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.44 <b>+ 0.01</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 34 (40.00%)	SA: 44 (51.76%)	NA: 0 (0.00%)
		N	A		SA		
80. Our organization practices gratitude by recognizing excellence in our work.	4.41 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 6 (7.06%)	A: 35 (41.18%)	SA: 43 (50.59%)	NA: 0 (0.00%)
		N	A		SA		
29. My supervisor recognizes me for a job well done.	3.99 <b>+ 0.33</b>	SD: 1 (1.18%)	D: 8 (9.41%)	N: 15 (17.65%)	A: 28 (32.94%)	SA: 33 (38.82%)	NA: 0 (0.00%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.67 <b>+ 0.12</b>	SD: 2 (2.35%)	D: 18 (21.18%)	N: 12 (14.12%)	A: 27 (31.76%)	SA: 26 (30.59%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.66 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 27 (31.76%)	SA: 57 (67.06%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.58 <b>+ 0.06</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 30 (35.29%)	SA: 52 (61.18%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.20 <b>+ 0.51</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 7 (8.24%)	A: 38 (44.71%)	SA: 35 (41.18%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.19 <b>+ 0.12</b>	SD: 1 (1.18%)	D: 3 (3.53%)	N: 10 (11.76%)	A: 36 (42.35%)	SA: 35 (41.18%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	4.15 <b>+ 0.27</b>	SD: 2 (2.35%)	D: 2 (2.35%)	N: 15 (17.65%)	A: 28 (32.94%)	SA: 38 (44.71%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.12 <b>+ 0.45</b>	SD: 1 (1.18%)	D: 4 (4.71%)	N: 13 (15.29%)	A: 33 (38.82%)	SA: 34 (40.00%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.06 <b>+ 0.25</b>	SD: 1 (1.18%)	D: 5 (5.88%)	N: 13 (15.29%)	A: 34 (40.00%)	SA: 31 (36.47%)	NA: 1 (1.18%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.76 <b>+ 0.36</b>	SD: 1 (1.18%)	D: 12 (14.12%)	N: 21 (24.71%)	A: 23 (27.06%)	SA: 28 (32.94%)	NA: 0 (0.00%)

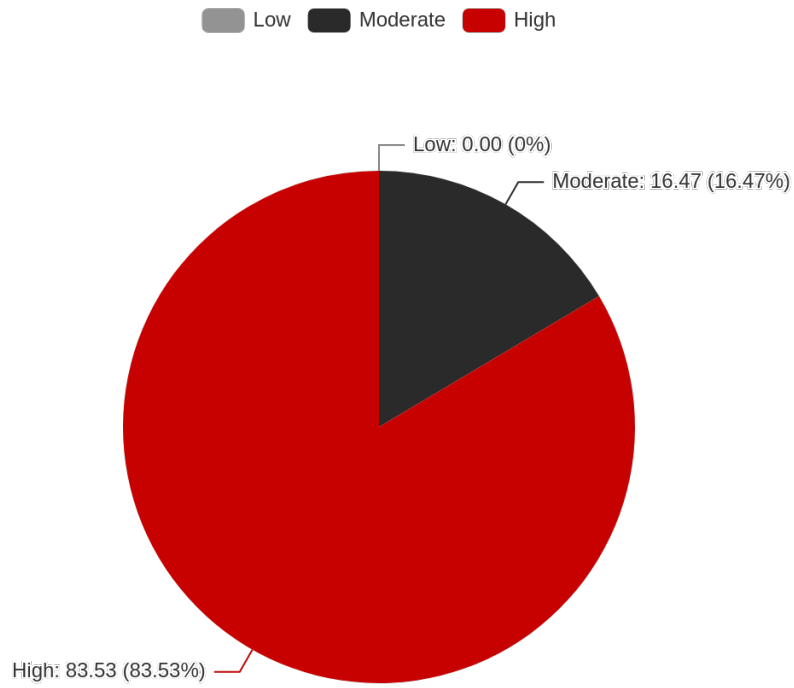
## Top Items

Question	Mean
4. I feel great pride in the work I do.	4.74 + 0.05
2. I am fully engaged in the work that I do.	4.69 -0.09
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.69 + 0.09
8. I am driven to contribute to the success of our organization.	4.67 + 0.07
46. I am satisfied being a part of our team.	4.67 + 0.15

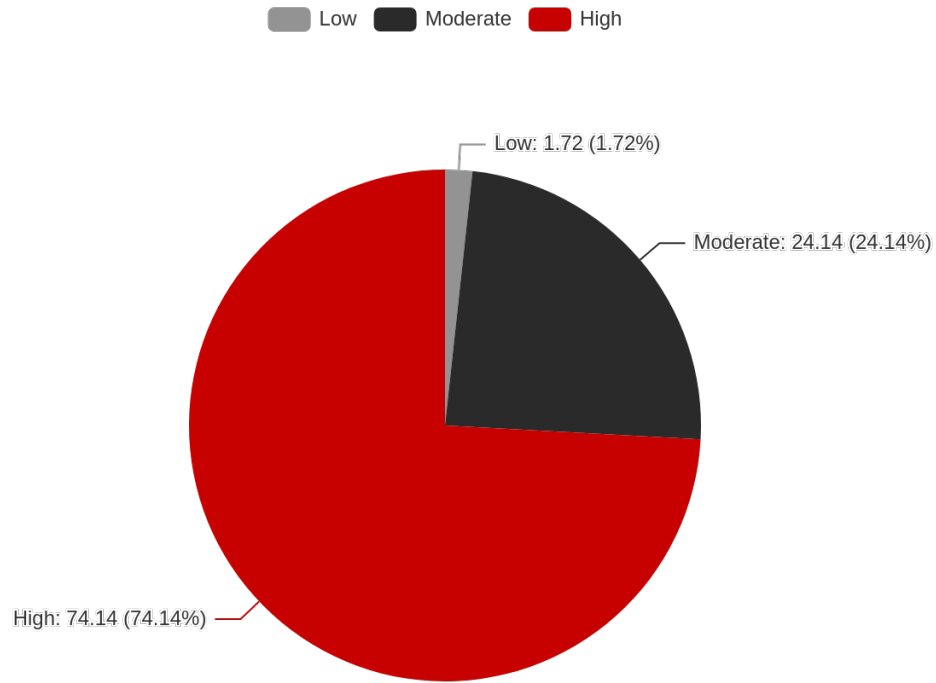
## Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.67 + 0.12
28. I am provided the opportunity to spend quality time with my supervisor.	3.76 + 0.36
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.91 + 0.42
77. Our organization selects the right people for the right job.	3.94 + 0.37
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.95 + 0.55

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

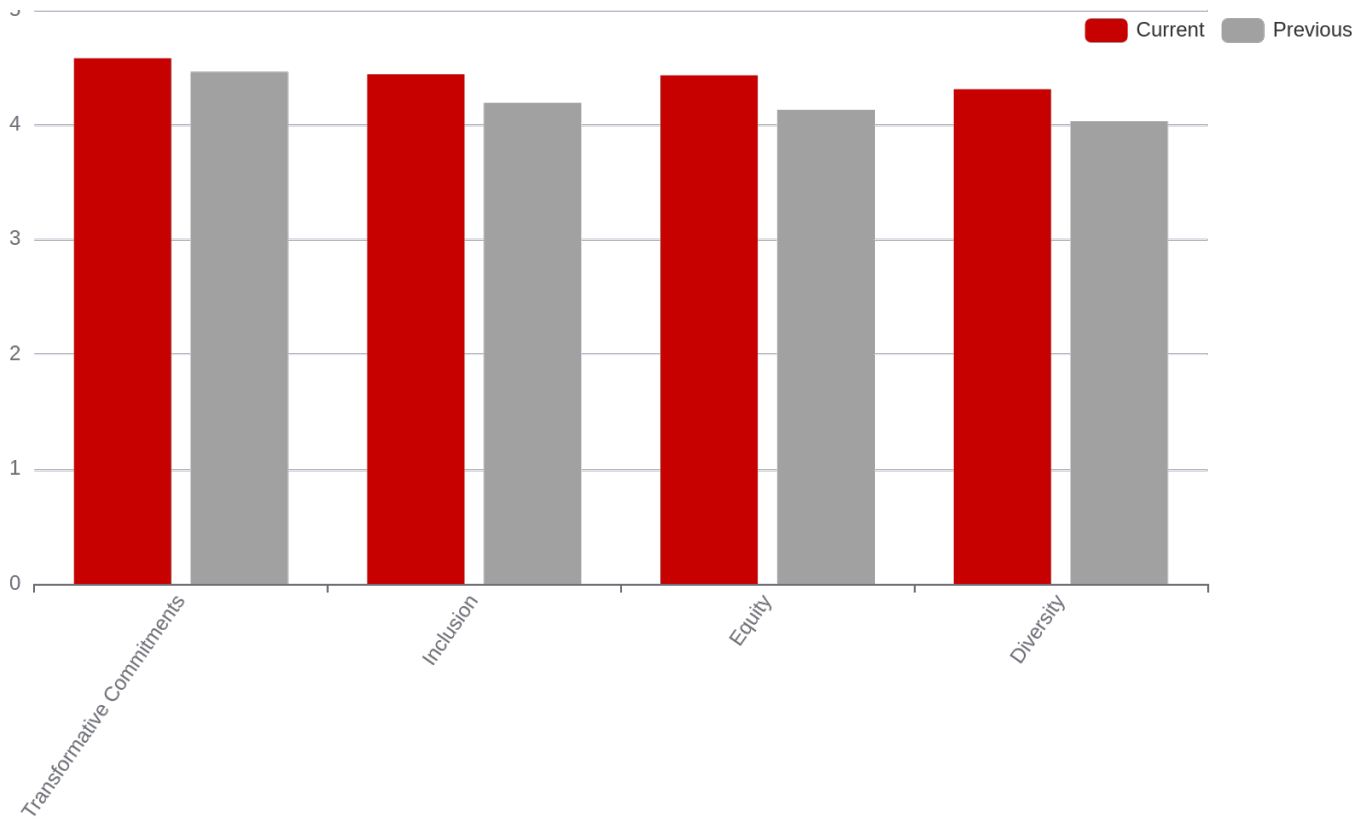


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.65 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.18%)	A: 28 (32.94%)	SA: 56 (65.88%)	NA: 0 (0.00%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.55 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 34 (40.00%)	SA: 49 (57.65%)	NA: 0 (0.00%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.53 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 2 (2.35%)	A: 30 (35.29%)	SA: 51 (60.00%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.49 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 1 (1.18%)	A: 38 (44.71%)	SA: 45 (52.94%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.46 <b>+ 0.05</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 36 (42.35%)	SA: 44 (51.76%)	NA: 0 (0.00%)
		N	A		SA		
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.44 <b>+ 0.01</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.24%)	A: 34 (40.00%)	SA: 44 (51.76%)	NA: 0 (0.00%)
		N	A		SA		
52. I am on a team that continuously challenges me to grow and improve.	4.42 <b>+ 0.13</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 6 (7.06%)	A: 31 (36.47%)	SA: 46 (54.12%)	NA: 0 (0.00%)
		N	A		SA		
17. I embrace challenges as opportunities for growth.	4.38 <b>+ 0.09</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 2 (2.35%)	A: 37 (43.53%)	SA: 42 (49.41%)	NA: 0 (0.00%)
		A		SA			
36. My supervisor builds a culture of learning and growth.	4.12 <b>+ 0.38</b>	SD: 1 (1.18%)	D: 5 (5.88%)	N: 10 (11.76%)	A: 36 (42.35%)	SA: 33 (38.82%)	NA: 0 (0.00%)
		D	N	A		SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.09 <b>+ 0.37</b>	SD: 0 (0.00%)	D: 6 (7.06%)	N: 12 (14.12%)	A: 35 (41.18%)	SA: 32 (37.65%)	NA: 0 (0.00%)
		D	N	A		SA	

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.58 + 0.12
Inclusion	4.44 + 0.25
Equity	4.43 + 0.30
Diversity	4.31 + 0.28

## Transformative Commitments

Question	Mean	Distribution
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.79 + 0.14	SD: 0 (0.00%)    D: 0 (0.00%)    N: 1 (1.18%)    A: 16 (18.82%)    SA: 68 (80.00%)    NA: 0 (0.00%) 
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.73 + 0.04	SD: 0 (0.00%)    D: 0 (0.00%)    N: 1 (1.18%)    A: 21 (24.71%)    SA: 63 (74.12%)    NA: 0 (0.00%) 
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.60 + 0.13	SD: 0 (0.00%)    D: 1 (1.18%)    N: 3 (3.53%)    A: 25 (29.41%)    SA: 56 (65.88%)    NA: 0 (0.00%) 
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.20 + 0.15	SD: 0 (0.00%)    D: 3 (3.53%)    N: 15 (17.65%)    A: 29 (34.12%)    SA: 38 (44.71%)    NA: 0 (0.00%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Inclusion

Question	Mean	Distribution					
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.75 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 15 (17.65%)	SA: 67 (78.82%)	NA: 0 (0.00%)
		A		SA			
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.73 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 17 (20.00%)	SA: 65 (76.47%)	NA: 0 (0.00%)
		A		SA			
100. I value the contributions of all team members.	4.67 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 24 (28.24%)	SA: 59 (69.41%)	NA: 0 (0.00%)
		A		SA			
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.60 <b>+ 0.29</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.35%)	A: 30 (35.29%)	SA: 53 (62.35%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.60 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 28 (32.94%)	SA: 54 (63.53%)	NA: 0 (0.00%)
		A		SA			
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.59 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 29 (34.12%)	SA: 53 (62.35%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.58 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 6 (7.06%)	A: 21 (24.71%)	SA: 57 (67.06%)	NA: 0 (0.00%)
		N	A		SA		
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.47 <b>+ 0.38</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 36 (42.35%)	SA: 45 (52.94%)	NA: 0 (0.00%)
		N	A		SA		
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.38 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.88%)	A: 43 (50.59%)	SA: 37 (43.53%)	NA: 0 (0.00%)
		N	A		SA		
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.38 <b>+ 0.29</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 36 (42.35%)	SA: 41 (48.24%)	NA: 0 (0.00%)
		N	A		SA		
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.37 <b>+ 0.25</b>	SD: 0 (0.00%)	D: 2 (2.35%)	N: 12 (14.12%)	A: 23 (27.06%)	SA: 47 (55.29%)	NA: 1 (1.18%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.36 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 6 (7.06%)	A: 33 (38.82%)	SA: 43 (50.59%)	NA: 0 (0.00%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.34 <b>+ 0.37</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 8 (9.41%)	A: 37 (43.53%)	SA: 39 (45.88%)	NA: 0 (0.00%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.34 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 8 (9.41%)	A: 37 (43.53%)	SA: 39 (45.88%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.30 <b>+ 0.37</b>	SD: 1 (1.18%)	D: 2 (2.35%)	N: 11 (12.94%)	A: 27 (31.76%)	SA: 43 (50.59%)	NA: 1 (1.18%)
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.26 <b>+ 0.40</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 11 (12.94%)	A: 32 (37.65%)	SA: 39 (45.88%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.18 <b>+ 0.44</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 10 (11.76%)	A: 38 (44.71%)	SA: 33 (38.82%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.05 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 17 (20.00%)	A: 35 (41.18%)	SA: 29 (34.12%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Equity

