

LEARNING ORGANIZATION PROFILE: ITEM ANALYSIS

ACTIONS

At my school, we:

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
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Team Orientation (%)

a. Work together as a team.						
g. Turn to one another for consultation and advice.						
m. Meet together to address challenges and solve problems.						

Innovation (%)

b. Welcome and appreciate new ideas.						
h. Keep an open mind about new ways of doing things.						
n. Are willing to experiment with new practices.						

Stakeholder Involvement (%)

c. Seek ideas and opinions from students.						
i. Work with parents as partners in the educational process.						
o. Engage and collaborate with community agencies and organizations.						

Information Flow (%)

d. Share ideas and information with one another about how to make this school more effective.						
j. Feel comfortable sharing our learning experiences with one another.						
p. Maintain open lines of communication.						

Tolerance for Error (%)

e. Agree that it is better to try new things and risk failure than not to try at all.						
k. View mistakes as opportunities for learning.						
q. Learn from those experiences where our results fall short of defined goals.						

Results Orientation (%)

f. Plan with intended results in mind.						
l. Focus our efforts on achieving measurable results.						
r. Evaluate results against previously defined goals.						

SENTIMENTS

At my school, we:

Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
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Common Purpose (%)

s. Share a high level of investment in what we are here to do.					
y. Feel a strong sense of meaning and purpose in our work.					
ee. Share a common belief in the importance of our work.					

Respect (%)

t. Value and acknowledge one another as individuals.					
z. Treat one another as competent professionals.					
ff. Respect and appreciate individual differences.					

Cohesion (%)

u. Feel a sense of connection and loyalty to one another.					
aa. Celebrate special occasions, accomplishments, and milestones.					
gg. Enjoy working together.					

Trust (%)

v. Can count on one another for help and support.					
bb. Trust one another.					
hh. Demonstrate honesty and personal integrity in our work together.					

Mutual Support (%)

w. Show kindness and thoughtfulness to one another.					
cc. Offer care and support for one another in times of personal and family need.					
ii. Treat one another as both colleagues and friends.					

Optimism (%)

x. Feel confident that we can make a positive difference in students' lives.					
dd. Approach our work with hopefulness and optimism.					
jj. Believe we can make a positive difference in this school's ability to meet its performance goals.					

PERSONAL AND SCHOOL OUTCOME PROFILE

2. How would you describe your overall state of health these days? (%)

Excellent
Very Good
Good
Fair
Poor
Extremely Poor

3. Overall, how satisfied are you with your job at this school? (%)

Very Satisfied
Satisfied
Slightly Satisfied
Slightly Dissatisfied
Dissatisfied
Very Dissatisfied

4. Please indicate your level of agreement with the following statement: *I can make a positive difference in the ability of this school to meet its performance objectives for students.* (%)

Strongly Agree
Agree
Slightly Agree
Slightly Disagree
Disagree
Strongly Disagree

5. How likely are you to continue your employment at the school for another academic year? (%)

Does not apply; I will retire at the end of this academic year or I am a temporary employee.
(0 in 10) No Chance
(1 in 10) Very Slight Chance
(2 in 10) Slight Possibility
(3 in 10) Some Possibility
(4 in 10) Fair Possibility
(5 in 10) Fairly Good Possibility
(6 in 10) Good Possibility
(7 in 10) Probable
(8 in 10) Very Probable
(9 in 10) Almost Sure
(10 in 10) Certain

6. What grade would you assign to the performance of your school in addressing the educational needs of all students? (%)

A - Well Above Average
B - Above Average
C - Average
D - Below Average
F - Well Below Average

7. What grade would you assign to the potential of your school for addressing the educational needs of all students? (%)

A - Well Above Average
B - Above Average
C - Average
D - Below Average
F - Well Below Average

ABOUT YOU

8. My current position is best described as: (%)

Administrator
Specialist (e.g., counselor, psychologist)
Teacher
Teacher Assistant
Other Employee

9. How many years have you been assigned to this school? (%)

Less than one year
One year but less than five years
Five years or more

SCHOOL LEADERSHIP PROFILE

At my school, administrators:

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Direction (%)						
a. Are clear about their direction and priorities for school improvement.						
b. Keep employees focused on desired results and the group's collective goals.						
c. Meet challenges and concerns head on.						
d. Closely monitor the implementation of plans and actions.						
e. Hold employees accountable for agreed upon decisions and standards of performance.						
Support (%)						
f. Promote a supportive and caring work environment.						
g. Convey appreciation for employee contributions.						
h. Treat employees with courtesy and respect.						
i. Are sensitive to the needs and concerns of employees.						
j. Show kindness and thoughtfulness to employees.						
Learning (%)						
k. Are open to new ideas for addressing school-related problems and issues.						
l. Encourage dialogue and debate in setting priorities for school improvement.						
m. Pose questions that stimulate thinking and reflection.						
n. Welcome differences in opinion about ways to improve school performance.						
o. Encourage employees to share their learning experiences with one another.						
Humility (%)						
p. Attribute school-related success to either the efforts of others or good luck rather than to self.						
q. Acknowledge that they do not have all the answers to address school-related problems and issues.						
r. Assume responsibility for their own mistakes.						
s. Are quick to acknowledge the good ideas and contributions of others.						
t. Are reluctant to accept credit for their own contributions in overcoming problems and producing results.						