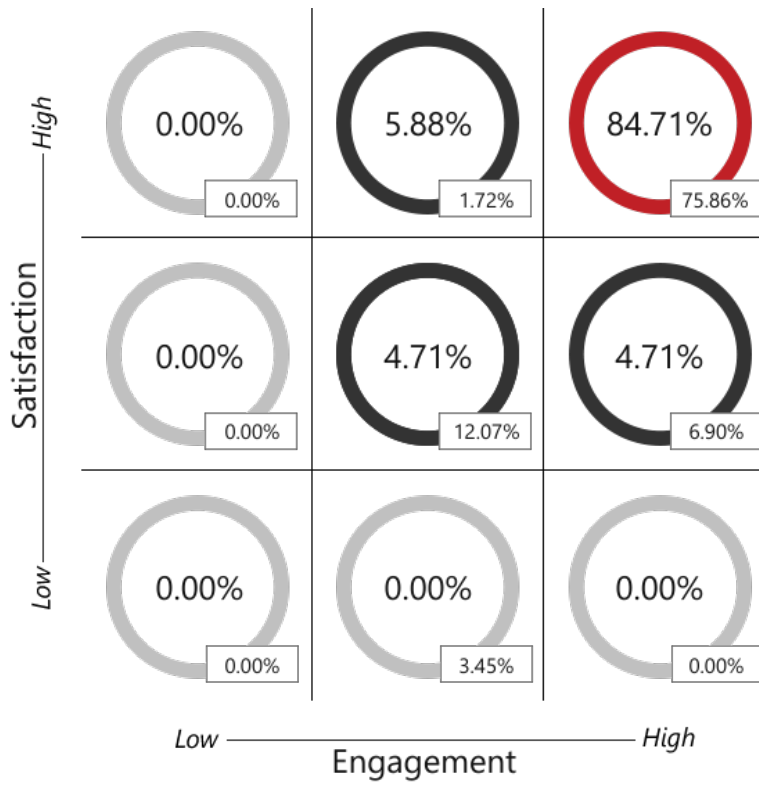
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.73 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 17 (20.00%)	SA: 65 (76.47%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.47 <b>+ 0.38</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 3 (3.53%)	A: 36 (42.35%)	SA: 45 (52.94%)	NA: 0 (0.00%)
		A			SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.26 <b>+ 0.40</b>	SD: 0 (0.00%)	D: 3 (3.53%)	N: 11 (12.94%)	A: 32 (37.65%)	SA: 39 (45.88%)	NA: 0 (0.00%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.25 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 10 (11.76%)	A: 44 (51.76%)	SA: 31 (36.47%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.73 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 17 (20.00%)	SA: 65 (76.47%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.60 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.53%)	A: 28 (32.94%)	SA: 54 (63.53%)	NA: 0 (0.00%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.38 <b>+ 0.29</b>	SD: 0 (0.00%)	D: 1 (1.18%)	N: 7 (8.24%)	A: 36 (42.35%)	SA: 41 (48.24%)	NA: 0 (0.00%)
		N	A		SA		
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.18 <b>+ 0.44</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 10 (11.76%)	A: 38 (44.71%)	SA: 33 (38.82%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.05 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 4 (4.71%)	N: 17 (20.00%)	A: 35 (41.18%)	SA: 29 (34.12%)	NA: 0 (0.00%)
		N	A		SA		
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.93 <b>+ 0.31</b>	SD: 0 (0.00%)	D: 8 (9.41%)	N: 17 (20.00%)	A: 33 (38.82%)	SA: 27 (31.76%)	NA: 0 (0.00%)
		D	N	A		SA	

3x3



## All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.74 + 0.05
2. I am fully engaged in the work that I do.	Engage-Inspire	4.69 -0.09
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.69 + 0.09
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.67 + 0.07
46. I am satisfied being a part of our team.	Satisfaction	4.67 + 0.15
56. Our team actively responds when needs arise within our team.	Support-Equip	4.66 + 0.11
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.65 + 0.20
45. I feel great pride in the team of which I am a part.	Pride	4.65 + 0.08
48. My teammates promote gratitude in our culture.	Recognition	4.64 + 0.11
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.64 + 0.11
92. I demonstrate effort in building a positive workplace culture.	Quality	4.62 + 0.21
44. Our team effectively communicates with each other.	Communication	4.60 + 0.08
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.60 + 0.12
55. Information is shared effectively within our team.	Communication	4.59 + 0.12
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.58 + 0.11
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.58 + 0.06
53. I trust my teammates to follow through on projects.	Relationships	4.58 + 0.11
22. I support our organization's mission.	Mission Conscious	4.56 + 0.20

Question	Dimension	Mean
47. I am on a team that encourages each member to surpass expectations.	Quality	4.56 + 0.18
79. My teammates share important information with me.	Communication	4.56 + 0.06
16. I seek new ways to achieve excellence in my role.	Innovation	4.56 + 0.09
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 + 0.10
84. I would like to work at our organization long term.	Career Development	4.55 + 0.15
51. Our team has open and trusting relationships.	Relationships	4.54 + 0.07
60. I fit in well with our team.	Talent/Fit	4.53 = 0.00
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.53 + 0.10
6. I seek opportunities to further my growth and development.	Training & Development	4.53 + 0.03
5. I have at least one close friend at work.	Relationships	4.52 -0.08
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.52 + 0.26
65. Our team members invest time developing relationships with each other.	Relationships	4.52 + 0.12
66. I look forward to interacting with our team when I come to work.	Relationships	4.51 + 0.11
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.50 = 0.00
78. I feel proud of and inspired by the success of others on my team.	Pride	4.49 + 0.08
70. I feel our organization is a great fit for me.	Talent/Fit	4.48 + 0.15
59. Our team is very inspired by the work we do.	Mission Conscious	4.46 + 0.06

Question	Dimension	Mean
63. I am highly energized by the people I work with on our team.	Relationships	4.46 + 0.06
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.46 + 0.05
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.46 + 0.06
71. Our organization is committed to quality collaboration and excellence.	Quality	4.46 + 0.22
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.45 + 0.33
15. I am properly trained to achieve excellence in my work.	Training & Development	4.45 + 0.21
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.45 + 0.17
12. I am highly committed to and energized by my work.	Engage-Inspire	4.45 -0.02
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.44 + 0.01
13. My work is fulfilling and enjoyable.	Satisfaction	4.42 + 0.11
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.42 + 0.13
14. I feel great pride in being a part of our organization.	Pride	4.41 + 0.13
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.41 + 0.27
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.39 + 0.06
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.38 + 0.05
17. I embrace challenges as opportunities for growth.	Performance Planning	4.38 + 0.09
42. Our team encourages innovation.	Innovation	4.38 + 0.09

Question	Dimension	Mean
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.36 + 0.26
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.33 + 0.26
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.33 + 0.33
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.31 + 0.07
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.31 + 0.42
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.27 + 0.13
83. Our organization encourages innovation.	Innovation	4.27 + 0.30
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.24 + 0.19
73. My supervisor advocates for my role and career growth.	Career Development	4.21 + 0.35
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.21 + 0.14
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.21 + 0.35
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.20 + 0.51
35. My supervisor supports my personal and professional development.	Training & Development	4.19 + 0.31
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.19 + 0.12
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.19 = 0.00
25. My supervisor cares about me as a person.	Relationships	4.19 + 0.24

Question	Dimension	Mean
20. I look forward to coming to work every day.	Satisfaction	4.19 + 0.16
74. I have the opportunity to express my career interests at our organization.	Career Development	4.16 + 0.35
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.15 + 0.27
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.14 + 0.40
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.13 + 0.27
36. My supervisor builds a culture of learning and growth.	Training & Development	4.12 + 0.38
34. My supervisor is actively responsive to my needs.	Support-Equip	4.12 + 0.45
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.11 + 0.27
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.09 + 0.37
27. My supervisor and I have effective two-way communication.	Communication	4.08 + 0.29
24. My supervisor effectively communicates his/her expectations.	Communication	4.08 + 0.32
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.07 + 0.45
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.06 + 0.25
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.06 + 0.42
32. I have an open and trusting relationship with my supervisor.	Relationships	4.00 + 0.48
31. My supervisor inspires me to grow to new levels.	Relationships	4.00 + 0.33

Question	Dimension	Mean
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.00 + 0.42
29. My supervisor recognizes me for a job well done.	Recognition	3.99 + 0.33
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.96 + 0.36
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.95 + 0.55
77. Our organization selects the right people for the right job.	Talent/Fit	3.94 + 0.37
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.91 + 0.42
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.76 + 0.36
9. I have received meaningful recognition in the past 10 days.	Recognition	3.67 + 0.12



# INSIGHTeX Growth Mindset & DEI

Central Services Office\_Admin  
Glen Ellyn SD 41

October 2025

## Dimensions

Dimension	Mean
Engage-Inspire	4.61 + 0.16
Pride	4.60 + 0.13
Quality	4.51 + 0.19
Support-Equip	4.47 + 0.21
Training & Development	4.44 + 0.11
Satisfaction	4.43 + 0.15
Mission Conscious	4.43 + 0.22
Relationships	4.40 + 0.20
Innovation	4.38 + 0.22
Career Development	4.37 + 0.14
Performance Planning	4.37 + 0.08
Continuous Improvement	4.36 + 0.15
Talent/Fit	4.36 + 0.17
Recognition	4.32 + 0.08
Communication	4.31 + 0.17

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
8. I am driven to contribute to the success of our organization.	4.82 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 4 (12.12%)	SA: 28 (84.85%)	NA: 0 (0.00%)
		A		SA			
2. I am fully engaged in the work that I do.	4.76 <b>+ 0.02</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (24.24%)	SA: 25 (75.76%)	NA: 0 (0.00%)
		A		SA			
67. Our organization promotes a positive and engaging culture.	4.55 <b>+ 0.37</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 11 (33.33%)	SA: 20 (60.61%)	NA: 0 (0.00%)
		N	A		SA		
12. I am highly committed to and energized by my work.	4.52 <b>-0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		N	A		SA		
76. I would recommend our organization to a friend as a great place to work.	4.39 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 12 (36.36%)	SA: 17 (51.52%)	NA: 0 (0.00%)
		N	A		SA		

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.79 <b>-0.06</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 7 (21.21%)	SA: 26 (78.79%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.58 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 8 (24.24%)	SA: 22 (66.67%)	NA: 0 (0.00%)
		N	A		SA		
14. I feel great pride in being a part of our organization.	4.52 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 2 (6.06%)	A: 9 (27.27%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		N	A		SA		
45. I feel great pride in the team of which I am a part.	4.52 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 7 (21.21%)	SA: 22 (66.67%)	NA: 0 (0.00%)
		N	A		SA		

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.58 <b>-0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 10 (30.30%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
71. Our organization is committed to quality collaboration and excellence.	4.52 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 10 (30.30%)	SA: 20 (60.61%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
43. My teammates demonstrate a commitment to quality work and excellence.	4.48 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
47. I am on a team that encourages each member to surpass expectations.	4.45 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 2 (6.06%)	A: 11 (33.33%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Support-Equip

Question	Mean	Distribution					
62. My teammates demonstrate commitment to helping and supporting each other.	4.64 <b>+ 0.38</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 8 (24.24%)	SA: 23 (69.70%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.52 <b>+ 0.28</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 8 (24.24%)	SA: 22 (66.67%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	4.48 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 13 (39.39%)	SA: 18 (54.55%)	NA: 0 (0.00%)
56. Our team actively responds when needs arise within our team.	4.45 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 0 (0.00%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.45 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 0 (0.00%)	A: 15 (45.45%)	SA: 17 (51.52%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.45 <b>+ 0.24</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.39 <b>+ 0.06</b>	SD: 1 (3.03%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 11 (33.33%)	SA: 19 (57.58%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.36 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 0 (0.00%)	A: 15 (45.45%)	SA: 16 (48.48%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Training & Development

Question	Mean	Distribution					
35. My supervisor supports my personal and professional development.	4.67 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 7 (21.21%)	SA: 24 (72.73%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
6. I seek opportunities to further my growth and development.	4.61 <b>= 0.00</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (39.39%)	SA: 20 (60.61%)	NA: 0 (0.00%)
		<b>A</b>		<b>SA</b>			
30. My supervisor encourages opportunities for my growth and development.	4.45 <b>= 0.00</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 8 (24.24%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>		<b>SA</b>		
36. My supervisor builds a culture of learning and growth.	4.42 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 8 (24.24%)	SA: 20 (60.61%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>		<b>SA</b>		
15. I am properly trained to achieve excellence in my work.	4.30 <b>+ 0.04</b>	SD: 1 (3.03%)	D: 2 (6.06%)	N: 1 (3.03%)	A: 11 (33.33%)	SA: 18 (54.55%)	NA: 0 (0.00%)
		<b>D</b>	<b>A</b>		<b>SA</b>		
81. Our organization provides the "right" training for me to excel in my role.	4.18 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 4 (12.12%)	N: 2 (6.06%)	A: 11 (33.33%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Satisfaction

Question	Mean	Distribution
87. Overall, I am very satisfied with our organization as a place to work.	4.58 + 0.34	SD: 0 (0.00%)    D: 0 (0.00%)    N: 2 (6.06%)    A: 10 (30.30%)    SA: 21 (63.64%)    NA: 0 (0.00%) 
46. I am satisfied being a part of our team.	4.48 + 0.04	SD: 1 (3.03%)    D: 1 (3.03%)    N: 0 (0.00%)    A: 10 (30.30%)    SA: 21 (63.64%)    NA: 0 (0.00%) 
13. My work is fulfilling and enjoyable.	4.42 + 0.04	SD: 0 (0.00%)    D: 0 (0.00%)    N: 2 (6.06%)    A: 15 (45.45%)    SA: 16 (48.48%)    NA: 0 (0.00%) 
20. I look forward to coming to work every day.	4.24 + 0.18	SD: 0 (0.00%)    D: 2 (6.06%)    N: 3 (9.09%)    A: 13 (39.39%)    SA: 15 (45.45%)    NA: 0 (0.00%) 

## Mission Conscious

Question	Mean	Distribution
22. I support our organization's mission.	4.64 + 0.08	SD: 0 (0.00%)    D: 0 (0.00%)    N: 1 (3.03%)    A: 10 (30.30%)    SA: 22 (66.67%)    NA: 0 (0.00%) 
59. Our team is very inspired by the work we do.	4.48 + 0.24	SD: 0 (0.00%)    D: 0 (0.00%)    N: 2 (6.06%)    A: 13 (39.39%)    SA: 18 (54.55%)    NA: 0 (0.00%) 
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.39 + 0.21	SD: 0 (0.00%)    D: 0 (0.00%)    N: 4 (12.12%)    A: 12 (36.36%)    SA: 17 (51.52%)    NA: 0 (0.00%) 
41. My supervisor effectively communicates our organizational mission to me.	4.33 + 0.30	SD: 0 (0.00%)    D: 1 (3.03%)    N: 4 (12.12%)    A: 11 (33.33%)    SA: 17 (51.52%)    NA: 0 (0.00%) 
82. Business decisions made are consistent with our mission and core values.	4.31 + 0.28	SD: 0 (0.00%)    D: 1 (3.03%)    N: 4 (12.12%)    A: 11 (33.33%)    SA: 16 (48.48%)    NA: 1 (3.03%) 

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Relationships

Question	Mean	Distribution					
64. Our team is committed to creating an enjoyable work environment.	4.61 <b>+ 0.26</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 7 (21.21%)	SA: 23 (69.70%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.55 <b>+ 0.25</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (33.33%)	SA: 21 (63.64%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	4.52 <b>+ 0.31</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 10 (30.30%)	SA: 21 (63.64%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.52 <b>-0.19</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 11 (33.33%)	SA: 20 (60.61%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.45 <b>+ 0.13</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 14 (42.42%)	SA: 17 (51.52%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.44 <b>+ 0.32</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 7 (21.21%)	SA: 20 (60.61%)	NA: 1 (3.03%)
68. Quality and inclusive relationships are valued across our organization.	4.42 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 15 (45.45%)	SA: 16 (48.48%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.42 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 2 (6.06%)	A: 9 (27.27%)	SA: 20 (60.61%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.42 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 2 (6.06%)	A: 9 (27.27%)	SA: 20 (60.61%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.36 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (21.21%)	A: 7 (21.21%)	SA: 19 (57.58%)	NA: 0 (0.00%)
31. My supervisor inspires me to grow to new levels.	4.30 <b>+ 0.03</b>	SD: 1 (3.03%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 10 (30.30%)	SA: 18 (54.55%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.27 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 5 (15.15%)	A: 8 (24.24%)	SA: 18 (54.55%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.24 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 4 (12.12%)	A: 11 (33.33%)	SA: 16 (48.48%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.06 + 0.06	SD: 1 (3.03%)	D: 1 (3.03%)	N: 8 (24.24%)	A: 8 (24.24%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		N		A		SA	

## Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.67 + 0.17	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 9 (27.27%)	SA: 23 (69.70%)	NA: 0 (0.00%)
		A		SA			
75. Our organization embraces an innovative mindset to maximize our potential.	4.39 + 0.36	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 16 (48.48%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		N		A		SA	
83. Our organization encourages innovation.	4.30 + 0.27	SD: 0 (0.00%)	D: 2 (6.06%)	N: 3 (9.09%)	A: 11 (33.33%)	SA: 17 (51.52%)	NA: 0 (0.00%)
		D N		A		SA	
42. Our team encourages innovation.	4.15 + 0.06	SD: 0 (0.00%)	D: 2 (6.06%)	N: 4 (12.12%)	A: 14 (42.42%)	SA: 13 (39.39%)	NA: 0 (0.00%)
		D N		A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 -0.01	SD: 0 (0.00%)	D: 1 (3.03%)	N: 2 (6.06%)	A: 8 (24.24%)	SA: 22 (66.67%)	NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.45 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 10 (30.30%)	SA: 19 (57.58%)	NA: 0 (0.00%)
72. Our organization provides the experience and development for me to further my career here.	4.30 + 0.30	SD: 0 (0.00%)	D: 1 (3.03%)	N: 5 (15.15%)	A: 10 (30.30%)	SA: 17 (51.52%)	NA: 0 (0.00%)
73. My supervisor advocates for my role and career growth.	4.27 = 0.00	SD: 0 (0.00%)	D: 2 (6.06%)	N: 6 (18.18%)	A: 6 (18.18%)	SA: 19 (57.58%)	NA: 0 (0.00%)
74. I have the opportunity to express my career interests at our organization.	4.27 + 0.27	SD: 0 (0.00%)	D: 1 (3.03%)	N: 6 (18.18%)	A: 9 (27.27%)	SA: 17 (51.52%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Performance Planning

Question	Mean	Distribution					
17. I embrace challenges as opportunities for growth.	4.61 <b>-0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (39.39%)	SA: 20 (60.61%)	NA: 0 (0.00%)
57. Our team has improved our performance over time by learning from each other.	4.52 <b>+ 0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 10 (30.30%)	SA: 20 (60.61%)	NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	4.48 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 8 (24.24%)	SA: 21 (63.64%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.33 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 11 (33.33%)	SA: 17 (51.52%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.30 <b>-0.05</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 15 (45.45%)	SA: 14 (42.42%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.21 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 5 (15.15%)	A: 10 (30.30%)	SA: 16 (48.48%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.09 <b>-0.07</b>	SD: 2 (6.06%)	D: 2 (6.06%)	N: 4 (12.12%)	A: 7 (21.21%)	SA: 17 (51.52%)	NA: 1 (3.03%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.63 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (36.36%)	SA: 20 (60.61%)	NA: 1 (3.03%)
		A		SA			
69. I am part of an organization that continues to pursue excellence every day.	4.55 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 10 (30.30%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.33 <b>+ 0.07</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 3 (9.09%)	A: 10 (30.30%)	SA: 18 (54.55%)	NA: 0 (0.00%)
		D	N	A		SA	
54. Our team continuously seeks ways to improve our performance.	4.27 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 3 (9.09%)	N: 3 (9.09%)	A: 9 (27.27%)	SA: 18 (54.55%)	NA: 0 (0.00%)
		D	N	A		SA	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.19 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 6 (18.18%)	A: 10 (30.30%)	SA: 14 (42.42%)	NA: 2 (6.06%)
		N		A		SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 5 (15.15%)	A: 11 (33.33%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		D	N	A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.82 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 6 (18.18%)	SA: 27 (81.82%)	NA: 0 (0.00%)
		A		SA			
70. I feel our organization is a great fit for me.	4.48 <b>+ 0.24</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 11 (33.33%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		N	A		SA		
11. I am in a role that allows me to maximize my talents and strengths.	4.33 <b>-0.20</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 13 (39.39%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		N	A		SA		
60. I fit in well with our team.	4.33 <b>+ 0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (15.15%)	A: 12 (36.36%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		N	A		SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.30 <b>+ 0.24</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 10 (30.30%)	SA: 15 (45.45%)	NA: 3 (9.09%)
		N	A		SA		NA
86. Our organization selects highly talented individuals when hiring.	4.30 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 14 (42.42%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		N	A		SA		
77. Our organization selects the right people for the right job.	4.18 <b>+ 0.50</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 16 (48.48%)	SA: 12 (36.36%)	NA: 0 (0.00%)
		N	A		SA		
7. I have encouraged someone to apply at our organization.	4.13 <b>+ 0.22</b>	SD: 1 (3.03%)	D: 1 (3.03%)	N: 8 (24.24%)	A: 4 (12.12%)	SA: 17 (51.52%)	NA: 2 (6.06%)
		N	A	SA		NA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Recognition

Question	Mean	Distribution					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.48 <b>-0.08</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 15 (45.45%)	SA: 17 (51.52%)	NA: 0 (0.00%)
		A			SA		
29. My supervisor recognizes me for a job well done.	4.45 <b>+ 0.12</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		A			SA		
48. My teammates promote gratitude in our culture.	4.39 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 2 (6.06%)	A: 13 (39.39%)	SA: 17 (51.52%)	NA: 0 (0.00%)
		N	A			SA	
80. Our organization practices gratitude by recognizing excellence in our work.	4.30 <b>+ 0.27</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (18.18%)	A: 11 (33.33%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		N			SA		
9. I have received meaningful recognition in the past 10 days.	3.97 <b>-0.21</b>	SD: 1 (3.03%)	D: 5 (15.15%)	N: 1 (3.03%)	A: 13 (39.39%)	SA: 13 (39.39%)	NA: 0 (0.00%)
		D	A			SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Communication

Question	Mean	Distribution					
27. My supervisor and I have effective two-way communication.	4.52 <b>+ 0.22</b>	SD: 1 (3.03%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 8 (24.24%)	SA: 22 (66.67%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	4.42 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 13 (39.39%)	SA: 17 (51.52%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.36 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 13 (39.39%)	SA: 16 (48.48%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.30 <b>+ 0.21</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 12 (36.36%)	SA: 16 (48.48%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	4.27 <b>= 0.00</b>	SD: 1 (3.03%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 9 (27.27%)	SA: 18 (54.55%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.18 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 3 (9.09%)	N: 4 (12.12%)	A: 10 (30.30%)	SA: 16 (48.48%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.12 <b>+ 0.28</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 5 (15.15%)	A: 13 (39.39%)	SA: 13 (39.39%)	NA: 0 (0.00%)

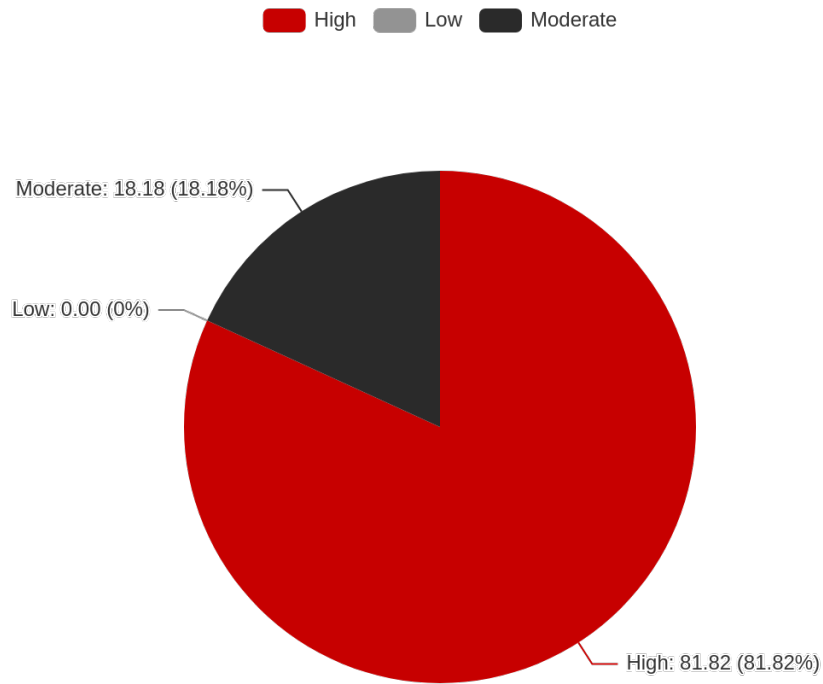
## Top Items

Question	Mean
8. I am driven to contribute to the success of our organization.	4.82 + 0.14
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.82 + 0.08
4. I feel great pride in the work I do.	4.79 -0.06
2. I am fully engaged in the work that I do.	4.76 + 0.02
16. I seek new ways to achieve excellence in my role.	4.67 + 0.17
35. My supervisor supports my personal and professional development.	4.67 + 0.22

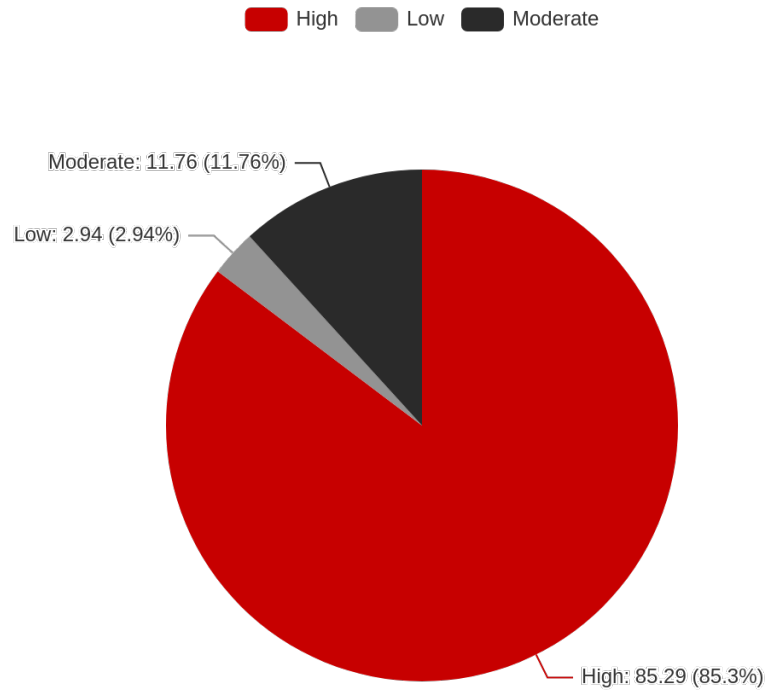
## Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.97 -0.21
5. I have at least one close friend at work.	4.06 + 0.06
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.09 -0.07
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.12 + 0.28
7. I have encouraged someone to apply at our organization.	4.13 + 0.22

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

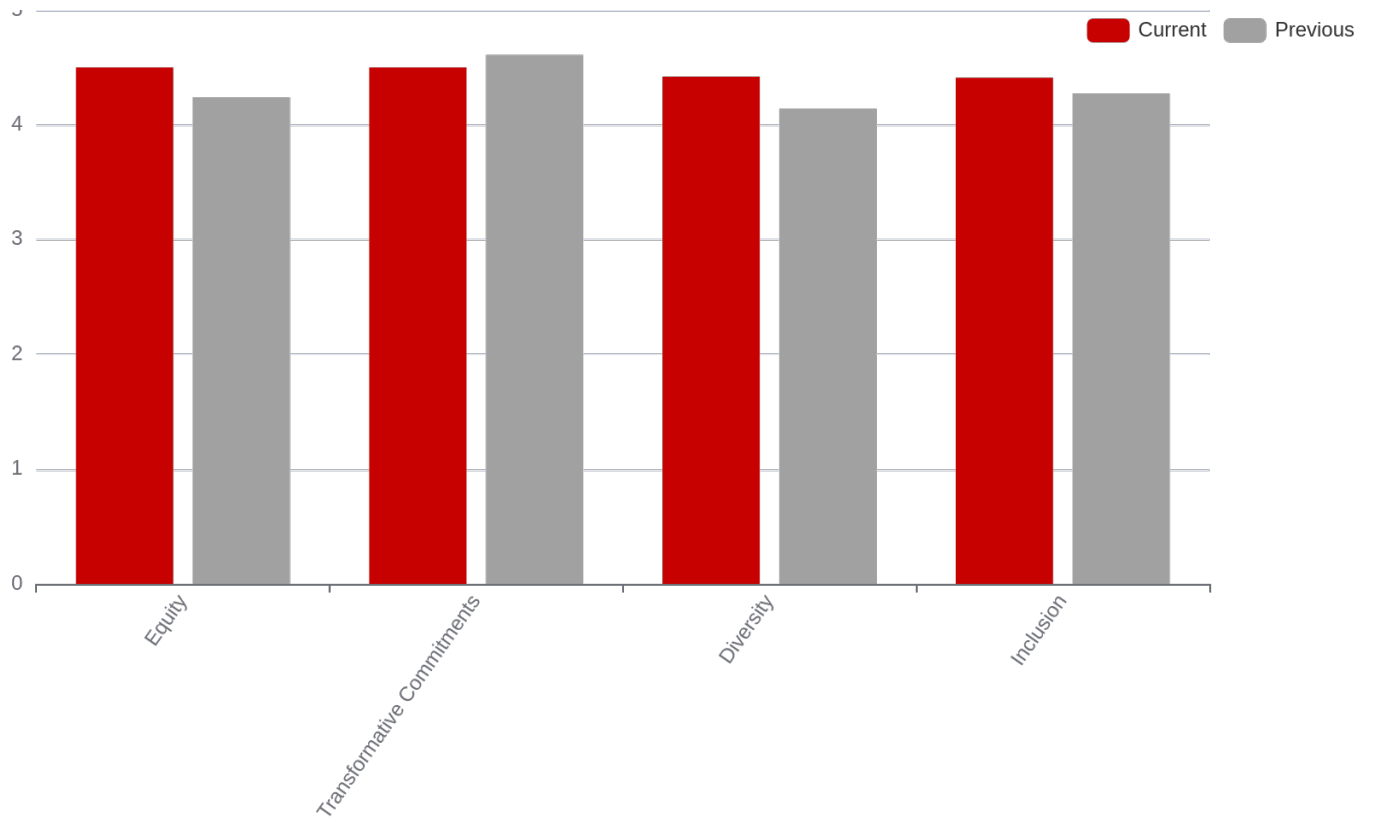


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.63 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (36.36%)	SA: 20 (60.61%)	NA: 1 (3.03%)
17. I embrace challenges as opportunities for growth.	4.61 <b>-0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (39.39%)	SA: 20 (60.61%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.61 <b>= 0.00</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (39.39%)	SA: 20 (60.61%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.58 <b>+ 0.23</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 8 (24.24%)	SA: 22 (66.67%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.55 <b>-0.01</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 2 (6.06%)	A: 8 (24.24%)	SA: 22 (66.67%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.52 <b>-0.19</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 11 (33.33%)	SA: 20 (60.61%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.48 <b>-0.08</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.03%)	A: 15 (45.45%)	SA: 17 (51.52%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.42 <b>+ 0.18</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 8 (24.24%)	SA: 20 (60.61%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.33 <b>+ 0.07</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 3 (9.09%)	A: 10 (30.30%)	SA: 18 (54.55%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 2 (6.06%)	N: 5 (15.15%)	A: 11 (33.33%)	SA: 15 (45.45%)	NA: 0 (0.00%)

## DEI Chart



## DEI Table

Dimension	Mean
Equity	4.50 + 0.26
Transformative Commitments	4.50 -0.11
Diversity	4.42 + 0.28
Inclusion	4.41 + 0.14

## Equity

Question	Mean	Distribution
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 -0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (9.09%) A: 4 (12.12%) SA: 26 (78.79%) NA: 0 (0.00%) N A SA
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.58 + 0.43	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (6.06%) A: 10 (30.30%) SA: 21 (63.64%) NA: 0 (0.00%) N A SA
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.42 + 0.33	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (9.09%) A: 13 (39.39%) SA: 17 (51.52%) NA: 0 (0.00%) N A SA
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.30 + 0.33	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (15.15%) A: 13 (39.39%) SA: 15 (45.45%) NA: 0 (0.00%) N A SA

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Transformative Commitments

Question	Mean	Distribution					
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.70 -0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 4 (12.12%)	SA: 26 (78.79%)	NA: 0 (0.00%)
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.67 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 7 (21.21%)	SA: 24 (72.73%)	NA: 0 (0.00%)
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.42 -0.16	SD: 0 (0.00%)	D: 2 (6.06%)	N: 3 (9.09%)	A: 7 (21.21%)	SA: 21 (63.64%)	NA: 0 (0.00%)
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.21 -0.15	SD: 0 (0.00%)	D: 3 (9.09%)	N: 4 (12.12%)	A: 9 (27.27%)	SA: 17 (51.52%)	NA: 0 (0.00%)

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 <b>-0.09</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 4 (12.12%)	SA: 26 (78.79%)	NA: 0 (0.00%)
		N		A		SA	
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.61 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 7 (21.21%)	SA: 23 (69.70%)	NA: 0 (0.00%)
		N		A		SA	
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.48 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		A		SA			
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.27 <b>+ 0.53</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (15.15%)	A: 14 (42.42%)	SA: 14 (42.42%)	NA: 0 (0.00%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.27 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 15 (45.45%)	SA: 14 (42.42%)	NA: 0 (0.00%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.18 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 3 (9.09%)	N: 4 (12.12%)	A: 10 (30.30%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		D		N		A	
				A		SA	

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

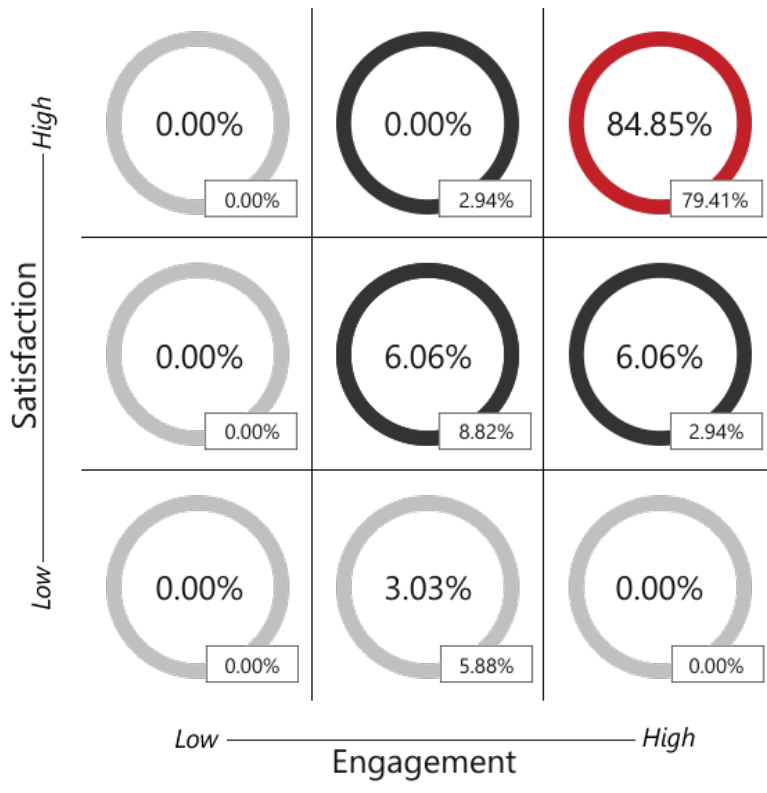
## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 <b>-0.09</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 4 (12.12%)	SA: 26 (78.79%)	NA: 0 (0.00%)
		N A SA					
100. I value the contributions of all team members.	4.64 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 8 (24.24%)	SA: 23 (69.70%)	NA: 0 (0.00%)
		N A SA					
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.61 <b>+ 0.14</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 7 (21.21%)	SA: 23 (69.70%)	NA: 0 (0.00%)
		N A SA					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.58 <b>+ 0.43</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 10 (30.30%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		N A SA					
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.52 <b>-0.01</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 8 (24.24%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		N A SA					
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.48 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		N A SA					
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.48 <b>-0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 9 (27.27%)	SA: 20 (60.61%)	NA: 0 (0.00%)
		N A SA					
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.48 <b>-0.13</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 8 (24.24%)	SA: 21 (63.64%)	NA: 0 (0.00%)
		N A SA					
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.48 <b>+ 0.42</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 1 (3.03%)	A: 12 (36.36%)	SA: 19 (57.58%)	NA: 0 (0.00%)
		N A SA					
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.45 <b>+ 0.19</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (6.06%)	A: 14 (42.42%)	SA: 17 (51.52%)	NA: 0 (0.00%)
		N A SA					
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.36 <b>-0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (9.09%)	A: 15 (45.45%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		N A SA					

**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

Question	Mean	Distribution					
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.33 <b>+ 0.24</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (12.12%)	A: 14 (42.42%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		N	A		SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.30 <b>+ 0.33</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (15.15%)	A: 13 (39.39%)	SA: 15 (45.45%)	NA: 0 (0.00%)
		N	A		SA		
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.30 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 4 (12.12%)	A: 12 (36.36%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		N	A		SA		
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.27 <b>+ 0.39</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 3 (9.09%)	A: 15 (45.45%)	SA: 14 (42.42%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.18 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 3 (9.09%)	N: 4 (12.12%)	A: 10 (30.30%)	SA: 16 (48.48%)	NA: 0 (0.00%)
		D	N	A		SA	
115. Our organization is a safe place for people of color to work and be successful.	4.18 <b>-0.20</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (21.21%)	A: 13 (39.39%)	SA: 13 (39.39%)	NA: 0 (0.00%)
		N		A		SA	
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	3.94 <b>-0.12</b>	SD: 0 (0.00%)	D: 1 (3.03%)	N: 12 (36.36%)	A: 8 (24.24%)	SA: 12 (36.36%)	NA: 0 (0.00%)
		N		A	SA		

3x3



## All Items

Question	Dimension	Mean
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.82 + 0.14
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.82 + 0.08
4. I feel great pride in the work I do.	Pride	4.79 -0.06
2. I am fully engaged in the work that I do.	Engage-Inspire	4.76 + 0.02
16. I seek new ways to achieve excellence in my role.	Innovation	4.67 + 0.17
35. My supervisor supports my personal and professional development.	Training & Development	4.67 + 0.22
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.64 + 0.38
22. I support our organization's mission.	Mission Conscious	4.64 + 0.08
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.63 + 0.16
6. I seek opportunities to further my growth and development.	Training & Development	4.61 = 0.00
17. I embrace challenges as opportunities for growth.	Performance Planning	4.61 -0.04
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.61 + 0.26
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.58 + 0.34
92. I demonstrate effort in building a positive workplace culture.	Quality	4.58 -0.04
78. I feel proud of and inspired by the success of others on my team.	Pride	4.58 + 0.23
25. My supervisor cares about me as a person.	Relationships	4.55 + 0.25
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 -0.01
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.55 + 0.37

Question	Dimension	Mean
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.55 + 0.14
27. My supervisor and I have effective two-way communication.	Communication	4.52 + 0.22
32. I have an open and trusting relationship with my supervisor.	Relationships	4.52 + 0.31
14. I feel great pride in being a part of our organization.	Pride	4.52 + 0.20
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.52 + 0.20
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.52 -0.19
12. I am highly committed to and energized by my work.	Engage-Inspire	4.52 -0.04
71. Our organization is committed to quality collaboration and excellence.	Quality	4.52 + 0.28
45. I feel great pride in the team of which I am a part.	Pride	4.52 + 0.17
34. My supervisor is actively responsive to my needs.	Support-Equip	4.52 + 0.28
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.48 + 0.27
70. I feel our organization is a great fit for me.	Talent/Fit	4.48 + 0.24
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.48 + 0.16
46. I am satisfied being a part of our team.	Satisfaction	4.48 + 0.04
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.48 + 0.21
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.48 -0.08
59. Our team is very inspired by the work we do.	Mission Conscious	4.48 + 0.24

Question	Dimension	Mean
56. Our team actively responds when needs arise within our team.	Support-Equip	4.45 + 0.10
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.45 + 0.24
29. My supervisor recognizes me for a job well done.	Recognition	4.45 + 0.12
47. I am on a team that encourages each member to surpass expectations.	Quality	4.45 + 0.33
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.45 + 0.21
66. I look forward to interacting with our team when I come to work.	Relationships	4.45 + 0.13
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.45 = 0.00
84. I would like to work at our organization long term.	Career Development	4.45 + 0.13
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.44 + 0.32
53. I trust my teammates to follow through on projects.	Relationships	4.42 + 0.30
36. My supervisor builds a culture of learning and growth.	Training & Development	4.42 + 0.18
24. My supervisor effectively communicates his/her expectations.	Communication	4.42 + 0.18
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.42 + 0.33
13. My work is fulfilling and enjoyable.	Satisfaction	4.42 + 0.04
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.42 + 0.27
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.39 + 0.36
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.39 + 0.30

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.39 + 0.30
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.39 + 0.21
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.39 + 0.06
79. My teammates share important information with me.	Communication	4.36 + 0.18
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.36 + 0.15
63. I am highly energized by the people I work with on our team.	Relationships	4.36 + 0.18
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.33 + 0.30
60. I fit in well with our team.	Talent/Fit	4.33 + 0.04
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.33 + 0.07
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.33 + 0.18
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.33 -0.20
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.31 + 0.28
44. Our team effectively communicates with each other.	Communication	4.30 + 0.21
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.30 + 0.24
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.30 + 0.21
15. I am properly trained to achieve excellence in my work.	Training & Development	4.30 + 0.04

Question	Dimension	Mean
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.30 + 0.30
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.30 -0.05
31. My supervisor inspires me to grow to new levels.	Relationships	4.30 + 0.03
83. Our organization encourages innovation.	Innovation	4.30 + 0.27
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.30 + 0.27
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.27 = 0.00
73. My supervisor advocates for my role and career growth.	Career Development	4.27 = 0.00
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.27 + 0.03
74. I have the opportunity to express my career interests at our organization.	Career Development	4.27 + 0.27
51. Our team has open and trusting relationships.	Relationships	4.27 + 0.27
20. I look forward to coming to work every day.	Satisfaction	4.24 + 0.18
65. Our team members invest time developing relationships with each other.	Relationships	4.24 + 0.21
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.21 + 0.12
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.19 + 0.19
55. Information is shared effectively within our team.	Communication	4.18 + 0.15
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.18 + 0.21

Question	Dimension	Mean
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.18 + 0.33
77. Our organization selects the right people for the right job.	Talent/Fit	4.18 + 0.50
42. Our team encourages innovation.	Innovation	4.15 + 0.06
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.13 + 0.22
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.12 + 0.28
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.09 -0.07
5. I have at least one close friend at work.	Relationships	4.06 + 0.06
9. I have received meaningful recognition in the past 10 days.	Recognition	3.97 -0.21

## Board Report

**Date:** October 20, 2025

**Title:** Five-Year Capital Project Plan Update

**Submitted by:** Eric DePorter, Assistant Superintendent for Finance, Facilities, and Operations  
Dave Scarmardo, Executive Director of Buildings & Grounds

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**Strategic Priority Goal 4: Strengthen Community Connections:** District 41 will strengthen community connections and partnerships through engagement in all five communities District 41 serves.

**Background:** The District maintains a five-year rolling list of capital improvement projects, which is continuously reviewed and updated to ensure project sequencing aligns with priority needs annually.

**Discussion:** The District's five-year capital plan outlines the timeline for addressing identified Health/Life Safety (HLS) deficiencies and incorporates administrative facility recommendations in support of Strategic Priority #4 of the Long-Range Plan. Where possible, the District aims to level capital expenditures from year to year to promote consistency and predictability in budgeting. However, due to the varying scope and complexity of individual projects, annual spending may fluctuate based on need and priority as outlined in the attached Five-Year Capital Project Plan.

**Other Information:** Each year, the District seeks approval from the Board of Education for the capital projects planned for the upcoming budget year. These projects are carefully selected to proactively address facility needs and ensure minimal disruption to the educational experience of our students.

**Budgetary Funding:**

The projects outlined in the five-year Capital Plan will be financed through the Capital Projects Fund. The total projected expenditure for the 2026 summer capital projects, including all associated soft costs, is \$1,663,874

**Recommendation:** This report is for informational purposes only. A formal recommendation for the Summer 2026 capital projects will be presented within the Summer 2026 Capital Projects report later this evening.



## Board Report

**Date:** October 20, 2025

**Title:** Annual Chromebook Purchase

**Submitted by:** Faisal Baig, Director of Instructional Technology & Innovation

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**Strategic Priority Goal 1: Foster Growth-Focused Academic Excellence** District 41 will provide a rigorous and innovative learning environment to ensure all students achieve excellence and are prepared to thrive in a global society

**Background:** The District has provided and maintained a Chromebook 1:1 for Hadley Jr High students since the 2016-2017 school year. Every year since, we have offered incoming 6th-grade students a new Chromebook to be used for educational purposes through their time at Hadley. In addition to the Chromebooks, Google Chrome licensing (for management purposes) and protective cases have been purchased for each Chromebook.

**Discussion:** In anticipation of this year’s refresh cycle, Technology Services reviewed the Chromebook lifecycle. Currently, all incoming kindergartners and 5th graders receive a new device. This lifecycle puts the most amount of burden on the 5th year cycle for the 4th graders. To alleviate this, we recommend that all new incoming 1st-grade students receive a new device, creating a more sustainable and equitable 4-year cycle for the devices. The kindergarten devices will stay at the grade level and will be replenished every four years.

We have also reviewed the repair cost after the initial one-year warranty and accidental damage that the district incurs (approximately \$11,000 so far this fiscal year). We gathered three different options: 1-year manufacturer warranty, 4-year manufacturer warranty, 4-year manufacturer warranty with accidental damage (One accidental damage per device per year).

We were able to get the lowest prices from Dell direct buy, saving us \$61.00/ device from last year.

Summarized below are the three different options that Dell direct buy offers.

**Option A: 1-year manufacturer warranty**

Model	Qty	Cost	Ext Cost	Mfg. Warranty
Dell Chromebook 11 3120 2-in-1	780	\$243.00	\$189,540	
Chrome Management License	780	\$31.50	\$24,570	
Gumdrop SlimTech Case	780	\$21.50	\$16,770	
Zero touch enrollment			included	

		<b>Total</b>	<b>\$230,880</b>	1yr.
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**Option B: 4-year manufacturer warranty and next business day repair**

<b>Model</b>	<b>Qty</b>	<b>Cost</b>	<b>Ext Cost</b>	<b>Mfg. Warranty</b>
Dell Chromebook 11 3120 2-in-1	780	\$345.00	\$269,100	
Chrome Management License	780	\$31.50	\$24,570	
Gumdrop SlimTech Case	780	\$21.50	\$16,770	
Zero touch enrollment			included	
		<b>Total</b>	<b>\$310,440</b>	4yr.

**Option C: 4-year manufacturer warranty, next business day repair, and accidental damage (1/yr/device)**

<b>Model</b>	<b>Qty</b>	<b>Cost</b>	<b>Ext Cost</b>	<b>Mfg. Warranty</b>
Dell Chromebook 11 3120 2-in-1	780	\$381.500	\$297,570	
Chrome Management License	780	\$31.50	\$24,570	
Gumdrop SlimTech Case	780	\$21.50	\$16,770	
Zero touch enrollment			included	
		<b>Total</b>	<b>\$338,910</b>	4yr.

The Chromebook lifecycle management will allow us to replace two grade levels and continue a process where students receive a new Chromebook in 5th and 1st grade. The 5th-grade student Chromebooks will be collected, evaluated, cleaned, and returned to service as loaner devices and replace other worn-out devices. We will use any devices that cannot be returned to service for parts and repairs. Additionally, the graduating 8th-grade class will keep their Chromebooks as they leave District 41.

**The extended warranty with accidental damage (option C) will help save the district's repair costs over the 4-year lifecycle of the devices. This will also alleviate excessive burden on our building techs, enabling them to be more responsive and readily available for the day-to-day operations at each building.**

**Other Information:** While we'll be undergoing an instructional technology review this year, the decisions won't impact this purchase since we'll still need to purchase Chromebooks for next school year.

**Budgetary Funding:** This will affect the 2025-2026 technology budget.

**Recommendation:** This report is for Board discussion only. The Administration will present this recommendation for action at the November 17, 2025 Board meeting.

## Board Report

**Date:** October 20, 2025  
**Title:** Personnel Report- Preliminary  
**Contact:** Dr. David Bruno, Assistant Superintendent for Human Resources

**Strategic Priority Goal 1: Foster Growth-Focused Academic Excellence** District 41 will provide a rigorous and innovative learning environment to ensure all students achieve excellence and are prepared to thrive in a global society

Name	School	Position	Placement/Salary	Effective Date
Atkinson, Nicholas	Benjamin Franklin Elementary	Special Education Paraeducator	\$22.22 per hour/ \$25,497.16	October 02, 2025
Hannah, James	Hadley Jr High	Wrestling Coach(Double Season)	\$5,940.00/ Group II, Step III	September 24, 2025
Johnson, Matthew	Hadley Jr High	Art Club Sponsor	\$770.00/ Group IV, Step I	September 24, 2025
Kaina, Mary	Churchill Elementary	Special Education Paraeducator	\$18.46 per hour/ \$21,598.12	September 29, 2025
Posada, Fernando	Central Services Office	General Maintenance II	\$28.45 per hour/ \$40,284.92	October 20, 2025
Pranskey, Heather	Hadley Jr High	Early Supervision	\$770.00/ Group IV, Step I	September 24, 2025
Skoda, Trevor	Hadley Jr High	Wrestling Coach(Double Season)	\$5,940.00/ Group II, Step III	September 24, 2025

**Employment Recommendations:**

Section 8.7 of the collective bargaining agreement with the teachers’ association (GEEA) addresses the general leave of absence process. In the case of a general unpaid leave of absence, the Board has three options. The leave can be granted with a) a guarantee of re-employment; or b) re-employment may be contingent upon the availability of vacant positions; or c) the employee, at his/her request, will be considered for placement in any vacant position for which he/she qualifies to the district’s satisfaction.

**Leave Requests:**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Type of Leave and Recommendation</b>	<b>Duration of Leave</b>
Roberts, William	Central Services Office	Technology Assistant	Student Teaching-(A) Guarantee of re-employment	March 26-June 8th, 2025

**Resignations:**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Effective Date</b>
Jaho, Kujtim	Forest Glen Elementary	Night Custodian	October 30, 2025
Pelayo, Katie	Hadley Jr High	Latin Dance	September 23, 2025

**Resignation and Retirement:**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Effective Date</b>

**Recommendation:** It is recommended that the Board accept the actions included in this Personnel Report as presented.

Glen Ellyn School District 41 Assets for Disposal September 2025

<b>Asset Tag</b>	<b>Current Location</b>	<b>Originating School Site</b>	<b>Description (Make, Model, etc.)</b>	<b>Serial Number</b>	<b>QTY</b>	<b>Working Order</b>	<b>Obsolete Y/N?</b>	<b>Disposal</b>
N/A	CSO	HA	Dell Chromebook 3100 2 in 1	1SW7ZW2	1	N	N	Yes
N/A	CSO	CH	Dell Chromebook 3100 2 in 2	JM7KZW2	1	N	N	Yes
N/A	CSO	HA	Dell Chromebook 3100 2 in 1	49TQ793	1	N	N	Yes
22000589	CSO	AL	InSwan Document Camera	927B10C009835	1	N	N	Yes

## Board Report

**Date:** October 20, 2025

**Title:** Disposal of Surplus Property

**Submitted by:** Eric DePorter - Assistant Superintendent Finance, Facilities and Operations

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**Strategic Priority Goal 3: Optimize Early Learning for Student Success:** District 41 will provide learning environments that ensure all students from preschool through Kindergarten have safe, accessible, and student-centered indoor and outdoor spaces to support academic growth and achievement.

**Background:** Periodically, district administration requests board approval for disposal of equipment which is obsolete or not in working order. The assets are then donated or disposed of upon said approval.

**Discussion:** See attached spreadsheet for listing of assets for disposal.

**Other Information:** None at this time.

**Budgetary Funding:** N/A

**Recommendation:** The administration recommends approval of the resolution of disposal of surplus property.

**RESOLUTION FOR THE DISPOSAL  
OF SURPLUS PERSONAL PROPERTY**

WHEREAS, the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois, declares that there is surplus personal property in the School District; and

WHEREAS, such property is described in the attached document; and

WHEREAS, this personal property is no longer needed for school purposes and/or is not functioning; and

NOW, THEREFORE, Be It Resolved, by the Board of Education, as follows:

1. That the Superintendent is hereby authorized to properly dispose of the property listed on the attachment.

ADOPTED this 20th day of September, 2025, by roll call vote as follows:

YES \_\_\_\_\_

NO \_\_\_\_\_

ABSENT \_\_\_\_\_

Board of Education  
Glen Ellyn School District 41  
DuPage County, Illinois

\_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary

**Glen Ellyn School District 41  
FOIA Report  
September 2025**

Date Received	Date of Response	Request Summary	FOIA Officer Time	Admin Time	Attorney Contacted
09.02.25	Revised 09.07.25 Respond 9.15.25	<p><b>Request:</b> CT Mills requested: "copies of records related to district purchases and contracts, as outlined below. Please include vendor name, product or service description, purchase/contract amount, and contract start and end dates."</p> <ol style="list-style-type: none"> <li>1. <b>Core Curriculum Purchases</b> <ul style="list-style-type: none"> <li>○ Records of core curriculum purchases for Math, English Language Arts (ELA), and Science.</li> </ul> </li> <li>2. <b>Instructional Technology</b> <ul style="list-style-type: none"> <li>○ Records of purchases or contracts for instructional technology platforms, specifically including (but not limited to): Nearpod, Edpuzzle, Pear Deck, Newsela, MagicSchool, Quizlet, and IXL.</li> </ul> </li> <li>3. <b>Common Assessment Software</b> <ul style="list-style-type: none"> <li>○ Records of purchases or contracts for assessment software, specifically including (but not limited to): Performance Matters, Formative, Pear Assessment, MasteryConnect, Renaissance DnA, Eduphoria, DMAC, and LinkIt.</li> </ul> </li> </ol> <p><b>Response:</b> Responsive information provided</p> <p><b>Appeal:</b> None</p>	1 hr	2.5hr	Yes
09.02.25	09.04.25	<p><b>Request:</b> Owen Wang requested: "Names and honors of all students in your high schools recognized by the College Board as AP Scholars."</p> <p><b>Response:</b> No responsive records</p> <p><b>Appeal:</b> None at this time</p>	.5 hr	NA	No
09.08.25	08.18.2025	<p><b>Request:</b> Owen Wang requested: "Names of all graduates from your middle schools for the completed school year with the following fields"</p> <ol style="list-style-type: none"> <li>1. Name,</li> <li>2. Destination High School</li> </ol> <p><b>Response:</b> No responsive records. However did provide a graduation program that is publicly available at the graduation events and provided in June 26, 2025 FOIA response.</p> <p><b>Appeal:</b> None at this time</p>	1.0 hr	NA	No

**Glen Ellyn School District 41  
FOIA Report  
September 2025**

09.08.25	09.18.25	<p><b>Request:</b> Owen Wang requested: "<i>Copies of the contracts for all school principals in the district who will start the upcoming school year.</i>"</p> <p><b>Response:</b> Responsive records provided</p> <p><u>Appeal:</u> None at this time</p>	1.0 hr	.5 hr	No
09.09.25	Amended 09.12.25 Extend 09.19.25 Resp 09.26.25	<p><b>Request:</b> Marty Boyd requested: "The number of D41 employees prior to the commencement of the Julie Causten curriculum and the number of D41 employees at the end of the first year and second year after implementation. Please provide the current number of D41 employees. "</p> <p><b>Amended:</b> " information on the special education classes in place since 2017. Specifically, a copy of any interim academic and social emotional reviews conducted on what elements were successful and what changes were made to improve teaching special education students during the 8 year period.</p> <p>Per the initial request, I asked for the fees paid and any contracts executed on this topic over the last 8 years.</p> <p>Thirdly, please provide the total number of D41 employees in 2017 and the current number of employees. Please highlight if positions were added to support special education.</p> <p><b>Response:</b> responsive records provided</p> <p><u>Appeal:</u> None at this time</p>	3.0 hr	1.5 hr	No



# ISDLAF+ Monthly Statement

Glen Ellyn School District #41

## Current Portfolio

9/30/2025

Type	Code	Holding Id	Trade Date	Settle Date	Maturity Date	Description	Cost	Rate	NAV / Share Price	Face/Par	Market Value
LIQ				09/30/2025		LIQ Account Balance	\$6,664.74	4.131%	\$1.000	\$6,664.74	\$6,664.74
MAX				09/30/2025		MAX Account Balance	\$36,522,937.66	4.145%	\$1.000	\$36,522,937.66	\$36,522,937.66
							<b>\$36,529,602.40</b>			<b>\$36,529,602.40</b>	<b>\$36,529,602.40</b>

**Time and Dollar Weighted Average Portfolio Yield:** n/a

**Weighted Average Portfolio Maturity:** n/a

Note: Weighted Yield & Weighted Average Portfolio Maturity are calculated using "Market Value" and are only based on the fixed rate investments.

## Portfolio Summary

Type	Allocation (%)	Allocation (\$)	Description
LIQ	0.018%	\$6,664.74	LIQ Account
MAX	99.982%	\$36,522,937.66	MAX Account

## Index

**Cost** is comprised of the total amount you paid for the investment (including any fees and commissions) plus any reinvested dividends.

**Rate** is the average monthly yield for pool investments or the rate on the last business day of the month for SDA investments or the yield to maturity or yield to worst for fixed term investments.

**Face/Par** is the amount received at maturity for fixed rate investments or the balance at statement date for pool investments.

**Market Value** reflects the market value as reported by an independent third-party pricing service. Certificates of Deposit and other assets for which market pricing is not readily available from a third-party pricing service are listed at "Cost" for fixed term investments or the balance at statement date for pool investments.



Report: Glen Ellyn Accounting  
 Account: 53-Glen Ellyn SD #41 (96403)  
 As of: 09/30/2025

Settle Date	CUSIP	Description	Coupon Rate	Final Maturity	Coupon Frequency	Face Amount	Original Cost Basis
---	CCYUSD	Cash	0.000	09/30/2025	---	17,294.78	17,294.78
---	CCYUSD	Receivable	0.000	09/30/2025	---	57,871.34	57,871.34
---	60934N104	FEDERATED HRMS GV O INST	4.030	09/30/2025	---	12,491,614.80	12,491,614.80
---	91282CLX7	UNITED STATES TREASURY	4.125	11/15/2027	Semi-Annual	1,750,000.00	1,746,418.75
10/20/2022	3133ENU32	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.500	10/20/2025	Semi-Annual	500,000.00	501,390.95
01/18/2023	795451CR2	Sallie Mae Bank	4.400	01/20/2026	Semi-Annual	245,000.00	245,000.00
01/19/2023	90355GAM8	UBS Bank USA	4.350	01/20/2026	Monthly	245,000.00	245,000.00
02/02/2023	61768ENY5	Morgan Stanley Private Bank, National Association	4.250	02/02/2026	Semi-Annual	245,000.00	245,000.00
02/02/2023	61690UY20	Morgan Stanley Bank, N.A.	4.250	02/02/2026	Semi-Annual	245,000.00	245,000.00
02/08/2023	3130ATUC9	FEDERAL HOME LOAN BANKS	4.500	12/12/2025	Semi-Annual	500,000.00	505,260.00
02/13/2023	3133EPAQ8	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.125	02/13/2026	Semi-Annual	500,000.00	500,345.00
03/14/2023	800364EX5	Sandy Spring Bank	4.900	03/16/2026	Semi-Annual	245,000.00	245,000.00
03/17/2023	66736ACE7	Northwest Bank	5.000	03/17/2026	Monthly	245,000.00	245,000.00
03/17/2023	05580AW91	BMW Bank of North America	4.950	03/17/2026	Semi-Annual	245,000.00	245,000.00
03/17/2023	564759SD1	Manufacturers and Traders Trust Company	4.950	03/17/2026	Semi-Annual	245,000.00	245,000.00
03/23/2023	02007GM42	Ally Bank	5.050	03/23/2026	Semi-Annual	245,000.00	245,000.00
03/24/2023	23204HNP9	Customers Bank	5.050	03/24/2026	Semi-Annual	245,000.00	245,000.00
03/24/2023	12547CAU2	CIBC Bank USA	5.000	03/24/2026	Semi-Annual	245,000.00	245,000.00
03/30/2023	910286GB3	United Fidelity Bank, Fsb	5.000	03/30/2026	Monthly	185,000.00	185,000.00
04/19/2023	73317ABZ4	Popular Bank New York Branch	4.500	04/16/2026	Quarterly	245,000.00	245,000.00
04/19/2023	064455AU2	Bank of Pontiac	4.500	04/20/2026	Semi-Annual	245,000.00	245,000.00
04/21/2023	549104D38	Luana Savings Bank	4.450	10/21/2025	Semi-Annual	245,000.00	245,000.00
05/08/2023	72345SLN9	Pinnacle Bank	4.600	05/08/2026	Semi-Annual	245,000.00	245,000.00
05/09/2023	05600XQB9	BMO BANK NATIONAL ASSOCIATION	4.600	05/08/2026	Semi-Annual	245,000.00	245,000.00
05/10/2023	065427AE6	Bank of Utah	4.500	05/11/2026	Monthly	100,000.00	100,000.00
05/11/2023	32116QB4	First National Bank of Middle Tennessee	4.500	05/11/2026	Semi-Annual	245,000.00	245,000.00
07/21/2023	174178AC7	The Citizens Bank of Philadelphia	4.750	07/21/2026	Monthly	240,000.00	240,000.00
07/26/2023	43708WKG8	Home Federal Savings Bank	4.750	07/27/2026	Semi-Annual	200,000.00	200,000.00
09/20/2023	02589AF31	American Express National Bank	5.000	09/21/2026	Semi-Annual	245,000.00	245,000.00
09/21/2023	32026UZ58	First Foundation Bank	5.000	09/21/2026	Semi-Annual	245,000.00	245,000.00
09/22/2023	8562853R0	State Bank of India New York Branch	5.050	09/22/2026	Semi-Annual	245,000.00	245,000.00
09/26/2023	227563EA7	Cross River Bank	5.000	09/28/2026	Semi-Annual	245,000.00	245,000.00
09/27/2023	024263DB8	American Bank & Trust Company Inc.	5.150	03/27/2026	Semi-Annual	245,000.00	245,000.00
09/29/2023	061785FM8	The Bank of Deerfield	5.000	09/29/2026	Monthly	245,000.00	245,000.00
09/29/2023	501798VG4	Milestone Bank	5.000	09/29/2026	Semi-Annual	245,000.00	245,000.00
09/29/2023	319267LD0	First Bank Richmond	5.150	03/30/2026	Semi-Annual	245,000.00	245,000.00
10/04/2023	59013KXD3	Merrick Bank	5.000	10/05/2026	Monthly	245,000.00	245,000.00
10/16/2023	68405VAV1	Optum Bank, Inc.	5.150	04/16/2026	Semi-Annual	245,000.00	245,000.00
10/20/2023	666613MJ0	Northpointe Bank	5.100	10/20/2026	Monthly	245,000.00	245,000.00
11/30/2023	65344AAC9	NexTier Bank, NA	5.000	12/01/2025	Monthly	245,000.00	245,000.00
12/06/2023	02519ACD7	AMERICAN COMMERCIAL BANK & TRUST NA	5.000	12/08/2025	Monthly	245,000.00	245,000.00
12/08/2023	76883EAM3	Rivers Edge Bank	5.050	12/08/2025	Monthly	245,000.00	245,000.00
02/05/2024	05584CLF1	BNY Mellon, National Association	4.050	02/05/2027	Semi-Annual	245,000.00	245,000.00
02/07/2024	32021JKL9	First Federal Savings Bank	4.100	02/08/2027	Monthly	245,000.00	245,000.00
02/09/2024	13135NCG3	CalPrivate Bank	4.100	02/09/2027	Monthly	245,000.00	245,000.00
02/09/2024	88054RBZ2	Tennessee State Bank	4.150	02/09/2027	Semi-Annual	245,000.00	245,000.00
02/14/2024	42236KBD6	Heartland Bank	4.150	02/12/2027	Monthly	245,000.00	245,000.00
02/16/2024	90385LDU0	Ultima Bank Minnesota	4.100	02/16/2027	Monthly	245,000.00	245,000.00
03/05/2024	919853KS9	Valley National Bank	4.600	03/05/2027	Semi-Annual	245,000.00	245,000.00
11/21/2024	91282CJX8	UNITED STATES TREASURY	4.625	11/15/2026	Semi-Annual	750,000.00	756,675.00
11/21/2024	91282CFM8	UNITED STATES TREASURY	4.125	09/30/2027	Semi-Annual	750,000.00	749,700.00
11/21/2024	91282CKR1	UNITED STATES TREASURY	4.500	05/15/2027	Semi-Annual	750,000.00	756,150.00
11/21/2024	91282CFU0	UNITED STATES TREASURY	4.125	10/31/2027	Semi-Annual	750,000.00	749,700.00
11/21/2024	91282CKE0	UNITED STATES TREASURY	4.250	03/15/2027	Semi-Annual	750,000.00	751,575.00
11/21/2024	91282CKZ3	UNITED STATES TREASURY	4.375	07/15/2027	Semi-Annual	1,500,000.00	1,508,250.00
11/21/2024	91282CKJ9	UNITED STATES TREASURY	4.500	04/15/2027	Semi-Annual	750,000.00	755,925.00
11/21/2024	91282CJP7	UNITED STATES TREASURY	4.375	12/15/2026	Semi-Annual	750,000.00	753,300.00
02/13/2025	91282CMB4	UNITED STATES TREASURY	4.000	12/15/2027	Semi-Annual	1,000,000.00	993,359.38
02/18/2025	91282CMN8	UNITED STATES TREASURY	4.250	02/15/2028	Semi-Annual	1,000,000.00	1,000,000.00
02/27/2025	3130AVXG2	FEDERAL HOME LOAN BANKS	4.000	05/23/2028	Semi-Annual	1,000,000.00	993,950.23
03/21/2025	3135GAVU2	FEDERAL NATIONAL MORTGAGE ASSOCIATION	4.000	10/07/2027	Semi-Annual	1,000,000.00	998,000.00
03/25/2025	38150VS91	Goldman Sachs Bank USA	4.000	03/27/2028	Semi-Annual	245,000.00	245,000.00
04/08/2025	360395GW1	FULTON MASON & KNOX CNTY ILL CMNTY COLLEGE DIST NO	1.900	12/01/2027	Semi-Annual	800,000.00	758,176.00
05/30/2025	91159XCS2	US BANCORP	4.550	05/30/2028	Annual	1,000,000.00	1,000,000.00
---	---	---	4.252	09/09/2026	---	38,646,780.92	38,624,956.23

## Monthly Summary Report Overview Revenue & Expenditures September 2025

Attached please find an updated spreadsheet demonstrating the current year's month and fiscal year to date revenues and expenditures versus the previous fiscal year. This updated presentation will hopefully provide the board with greater clarity when reviewing the monthly results of operations. The results will be summarized below.

### Revenues:

To date, expressed as a percent of the district budget, revenues received year to date are 38.13% versus 41.18% of the budget from a year ago.

#### Revenues are greater in the areas of:

- Personal Property Taxes (18.57% versus 17.98%)
- Tuition (18.93% versus 13.95%)
- Student Fees (100.97% versus 75.53)
- Donations/Misc Revenue (58.26% versus 45.56%)
- Unrestricted State Funds (18.18% versus 18.16%)
- Federal Funds (39.94% versus 25.99%)

#### Revenues are less in the areas of:

- Property Taxes (44.96% versus 45.57%)
- Interest Earnings (23.93% versus 38.89%)
- Food Service (20.85% versus 29.82%)
- Restricted State Funds (0.0% versus 8.36%)
- Fund Transfers (0.0% versus 0.0%)

### Expenditures:

To date, expressed as a percent of the district budget, expenditures year to date are 23.76% versus 14.33% of the budget from a year ago.

#### Expenditures are greater in the areas of:

- Salaries (14.8% versus 14.58%)
- Supplies/Materials (37.34% versus 34.60)
- Capital Outlay (71.94% versus 6.21%)
- Tuition (30.3% versus 24.01%)

#### Expenditures are less in the areas of:

- Benefits (16.11% versus 16.6%)
- Purchased Services (22.48% versus 22.57%)
- Dues & Fees (37.82% versus 67.75%)
- Principal/Interest Payments (0.0% versus 18.7%)
- Fund Transfers (0% versus 0%)

**Glen Ellyn School District 41**  
**Monthly Revenue/Expenditure Summary Report**  
**Comparing September 2025 Fiscal Year to Date to September 2024**

**Revenues**

Function	Category	September-24	Fiscal Year to Date Sept 2024	Revenue Budget 2024-2025	Percent of Budget Received	September-25	Fiscal Year to Date Sept 2025	Revenue Budget 2025-2026	Percent of Budget Received
<b>All Funds</b>									
1100	Property Taxes	\$25,127,680	\$26,362,553	\$57,847,932	45.57%	\$25,687,039	\$26,924,248	\$59,889,187	44.96%
1200	Personal Property Taxes	\$ -	\$426,083	\$2,369,560	17.98%	\$0	\$287,307	\$1,546,951	18.57%
1300	Tuition	\$7,000	\$9,975	\$71,500	13.95%	\$13,817	\$13,817	\$73,000	18.93%
1500	Interest Earnings	\$473,342	\$1,058,490	\$2,721,450	38.89%	\$298,148	\$688,943	\$2,878,950	23.93%
1600	Food Services	\$37,196	\$134,201	\$450,000	29.82%	\$41,062	\$93,825	\$450,000	20.85%
1700	Student Fees	\$2,046	\$248,426	\$328,900	75.53%	\$10,963	\$302,758	\$299,850	100.97%
1900	Donations/Misc Revenue	\$0	\$68,784	\$150,980	45.56%	\$161	\$86,927	\$149,200	58.26%
3000	Unrestricted State Funds	\$239,940	\$479,880	\$2,642,402	18.16%	\$240,228	\$480,456	\$2,642,513	18.18%
3100	Restricted State Funds	\$106,984	\$150,515	\$1,800,212	8.36%	\$0	\$0	\$2,120,790	0.00%
4000	Federal Funds	\$79,916	\$413,412	\$1,590,518	25.99%	\$0	\$640,049	\$1,602,463	39.94%
7000	Fund Transfers	\$0	\$0	\$1,300,000	0.00%	\$0	\$0	\$5,760,000	0.00%
<b>Grand Total</b>		<b>\$26,074,103</b>	<b>\$29,352,320</b>	<b>\$71,273,454</b>	<b>41.18%</b>	<b>\$26,291,419</b>	<b>\$29,518,329</b>	<b>\$77,412,905</b>	<b>38.13%</b>

**Expenditures**

Object		September-24	Fiscal Year to Date Sept 2024	Expenditure Budget 2024-2025	Percent of Budget Expended	September-25	Fiscal Year to Date Sept 2025	Expenditure Budget 2025-2026	Percent of Budget Expended
<b>All Funds</b>									
100	Salaries	\$3,261,938	\$5,508,538	\$37,785,125	14.58%	\$3,486,185	\$5,890,961	\$39,812,301	14.80%
200	Benefits	\$780,392	\$1,394,750	\$8,403,459	16.60%	\$831,819	\$1,546,321	\$9,598,703	16.11%
300	Purchased Services	\$783,399	\$2,025,745	\$8,973,475	22.57%	\$712,735	\$2,108,505	\$9,380,599	22.48%
400	Supplies/Materials	\$364,553	\$1,452,196	\$4,196,735	34.60%	\$819,661	\$2,375,542	\$6,362,227	37.34%
500	Capital Outlay	\$95,966	\$1,590,702	\$25,628,264	6.21%	\$2,148,199	\$7,656,126	\$10,642,254	71.94%
640-642	Dues & Fees	\$3,997	\$41,498	\$61,250	67.75%	\$14,611	\$22,995	\$60,800	37.82%
610/620	Principal/Interest Payments	\$0	\$328,706	\$1,757,412	18.70%	\$0	\$0	\$1,757,412	0.00%
670/690	Tuition	\$486,501	\$693,153	\$2,887,338	24.01%	\$868,515	\$988,835	\$3,263,525	30.30%
660/666	Fund Transfers	\$0	\$0	\$1,300,000	0.00%	\$ -	\$0	\$5,760,000	0.00%
<b>Grand Total</b>		<b>\$5,776,746</b>	<b>\$13,035,288</b>	<b>\$90,993,058</b>	<b>14.33%</b>	<b>\$8,881,726</b>	<b>\$20,589,284</b>	<b>\$86,637,821</b>	<b>23.76%</b>

**School District Payment Order**

The Treasurer of Glen Ellyn School District 41 in DuPage County, has paid or shall pay to the order of the attached list of vendors for accounts payable and payroll liability checks the sum of \$3,504,539.8 for the period of September 16, 2025 through October 10, 2025.

This order authorizes the Treasurer to pay board-approved bills before the meeting minutes are officially approved.

By order of the School Board of Glen Ellyn District 41.

Order Date: October 20, 2025

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President

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Secretary

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
568729	09/17/2025	COOKS RESTAURANT EQU	-10,955.25	Warming stations for CH FDK
568924	09/17/2025	COOKS RESTAURANT EQU	10,244.05	Multiple Invoices
568925	09/25/2025	ACACIA ACADEMY	1,438.92	Outplacement Tuition
568926	09/25/2025	ACCO BRANDS USA LLC	1,282.59	Multiple Invoices
568927	09/25/2025	AISLE	20.00	Bluestem and Monarch Awards
568928	09/25/2025	B & F CONSTRUCTION C	2,157.50	B&F Testing 21437
568929	09/25/2025	BATTERIES PLUS	437.46	Multiple Invoices
568930	09/25/2025	BOB'S DAIRY SERVICE	2,255.50	Multiple Invoices
568931	09/25/2025	BUSINESS SOLVER	47.25	September service fees
568932	09/25/2025	COKER SERVICE INC	1,782.06	Multiple Invoices
568933	09/25/2025	COMPASS HEALTH CENTE	2,460.00	Multiple Invoices
568934	09/25/2025	CORRECT MONITORING S	2,700.00	MONITORING 10/1-12/31/25
568935	09/25/2025	DEMCO	62.34	Book supplies
568936	09/25/2025	ELENS & MAICHIN ROOF	739.00	HD ROOF REPAIR
568937	09/25/2025	ENABLING DEVICES	217.90	KG Center - OT/PT Supples
568938	09/25/2025	FITNESS FINDERS	114.10	Shoe tokens for Running Contest
568939	09/25/2025	FLINN SCIENTIFIC INC	19.42	6th Grade item from Flinn for our Chemistry unit - I forgot to add it in our last order.
568940	09/25/2025	FOLLETT CONTENT SOLU	1,045.42	bluestem and monarch books
568941	09/25/2025	FRANCZEK RADELET	9,542.50	August 2025
568942	09/25/2025	GAME ONE	3,290.37	Multiple Invoices
568943	09/25/2025	GREEN ASSOCIATES	29,050.00	10 YEAR HEALTH LIFE SAFETY STUDY
568944	09/25/2025	HYDE PARK DAY SCHOOL	4,760.00	Outplacement Tuition
568945	09/25/2025	IAASE	200.00	Conference - Adminstrator Academy
568946	09/25/2025	IDENTITY GRAPHICS, L	8,093.81	Multiple Invoices
568947	09/25/2025	ILLINOIS ASSN OF SCH	4,675.00	Invoice 473357 -Policy Manual Customization, 2501-5000 Enrollment, 50% Due
568948	09/25/2025	IMPERIAL DADE	2,142.02	Multiple Invoices
568949	09/25/2025	██████████	80.00	PUSHCOIN REFUND
568950	09/25/2025	LAKESHORE LEARNING M	1,253.88	classrooms
568951	09/25/2025	LRP MEDIA GROUP	3,975.00	Subscription Renewal
568952	09/25/2025	MCGAVOCK, DEBORAH	109.55	Multiple Invoices
568953	09/25/2025	MENARDS	1,168.96	REFRIG 25CF, DOOR STOPS
568954	09/25/2025	██████████	187.50	PUSHCOIN REFUND
568955	09/25/2025	NEXTERA ENERGY SERVI	188.83	GAS 08/01-08/31/2025
568956	09/25/2025	NICKY'S FOLDERS/ROCH	36.96	sub folders & 1st grade folder
568957	09/25/2025	OLIVE GROVE LANDSCAP	20,920.00	Multiple Invoices
568958	09/25/2025	OPENTEXT	129.28	OpenText August 25 Invoice# 2509870717
568959	09/25/2025	ORKIN LLC	1,064.00	Multiple Invoices
568960	09/25/2025	PACE SYSTEMS INC	500.00	PACE Keyboard/Mouse (50) Quote# 597459
568961	09/25/2025	██████████	12.35	PUSHCOIN REFUND
568962	09/25/2025	PSNI, LLC	950.00	Software Subscription for Nursing
568963	09/25/2025	QUEST FOOD MANAGEMEN	46,816.84	Multiple Invoices
568964	09/25/2025	QUINLAN & FABISH MUS	39.98	Plastic Alto Sax Mouthpiece, Ligature, Cap (2)
568965	09/25/2025	ROSCOE CO	307.66	MOP SERVICE 09/12
568966	09/25/2025	ROTARY CLUB OF GLEN	252.00	Dues and Meals for Invoice

CHECK NUMBER	CHECK DATE	CHECK VENDOR	INVOICE AMOUNT	INVOICE DESCRIPTION
				#1106 - Krehbiel (July - Sept Dues)
568967	09/25/2025	RUSH DAY SCHOOL	2,187.28	Outplacement Tuition
568968	09/25/2025	SASED	233,294.50	Private Outplaced School for Students
568969	09/25/2025	SCHOLASTIC	3,066.15	Multiple Invoices
568970	09/25/2025	SCHOOL SPECIALTY, LL	888.14	Multiple Invoices
568971	09/25/2025	SOUTH SIDE CONTROL S	1,415.04	Multiple Invoices
568972	09/25/2025	SPECIALIZED EDUCATIO	2,847.78	Outplacement Tuition
568973	09/25/2025	UPRIGHT CONSTRUCTION	12,077.25	Multiple Invoices
568974	09/25/2025	VISTA LEARNING, NFP	249.00	Administrator add to Evaluwise
568975	09/25/2025	VT SERVICES INC	740.00	Multiple Invoices
568976	09/25/2025	WAREHOUSE DIRECT	7,087.27	Multiple Invoices
568977	09/25/2025	WEST MUSIC CO	50.40	Music - K Center
568981	09/26/2025	AMAZON CAPITAL SERVI	5,414.56	Multiple Invoices
568985	09/26/2025	AMAZON CAPITAL SERVI	10,025.44	Multiple Invoices
568986	09/30/2025	AFSCME	1,745.73	Multiple Invoices
568987	10/02/2025	ABBEY CONSTRUCTION C	90,553.00	FQC #576 PAYMENT #16
568988	10/02/2025	ACCO BRANDS USA LLC	212.60	laminator roll
568989	10/02/2025	ACP CreativIT LLC, d	12,150.00	Multiple Invoices
568990	10/02/2025	APPLE COMPUTER	5,025.40	Multiple Invoices
568991	10/02/2025	ARK PRODUCTS, LLC	68.22	Speech Therapy Tools
568992	10/02/2025	BAUMANN CONSULTING	2,500.00	SERVICES THROUGH 09/30/2025
568993	10/02/2025	BLICK, DICK	183.17	Art supplies
568994	10/02/2025	BOB'S DAIRY SERVICE	1,319.40	Multiple Invoices
568995	10/02/2025	BOOKSTORE LTD, THE	35.97	book order
568996	10/02/2025	BREEZY HILL NURSERY	16,295.00	FQC #576 PAYMENT #16
568997	10/02/2025	BUILDERS CHICAGO COR	7,000.00	FQC #76 PAYMENT #16
568998	10/02/2025	CANDOR HEALTH EDUCAT	1,305.00	Health Education
568999	10/02/2025	CAREY ELECTRIC CONTR	31,249.00	FQC #576 PAYMENT #16
569000	10/02/2025	COKER SERVICE INC	1,309.75	HD RUSSEL RFH SERVICE
569001	10/02/2025	COMMONWEALTH EDISON	168.45	Multiple Invoices
569002	10/02/2025	COOP ASSN FOR SPEC E	57,423.64	2025-26 ITINERANT SERVICES
569003	10/02/2025	CORRECT ELECTRIC	22,320.00	Multiple Invoices
569004	10/02/2025	COUGHLAN COMPANIES L	9,116.20	Capstone (Pebble Go) Renewal 25-26 Quote# Q-48250
569005	10/02/2025	DEMCO	210.24	Demco Order (bookshelves, tape) September 2025
569006	10/02/2025	DIRECT ENERGY BUSINE	25,851.61	Multiple Invoices
569007	10/02/2025	DISCOUNT SCHOOL SUPP	1,135.60	EC Prek Classroom Supplies
569008	10/02/2025	DUPAGE FEDERATION ON	67.09	translation services for august 25
569009	10/02/2025	DUPAGE SECURITY SOLU	45.40	CAM LOCK 1 1/3 WAFER, GREEN TAG KEY, MISC PART
569010	10/02/2025	E&K OF CHICAGO INC	29,803.00	FQC #576 PAYMENT #16
569011	10/02/2025	ELENS & MAICHIN ROOF	4,385.00	FQC #576 PAYMENT #16
569012	10/02/2025	FOLLETT CONTENT SOLU	358.63	Books for circulation
569013	10/02/2025	FQC	130,800.00	FQC #576 PAYMENT #16
569014	10/02/2025	FROST EDUCATIONAL CO	1,531.25	IEP Consulting
569015	10/02/2025	G.P. MAINTENANCE SER	37,030.00	FQC #576 PAYMENT #16
569016	10/02/2025	GARBANZO	2,994.00	Garbanzo 25-26 Quote# QT-M9Z5NPVF-0001-1
569017	10/02/2025	IDENTITY GRAPHICS, L	660.00	LP shirts
569018	10/02/2025	ILLINOIS STATE POLIC	270.00	August Background Checks
569019	10/02/2025	ILMEA	210.00	ILMEA Student Auditions

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
569020	10/02/2025	IMPERIAL DADE	2,316.60	Multiple Invoices
569021	10/02/2025	INCREDIBLEBATS, INC.	600.00	10/16 Incrediblebats performance
569022	10/02/2025	JAC MASONRY INC	84,834.00	FQC #576 PAYMENT #16
569023	10/02/2025	JENNY & JOHN'S EMBRO	90.00	Spirit Wear
569024	10/02/2025	K & K IRON WORKS LLC	43,665.00	FQC #576 PAYMENT #16
569025	10/02/2025	KAGAN & GAINES INC	287.82	Orchestra supplies ~Kagan and Gaines Music Company (Tuners, strings, rosin, music books , etc.)
569026	10/02/2025	██████████████████	27.35	PUSHCOIN REFUND
569027	10/02/2025	KESSOR ENTER dba S.L	5,664.00	FQC #576 PAYMENT #16
569028	10/02/2025	LAKESHORE LEARNING M	589.31	Multiple Invoices
569029	10/02/2025	LAUREATE DAY SCHOOL	7,552.38	Outplacement Tuition - ESY 2025 SY
569030	10/02/2025	MENARD CONSULTING IN	500.00	GASB 75 ROLL-FORWARD CAL FISCAL YR 2025
569031	10/02/2025	NET WORLD SPORTS LTD	974.35	Soccer meeting for the FDK Need new Vendor Net World Sports LTD 751 daily Drive Carmarillo CA 93010 866-861-9095
569032	10/02/2025	NICOR GAS	161.30	Multiple Invoices
569033	10/02/2025	NICOR GAS	2,206.20	Gas line Demolition 1N253 Bloomingdale Road
569034	10/02/2025	NUTOYS LEISURE PRODU	11,470.90	Multiple Invoices
569035	10/02/2025	OLIVE GROVE LANDSCAP	10,435.00	Hadley pond water feature repairs, repaired rock border, added more stones as needed, and pump replacements
569036	10/02/2025	ORKIN LLC	2,896.00	Multiple Invoices
569037	10/02/2025	PACKEY WEBB FORD	590.75	21 FORD F-250 PARTS & LABOR
569038	10/02/2025	PARKWAY FORMING	17,594.00	FQC #576 PAYMENT #16
569039	10/02/2025	POWERSCHOOL HOLDINGS	3,099.18	School Messenger 25-26 Invoice# INV459599
569040	10/02/2025	PRIME ARCHITECTURAL	2,761.00	FQC #176 PAYMENT #16
569041	10/02/2025	QUINLAN & FABISH MUS	520.97	Multiple Invoices
569042	10/02/2025	REGIONAL OFFICE OF E	825.00	Professional Development
569043	10/02/2025	ROSCOE CO	616.36	Multiple Invoices
569044	10/02/2025	SCHOLASTIC	549.46	magazine subscription
569045	10/02/2025	SCHOOL SPECIALTY, LL	358.43	buttons & paint brushes for art
569046	10/02/2025	SERVPRO OF WHEATON/G	23,437.89	Final construction cleaning for the Kinder Center invoice 21558
569047	10/02/2025	SOUTHPAW ENTERPRISES	515.28	SPED Supplies
569048	10/02/2025	STAPLES ADVANTAGE	1,614.68	Multiple Invoices
569049	10/02/2025	SUPERIOR PAVING, INC	13,570.00	FQC #576 PAYMENT #16
569050	10/02/2025	TEXTOL.COM	214.92	Resource Supplies
569051	10/02/2025	VILLA PARK ELECTRIC	64.46	CU CMP LUG SHORT 8 AWG 1/4 BOLT, ETC
569052	10/02/2025	VT SERVICES INC	3,775.00	Chromebook Repairs Invoice# 211076
569053	10/02/2025	WAREHOUSE DIRECT	5,394.79	Multiple Invoices
569054	10/02/2025	WEST MUSIC CO	62.55	Music - K Center
569055	10/02/2025	WIEBROOK SHEET META	11,255.00	FQC #576 PAYMENT #16

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
569056	10/02/2025	WILSON, MAUREEN	750.00	Professional Development Insturctor
569060	10/02/2025	AMAZON CAPITAL SERVI	4,724.28	Multiple Invoices
569061	10/08/2025	AMERICAN TAXI DISPAT	7,396.70	HOMELESS TRANSPORTATION
569062	10/08/2025	BOB'S DAIRY SERVICE	1,044.10	Multiple Invoices
569063	10/08/2025	BRITTEN SCHOOL	5,881.05	Outplacement Tuition
569064	10/08/2025	BRUNO, DR. ROBERT	100.41	Conference expense reimbursement
569065	10/08/2025	CANDOR HEALTH EDUCAT	3,120.00	Multiple Invoices
569066	10/08/2025	CDW GOVERNMENT	3,992.00	Multiple Invoices
569067	10/08/2025	CENGAGE LEARNING	23,061.60	Multiple Invoices
569068	10/08/2025	CLARE WOODS ACADEMY	16,424.52	Outplacement tuition
569069	10/08/2025	CLIENTFIRST CONSULTI	787.50	Client First Consulting Meetings/School Visits Invoice# 18712
569070	10/08/2025	DEMCO	1,548.00	library bins
569071	10/08/2025	ELIM CHRISTIAN SERVI	11,677.80	Outplacement Tuition
569072	10/08/2025	EXPLORE LEARNING	2,044.02	Multiple Invoices
569073	10/08/2025	FACS	1,700.00	Asbestos monitoring for CH summer construction
569074	10/08/2025	██████████	22.55	PUSHCOIN REFUND
569075	10/08/2025	GAME ONE	7,293.03	Staff Wellness Wednesday t-shirts
569076	10/08/2025	GARCIA, RAYMUNDO	94.22	MILEAGE REIMBURSEMENT
569077	10/08/2025	GIANT STEPS	17,468.22	Outplacement Tuition
569078	10/08/2025	HAMERAY PUBLISHING G	4,999.00	Books for K Center
569079	10/08/2025	HILL, JULIE	113.50	COSSBA Conference reimbursement - Hill
569080	10/08/2025	HMH EDUCATION COMPAN	71,289.88	HMH Materials - DL
569081	10/08/2025	ILLINOIS ASSN OF SCH	805.00	Invoice 475030 - Triple I Workshop sessions; Becker, Ladow DuPage Division Meeting, LaDow, Estes, McHugh & Bruno
569082	10/08/2025	ILLINOIS ASSN OF SCH	250.00	Invoice 84-FY264201 - AA 4201 - McHugh
569083	10/08/2025	KAGAN & GAINES INC	603.00	MFA RENTALS - AUG 2025
569084	10/08/2025	KAPLAN EARLY LEARNIN	712.68	basketball hoops
569085	10/08/2025	KD LANDSCAPE INC.	1,500.00	Climbing Wall installation at FDK KD Landscape, Inc 611 W Jefferson St. Suite 201BB Shorewood, IL 60404 815-725-0758
569086	10/08/2025	KEARLEY, ELEANOR	30.80	MILEAGE REIMBURSEMENT
569087	10/08/2025	KIWANIS CLUB OF GLEN	144.00	Invoice #11 - Kiwanis Annual dues
569088	10/08/2025	KONICA MINOLTA BUSIN	4,086.00	Multiple Invoices
569089	10/08/2025	LAKESHORE LEARNING M	114.94	Multiple Invoices
569090	10/08/2025	LAUREATE DAY SCHOOL	3,432.90	Outplacement Tuition
569091	10/08/2025	LAUTERBACH & AMEN LL	13,200.00	YR END 06/30/2025 PROGRESS BILLING
569092	10/08/2025	MCGAVOCK, DEBORAH	8.19	MILEAGE REIMBURSEMENT
569093	10/08/2025	MCHUGH, JEFFREY	264.60	Mileage reimbursement - IASA Supt Conf - Springfield, Sept 2025 - McHugh
569094	10/08/2025	MIDLAND PAPER	5,160.66	Multiple Invoices

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
569095	10/08/2025	MUSIC IN MOTION	104.38	Music - KCenter
569096	10/08/2025	OAKTREE PRODUCTS, IN	132.03	Nurse Supply Invoice #1988147
569097	10/08/2025	OFFICE DEPOT	246.58	Multiple Invoices
569098	10/08/2025	PARKLAND PREPARATORY	5,379.99	Outplacement Tuition
569099	10/08/2025	PBC GURU LLC	1,175.00	Books/authors visits --PTA is paying half, so the invoice amount is higher
569100	10/08/2025	PUSHCOIN	2,860.38	MONTHLY FEES - SEPT
569101	10/08/2025	SCHOOL PRIDE	80.00	Record board lettering
569102	10/08/2025	SCHOOL SPECIALTY, LL	3,456.28	Multiple Invoices
569103	10/08/2025	SHRED-IT	1,661.94	SEP DISPOSAL
569104	10/08/2025	SUMMIT SCHOOL	9,983.24	Multiple Invoices
569105	10/08/2025	T-MOBILE	544.74	CELL PHONES 08/21-09/20/25
569106	10/08/2025	ULTIMATE SLP LEARNIX	1,491.84	SLP Subscription
569107	10/08/2025	VT SERVICES INC	1,640.00	Multiple Invoices
569108	10/08/2025	WILSON LANGUAGE TRAI	2,337.12	Multiple Invoices
569112	10/08/2025	AMAZON CAPITAL SERVI	11,351.41	Multiple Invoices
202500089	09/16/2025	TEACHERS RETIREMENT	1,609.01	Adjustments - FLEX BEN
202500096	09/10/2025	CSG FORTE PAYMENTS,	5,076.08	MONTHLY FEE - AUG
202500097	09/26/2025	WEBSTER BANK, N.A.	486.50	SERVICE FEES - DCA,FSA
202500099	09/30/2025	ILL MUNICIPAL RETIRE	46,125.71	Multiple Invoices
202500100	09/30/2025	ILLINOIS DEPT OF REV	72,212.58	Multiple Invoices
202500101	09/30/2025	INTERNAL REV SERVICE	234,113.96	Multiple Invoices
202500102	09/30/2025	T H I S	21,014.21	Multiple Invoices
202500103	09/30/2025	TEACHERS RETIREMENT	129,091.82	Multiple Invoices
202500104	09/30/2025	OMNI	56,019.13	Multiple Invoices
202500105	09/30/2025	EXPERT PAY	847.00	Payroll accrual
202500106	09/30/2025	TEACHERS RETIREMENT	3,068.69	Multiple Invoices
202500107	09/30/2025	WEBSTER BANK, N.A.	7,521.46	Multiple Invoices
202500108	09/30/2025	ILL MUNICIPAL RETIRE	-46,125.71	Multiple Invoices
202500109	09/30/2025	ILLINOIS DEPT OF REV	-72,212.58	Multiple Invoices
202500110	09/30/2025	INTERNAL REV SERVICE	-234,113.96	Multiple Invoices
202500111	09/30/2025	T H I S	-21,014.21	Multiple Invoices
202500112	09/30/2025	TEACHERS RETIREMENT	-129,091.82	Multiple Invoices
202500113	09/30/2025	OMNI	-56,019.13	Multiple Invoices
202500114	09/30/2025	EXPERT PAY	-847.00	Payroll accrual
202500115	09/30/2025	TEACHERS RETIREMENT	-3,068.69	Multiple Invoices
202500116	09/30/2025	WEBSTER BANK, N.A.	-7,521.46	Multiple Invoices
202500117	09/30/2025	ILL MUNICIPAL RETIRE	46,125.71	Multiple Invoices
202500118	09/30/2025	ILLINOIS DEPT OF REV	72,208.89	Multiple Invoices
202500119	09/30/2025	INTERNAL REV SERVICE	234,104.93	Multiple Invoices
202500120	09/30/2025	T H I S	21,014.21	Multiple Invoices
202500121	09/30/2025	TEACHERS RETIREMENT	129,091.82	Multiple Invoices
202500122	09/30/2025	OMNI	56,019.13	Multiple Invoices
202500123	09/30/2025	EXPERT PAY	847.00	Payroll accrual
202500124	09/30/2025	TEACHERS RETIREMENT	3,143.07	Multiple Invoices
202500125	09/30/2025	WEBSTER BANK, N.A.	7,521.46	Multiple Invoices
202500126	09/30/2025	TEACHERS RETIREMENT	-0.58	Payroll accrual
202500127	10/01/2025	EDUCATIONAL BENEFIT	783,782.67	OCT - MEDICAL, DENTAL, LIFE, AD&D
202500128	10/01/2025	EYEMED	4,914.36	VISION - OCT 2025
202500130	10/01/2025	MICHIGAN STATE UNIVE	161,990.64	PRINCIPAL & INTEREST
202500131	10/01/2025	RELIANCE STANDARD LI	413.60	OCT - VOL LONG TERM DISABILITY
202500132	10/01/2025	RELIANCE STANDARD LI	4,918.88	OCT - LONG TERM DISABILTIY

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
202500133	10/01/2025	TEACHERS RETIREMENT	1,609.01	Adjustments - FLEX BEN
202500134	10/02/2025	T H I S	8,490.52	EMPLOYER PAY INS & RETIREMENT COSTS
202500135	10/06/2025	ILL MUNICIPAL RETIRE	25.81	IMRF VAC Contributions Not applied to all pay codes
Totals for checks			2,993,262.64	

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	1,204,459.17	329.75	718,761.29	1,923,550.21
20	Operations & Maintenance Fund	87,469.15	0.00	163,881.95	251,351.10
30	Debt Service Fund	0.00	0.00	161,990.64	161,990.64
40	Transportation Fund	377.42	0.00	7,396.70	7,774.12
50	Social Security/Medicare Fund	44,235.99	0.00	0.00	44,235.99
51	Ill Municipal Retirement Fund	29,309.15	0.00	25.81	29,334.96
60	Capital Projects Fund	0.00	0.00	575,025.62	575,025.62
***	Fund Summary Totals ***	1,365,850.88	329.75	1,627,082.01	2,993,262.64

\*\*\*\*\* End of report \*\*\*\*\*

<u>CHECK CHECK</u>			<u>INVOICE</u>	
<u>NUMBER</u>	<u>DATE</u>	<u>VENDOR</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
569113	10/10/2025	SAFEWAY TRANSPORTATI	511,277.16	Multiple Invoices
Totals for checks			511,277.16	

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
40	Transportation Fund	0.00	0.00	511,277.16	511,277.16
***	Fund Summary Totals ***	0.00	0.00	511,277.16	511,277.16

\*\*\*\*\* End of report \*\*\*\*\*

**Glen Ellyn School District 41  
Summary of Bills and Payroll  
September 2025**

Fund	Expenditures	Payroll	Total Expenditures
Education	\$ 2,482,154	\$ 3,894,931	\$6,377,085
Operations & Maintenance	424,753	275,272	700,025
Debt Service	-	-	-
Transportation	109,631	-	109,631
Social Security	-	87,089	87,089
IMRF	-	60,711	60,711
Capital Projects	1,547,184	-	1,547,184
Working Cash	-	-	-
Tort	-	-	-
<b>TOTAL</b>	<b>\$ 4,563,722</b>	<b>\$ 4,318,004</b>	<b>8,881,726</b>

Glen Ellyn School District 41  
Treasurer's Report - Statement of Cash & Investments  
Sep-25

FUND	<i>*Cash &amp; Investment Balance</i>	<i>Revenues</i>	Revenues	<i>Expenditures</i>	Expenditures	Transfers & Adjustments	<i>Cash &amp; Investment Balance</i>	<i>Investments at Cost</i>
	<i>FY26 Beginning Balance</i>	<i>September</i>	July - June	<i>September</i>	July - June	YTD	9/30/2025	<i>(Information Only)</i>
Education	\$45,740,883	\$22,866,794	\$25,806,642	\$6,377,085	\$11,074,988	(\$964,983)	\$59,507,554	\$26,080,000
Operations and Maintenance	\$506,443	\$711,221	\$742,313	\$700,025	\$1,735,200	(\$4,967)	(\$491,412)	\$0
Debt Service	\$968,738	\$769,958	\$814,851	\$0	\$163,390	\$0	\$1,620,199	\$0
Transportation	\$3,325,018	\$1,033,131	\$1,114,121	\$109,631	\$286,377	(\$3,529)	\$4,149,234	\$0
Social Security	\$1,983,349	\$582,252	\$628,846	\$87,089	\$165,562	\$0	\$2,446,633	\$0
IMRF	\$1,740,724	\$317,447	\$348,940	\$60,711	\$131,414	\$0	\$1,958,250	\$0
Capital Projects	\$8,959,276	\$6,430	\$50,983	\$1,547,184	\$7,032,353	(\$91,820)	\$1,886,086	\$0
Working Cash	\$732,860	\$3,315	\$10,474	\$0	\$0	\$0	\$743,334	\$0
Tort	\$25,614	\$872	\$1,159	\$0	\$0	\$0	\$26,772	\$0
<b>Totals</b>	<b>\$63,982,905</b>	<b>\$26,291,419</b>	<b>\$29,518,329</b>	<b>\$8,881,726</b>	<b>\$20,589,284</b>	<b>(\$1,065,298)</b>	<b>\$71,846,651</b>	<b>\$26,080,000</b>

*\*Unaudited Cash & Investment Balances (with adjustments for payable accruals)*

**Regular Board Meeting Minutes  
Hadley Jr. High School  
September 22, 2025**

**Call to Order**

The September 22, 2025 regular board meeting was called to order at 6:32 p.m. Mr. Loebach led in the pledge of allegiance.

**Roll Call**

The following Board members were in attendance: Katie LaDow, Julie Hill, Ted Estes, Amy Becker, Jason Loebach and Bob Bruno.

**Also in Attendance:** Superintendent Dr. Jeff McHugh, Assistant Superintendent of Human Resources Dr. David Bruno, Assistant Superintendent of Finance, Facilities and Operations Eric DePorter, Assistant Superintendent of Teaching, Learning, and Accountability Dr. Kris Webster, Executive Director of Student Services Molly Victor, Director of Language Services Dee Neukrich, Executive Director of Buildings and Grounds Dave Scarmardo, Chief Communications Officer Erika Krehbiel and Director of Technology and Innovation Faisal Baig.

**Remote Participation of a Board Member:** Last week Dr. Martelli notified the superintendent that he would be unable to attend tonight's meeting in person due to work obligations and requested to attend remotely. *Board members Loebach motioned and Estes seconded to allow Dr. Martelli to attend the meeting via Zoom.*

*Roll Call*

*Aye: Hill, Estes, Loebach, Becker, LaDow, and Bruno*

*Nay: None*

*Motion passed*

Dr. Martelli joined the meeting at 6:34 p.m.

**Public Hearing**

**Public Hearing on the 2025-2026 Budget** Dr. Bruno called the public hearing on the 2025-2026 Budget order at 6:35 p.m. He noted that the 2025-2026 Budget had been on file and conveniently available for public inspection since August 19, 2025. To date, the District had not received any verbal or written comments. Members of the public were offered an opportunity to comment on the budget. No comment was submitted. Board members Loebach motioned and Estes seconded to close the public hearing.

*At 6:36 p.m. the public hearing was closed.*

**Recognition**

**New Staff for the 2025-2026 School Year:** Dr. Bruno introduced a number of new staff who attended the meeting. He noted that this year, the District hired almost 60 staff members which supported both the opening of the kindergarten center and vacancies in all of our buildings. Staff members shared their thoughts on the first few weeks of school. Dr. Bruno invited the board and community to learn more about the staff through the welcome video shared at the start of the school year.

**Presentation**

**Strategic Plan Priority Goal 4 Metric Update:** Dr. McHugh and Ms. Krehbiel provided an update on [Strategic Plan Goal 4 – Communications](#), sharing data from last year's School Perceptions survey and emphasizing the WeAreD41 philosophy, which reflects the district's commitment to

strengthening relationships. Ms. Krehbiel outlined ongoing efforts to enhance connections through communication guidelines, community engagement, and feedback collection, and she highlighted updates including the new district website, videos, and social media initiatives. She also reviewed community partnerships, particularly with the Glen Ellyn Police and Fire Departments, and discussed recently shared staff communication and engagement expectations. Additionally, Ms. Krehbiel described how the district and Board collaborate to support community engagement through participation in celebrations, events, committees, and school visits. Dr. McHugh concluded the presentation by recognizing the dedicated efforts of staff across all levels in advancing the district's communication goals.

### **Public Participation**

Magdalena Niewinski addressed the board on the experience of her children on a Forest Glen bus route this year. She thanked the district and noted the improvements they have experienced and shared her perspectives.

### **Superintendent's Report**

Dr. McHugh provided an update on the following:

- **Kindergarten Center:** He shared information on the successful ribbon-cutting event with a strong turnout and a positive start to the year and highlighted the article published in the Daily Herald.
- **Administrator and Teacher Salary and Benefits Report for 2024-2025 School Year**
- **Discussion of P.A. 97-0609 - IMRF Employees over \$75,000 for the 2025-2026 School Year:** Dr. McHugh noted that the Administrator and Teacher Salary Report and the IMRF Employees report were both posted on the website as required by Illinois state statute.
- **Transportation services:** He noted that bussing is showing significant improvement though some challenges remain, particularly at the Kindergarten Center. He noted that further enhancements are planned for September.
- **Personal technology:** Dr. McHugh shared that implementation of the district's new student personal technology policy is going smoothly with no reported issues. He shared that the focus is now shifting to instructional technology. This will include how tools like Chromebooks are used for learning and will include collaboration among numerous stakeholders.
- **Special Education review:** He shared that staff and parent office hours have started. These sessions will be used to gather feedback on programs.

Board members expressed appreciation for the progress in transportation, technology, and early learning, noting the positive impact across the district.

### **Board Reports**

- Mrs LaDow reported on her attendance at a new board member workshop and PEP meetings.
- Mrs. Becker reported on her attendance at a new board member workshop and her attendance at the D41 Kids Foundation and Hadley PTA meetings. She also thanked Mr. Estes for his mentoring during her initial on-boarding.
- Mr. Loebach reported on his attendance at the Churchill PTA meeting.
- Mr. Estes reported on his attendance at the staff Welcome Back program and the Abraham Lincoln and Ben Franklin PTA meetings.
- Dr. Bruno reported on his attendance at the PTA Council meeting
- Dr. Martelli reported on his attendance at the Forest Glen PTA meeting.

### **Discussion Items**

**Fund Transfer:** The Illinois State Board of Education requires that expenditures for certain construction projects be recorded in the Capital Projects Fund, which necessitates transferring funds from the Education Fund to the Operations and Maintenance Fund before moving them to the Capital Projects Fund. The FY26 budget includes \$5,760,000 in transfers to cover construction projects completed in the summer of 2025 and to fund the full-day kindergarten project. These transfers represent one-time, non-recurring expenditures and align with state accounting and budgeting requirements. A public hearing is required before transferring funds from the Education Fund, and a public notice will be published in the *Suburban Life* newspaper. This item was presented for Board

discussion only, with the administration planning to hold the hearing and recommend formal approval of the transfers on October 20, 2025.

### **Action Items**

**Consent Agenda:** Board members Loebach motioned and Becker seconded to approve the consent agenda which included:

- Employment recommendations, resignations, and retirements with resignations as noted on the personnel report
- Revision Job Descriptions for the Assistant Superintendent of Teaching, Learning and Accountability and the 12-Month Principal.
- Disposal of Surplus Property
- Freedom of Information Act (FOIA) Report
- Investment Schedule
- Monthly Overview of the Revenue and Expenditure Summary Report
- Summary of Bills and Payroll
- Treasurer's Report
- Resolution to Authorize the Payment of Summer Bills and
- August 18, 2025 Open and closed session board meeting minutes

Roll Call

Aye: Hill, Estes, Loebach, Becker, Martelli, LaDow, and Bruno

Nay: None

Motion passed

### **Recommendations**

**Board Policy Revision:** School board policy manuals require ongoing updates to ensure alignment with current laws, regulations, and community expectations. As part of this process, Policy 7:180 – Prevention of and Response to Bullying, Intimidation, and Harassment has been reviewed and revised. The policy, last updated in July 2023, is being updated to include Title IX references recommended by PRESS and to improve language clarity and formatting consistency. Once approved, the revised policy will be added to the Policy Library and submitted to the Illinois State Board of Education (ISBE) for compliance. Board members Loebach motioned and Estes seconded to approve the board policy revision as outlined in the Board report.

Roll Call

Aye: Hill, Estes, Loebach, Becker, Martelli, LaDow, and Bruno

Nay: None

Motion passed

**Approve 2025-2026 Fiscal Year Budget:** Earlier in the meeting the board held a public hearing on the 2025-2026 FY Budget. Board member Loebach motioned and Hill seconded to approve the 2025-2026 fiscal year budget as presented.

Roll Call

Aye: Loebach, Hill, Estes, Martelli, Buttimer and Bruno

Nay: None

Absent: Becker

Motion passed

**Authorize to Prepare the 2026-2027 Fiscal Year Budget:** Board member Becker motioned and Estes seconded to approve the resolution authorizing the administration to prepare for the 2026-2027 FY budget as outlined in the board report.

**Learning Together/Other**

**Board Book Study:** Dr. Bruno recommended conducting a book study this fall featuring *What School Could Be* by Ted Dintersmith, noting the book’s holistic perspective and the valuable lessons it offers from innovative educators across the country. The Board discussed moving forward with the recommendation, and Dr. Bruno shared that when he discussed the idea with the council, they were supportive and expressed interest in future updates. Dr. Bruno will collaborate with Ms. Krehbiell on the next steps to implement the book study.

**Board Governance:** Mrs. Hill and Dr. Bob Bruno attended the COSSBA Federal Legislation Conference in Washington, D.C., where they participated in sessions and met with Illinois legislators to discuss education issues. One of their meetings was with Congressman Sean Casten who inquired about the mental health grant awarded to District 4. They also met with Congresswoman Delia Ramirez who shared her insights to immigration issues and discussed student absenteeism related to these issues. Mrs. Hill noted that delegates emphasized the importance of supporting public education and maintaining strong relationships with policymakers. Dr. Bruno concurred with Mrs. Hill’s report and added insights on national funding challenges, encouraging continued engagement with both federal and state legislators. Both Mrs. Hill and Dr. Bruno expressed appreciation to the Board for the opportunity to attend the conference.

**Upcoming Meetings**

- Monday, October 20, 2025, Regular Board Meeting
- Monday, November 3, 2025, Committee of the Whole Meeting
- Monday, November 17, 2025, Regular Board Meeting, 6:30 p.m. Kindergarten Center

**Adjournment**

*At 7:52 p.m. Board members Loebach motioned and Hill seconded to adjourn the September 22, 2025 regular board meeting. Approved by unanimous vote.*

Respectfully submitted,

Nancy Mogk  
Board Recording Secretary

\_\_\_\_\_  
Bob Bruno, Board President

\_\_\_\_\_  
Julie Hill, Board Secretary

Approved: October 20, 2025

## Board Report

**Date:** October 20, 2025

**Title:** Board Member Expense Reimbursement  
**Submitted by:** Dr. Jeff McHugh, Superintendent

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**Strategic Priority Goal 4: Strengthen Community Connections:** District 41 will strengthen community connections and partnerships through engagement in all five communities District 41 serves.

**Background:** Board policy 2:125 *Board Member Expenses* and the Local Government Travel Expense Control Act, 50 ILCS 150/10, requires school boards to regulate expenses for travel, meal, and lodging expenses for their officers and employees by. Board members must seek reimbursement on the Board’s standardized expense reimbursement form and shall be presented to the Board in its regular bill process.

**Discussion:** The Consortium of State School Boards Associations held its Federal Advocacy Conference in Washington, D.C., from September 7–9, 2025. The event brought together Board members from across the country to engage directly with federal policymakers, explore legislative priorities, and advocate for public education. The conference featured expert speakers, policy briefings, and participation from the Illinois Association of School Boards, reinforcing the Board’s commitment to advocacy at both the state and federal levels. With prior approval, Board Members Bob Bruno and Julie Hill attended on behalf of the district. Board member expenses related to the conference are submitted as outlined below.

Name	Expense	Amount
Bob Bruno	Transportation expenses	\$100.41
Julie Hill	Transportation and Meal expenses	\$113.50

**Recommendation:** The administration recommends the Board approve the reimbursement of Board Members Bruno and Hill expenses as outlined in the report and presented.

**Date:** October 20, 2025

**Title:** 2026 Summer Capital Project Plan Approval

**Submitted by:** Eric DePorter, Asst. Superintendent of Finance, Facilities & Operations  
Dave Scarmardo, Executive Director of Buildings and Grounds

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**Strategic Priority Goal 4: Strengthen Community Connections:** District 41 will strengthen community connections and partnerships through engagement in all five communities District 41 serves.

**Background:** At the October 20th, 2025 Board meeting, the administration presented the Board with the current Five-Year Capital Project Plan.

**Discussion:** The Five-Year Capital plan prioritizes projects from "high to low". Below is a brief summary of the projects slated to be completed during the summer of 2026.

The Forest Glen basement spaces will be the focus of the bulk of the 2026 summer work. The basement will receive a number of improvements to improve functionality, comfort, and energy efficiency. Key project components include:

- **Interior Renovation:** Demolition and replacement of flooring, ceilings, lighting, and wall finishes in most basement rooms. Select spaces will receive new paint and lighting only. All existing ceiling devices will be reinstalled in the new ceilings.
- **Casework & Fixtures:** New upper and lower casework will be installed in four classrooms (B08–B11), excluding the south walls due to the relocation of mechanical units. A new sink and faucet will be added in the Teachers' Lounge (B09).
- **Windows:** Existing windows in rooms B08–B11 will be replaced with new storefront window systems (Wired Glass HLS "C").
- **HVAC Upgrades:** Replacement of three floor-mounted unit ventilators with five recessed ceiling-mounted fan coil units for improved air distribution and ventilation. Fan coils will be connected to the existing dual-temperature system, featuring a new outside air intake, electric heating coils for humidity control, and MERV 13 filtration.
- **Electrical & Controls:** A new electrical panel will be installed to support the HVAC upgrades. Distech controls will be integrated with the district's Tridium building automation system.
- **Roof Work:** Removal of existing rooftop condensing units and installation of new rooftop exhaust fan and ductwork to support the upgraded ventilation system. Roofing will be repaired to match the existing.
- **Additional Mechanical Work:**
  - New sump and ejector pumps for the basement.

- Replacement of the vertical fan coil unit (FCU) serving rooms B03, B07, and 190.
- Exhaust upgrades in Workroom B02.

In addition to the work at Forest Glen, we will be completing an update to the sound/announcement system at Churchill elementary. This project is required to update the current system at Churchill which is past its expected life expectancy. Additionally, the update will enable both Churchill and the new Kindergarten center systems to communicate. With the current system that functionality is not possible.

Following is a breakdown of the estimated costs of the summer 2026 projects:

<b>Summer 2026</b>	<b>Estimated Expenditure</b>
FG1, Forest Glen basement renovation project includes comprehensive upgrades & CH Rooftop/ceiling unit/Churchill announcement system replacement	\$1,483,874
CH Sound/Announcement System Replacement	\$180,000
<b>Total</b>	<b>\$1,663,874</b>

**Other information:** The district will again utilize Performance Services Inc. this summer to perform HVAC energy-efficient upgrades at Forest Glen Elementary School. Due to supply chain issues, the district is seeking the board's approval sooner than is typically required, as mechanical equipment has long lead times.

**Budgetary Funding:** This will affect the Capital Fund Budget for the Fiscal Year 2026-2027.

**Recommendation:** The administration recommends the board approve the summer 2026 capital project plan as presented above.

## Board Report

**Date:** October 20, 2025

**Title:** Fund Transfers

**Submitted by:** Eric DePorter, Assistant Superintendent for Finance, Facilities, and Operations

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**Strategic Priority Goal 3: Optimize Early Learning for Student Success:** District 41 will provide learning environments that ensure all students from preschool through Kindergarten have safe, accessible, and student-centered indoor and outdoor spaces to support academic growth and achievement.

**Background:** The Illinois State Board of Education's Requirement for Accounting, Budgeting, Financial Reporting, and Auditing requires expenditures for certain construction projects to be recognized in the Capital Projects Fund. In order to move funds from the Education Fund to the Capital Projects Fund, school code mandates that the funds first be transferred to the Operations and Maintenance fund.

**Discussion:** The FY26 budget includes amounts to be transferred within funds to account for construction projects completed during the summer of 2025, along with funds that will be used to fund the full day kindergarten project. The total budgeted amount for these two areas totals \$5,760,000. The expenditures for those projects must be recorded in the Operations and Maintenance and Capital Projects Fund. During the planning for these projects, financial resources were identified to be transferred from the Education Fund to the Operations and Maintenance Fund, and then to the Capital Projects Fund. This resolution permits the Treasurer to transfer the funds that are part of the FY26 budget.

**Other Information:** This recommendation is associated with amounts included within the FY26 Budget as a transfer. Note, both of the two different uses which make up the transfer of funds described above are for one-time, non-recurring expenditures.

**Budgetary Funding:** Administration must hold a public hearing prior to transferring funds from the Education Fund. Additionally, a public notice will be posted in the Suburban Life newspaper advertising the public hearing.

**Recommendation:** This administration recommends the Board of Education adopt the resolutions transferring funds from the Education Fund to the Operations and Maintenance Fund in the amount of \$5,760,000, and then from the Operations & Maintenance Fund to the Capital Projects Fund in the amount of \$5,260,000.

**RESOLUTION OF THE BOARD OF EDUCATION  
DIRECTING THE SCHOOL TREASURER TO  
PERMANENTLY TRANSFER MONEYS FROM THE  
EDUCATION FUND TO THE OPERATIONS AND  
MAINTENANCE FUND**

WHEREAS, Section 17-2A of the School Code, as amended, authorizes a school board by proper resolution and following a public hearing, to permanently transfer moneys from and between its operating funds for such purposes as are recognized by the School Code; and

WHEREAS, the Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois, has determined that it is in the best interests of the School District to rely upon the authority afforded to it by Section 17-2A of the School Code and permanently transfer \$5,760,000 of moneys on hand in the School District's Education Fund to its Operations and Maintenance Fund, effective October 20, 2025 to provide money for operations and maintenance and other authorized school purposes; and

WHEREAS, the Board of Education has published and posted the requisite notices, has conducted a public hearing, and has otherwise undertaken and conducted all acts necessary to permit the permanent transfer of such moneys.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois, as follows:

Section 1. That the Board of Education hereby finds that the recitals contained in the preambles to this Resolution are full, true, and correct and does hereby incorporate them into this Resolution by reference.

Section 2. That the School Treasurer is authorized and directed to make a permanent interfund transfer in the amount of \$5,760,000 from the School District's Education Fund to its

Operations and Maintenance Fund effective October 20, 2025, to provide money for operations and maintenance and other authorized school purposes.

Section 3. That all other resolutions or parts of resolutions in conflict with this Resolution are repealed, and this Resolution shall be in full force and effect upon its passage.

ADOPTED October 20, 2025 by the following roll call vote:

AYES: \_\_\_\_\_

\_\_\_\_\_

NAYS: \_\_\_\_\_

\_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

**RESOLUTION OF THE BOARD OF EDUCATION  
DIRECTING THE SCHOOL TREASURER TO TRANSFER  
FUNDS FROM THE OPERATIONS AND MAINTENANCE  
FUND TO THE CAPITAL PROJECTS FUND**

WHEREAS, Section 100.50(d)(2) of the Illinois State Board of Education's Requirements for Accounting, Budgeting, Financial Reporting, and Auditing, 23 IL ADMN CD 100 et seq., requires changes in how Illinois school districts document the funding of, accounting for, and expenditures from the Capital Projects Fund; and

WHEREAS, the Board of Education desires to remain in compliance with generally accepted accounting principles and those requirements set forth in the State's regulations; and

WHEREAS, the Board of Education has determined that it is in the best interest of the School District to direct the School Treasurer to transfer certain funds from the Operations and Maintenance Fund to the Capital Projects Fund to provide moneys with which to meet those expenses properly accounted for and made from the Capital Projects Fund pursuant to the State's regulations.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois, as follows:

Section 1. That the Board of Education hereby finds that the recitals contained in the preambles to this Resolution are full, true, and correct and does hereby incorporate them into this Resolution by reference.

Section 2. That the School Treasurer is authorized and directed to make a permanent transfer in the amount of \$5,260,000 from the Operations and Maintenance Fund to the Capital Projects Fund, such transfer to be made effective October 20, 2025.

Section 3. That all other resolutions or parts of resolutions in conflict with this Resolution are repealed, and this Resolution shall be in full force and effect upon its passage.

ADOPTED October 20, 2025 by the following roll call vote:

AYES: \_\_\_\_\_

\_\_\_\_\_

NAYS: \_\_\_\_\_

\_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education