



# School Success Profile Learning Organization

## Reference Information

## Profile Results

| Reference Information            |                          | Profile Results     |         |           |        |
|----------------------------------|--------------------------|---------------------|---------|-----------|--------|
|                                  |                          |                     | Asset % | Caution % | Risk % |
| <b>School:</b>                   | Sample                   | <b>Actions</b>      |         |           |        |
| <b>Location:</b>                 | Sample                   | Team Orientation    | 46      | 33        | 21     |
| <b>Survey Date:</b>              | May 2005                 | Innovation          | 50      | 25        | 25     |
| <b>Total Surveys:</b>            | 72 (Response Rate = 80%) | Involvement         | 32      | 32        | 37     |
|                                  |                          | Information Flow    | 37      | 34        | 29     |
| <b>Current Position:</b>         | %                        | Tolerance for Error | 40      | 34        | 25     |
| Administrator                    | 06                       | Results Orientation | 59      | 32        | 09     |
| Specialist                       | 03                       | <b>Sentiments</b>   |         |           |        |
| Teacher                          | 86                       | Common Purpose      | 49      | 30        | 21     |
| Teacher Assistant                | 05                       | Respect             | 47      | 26        | 27     |
| Other                            | 01                       | Cohesion            | 35      | 27        | 38     |
| <b>Years Assigned to School:</b> |                          | Trust               | 37      | 34        | 28     |
| Less than one year               | 21                       | Mutual Support      | 50      | 29        | 21     |
| One year or more                 | 79                       | Optimism            | 49      | 26        | 25     |

## Personal and School Outcomes

%

|  |    |
|--|----|
| Employees describe their overall state of health as very good or excellent.  | 57 |
| Employees report that they are satisfied or very satisfied with their job.   | 57 |
| Employees agree or strongly agree that they can make a positive difference in the ability of this school to meet its performance objectives for students.  | 73 |
| Employees give themselves a 6 in 10 chance or better on a scale from 0-in-10 to 10-in-10 to continue their employment at this school for another year.   | 61 |
| On a grading system from "A" to "F," employees would assign an "A" (well above average) or a "B" (above average) to the performance of this school in addressing the educational needs of <u>all</u> students. | 31 |
| On a grading system from "A" to "F," employees would assign an "A" (well above average) or a "B" (above average) to the potential of this school for addressing the educational needs of <u>all</u> students.  | 62 |

## School Success Profile – Learning Organization Dimensions

### Actions

#### **Team Orientation**

Employees work together as a team, turn to one another for consultation and advice, and meet together to address challenges and solve problems.

#### **Innovation**

Employees welcome and appreciate new ideas, keep an open mind about new ways of doing things, and are willing to experiment with new practices.

#### **Involvement**

Employees seek ideas and opinions from students, work with parents as partners in the educational process, and engage and collaborate with community agencies and organizations.

#### **Information Flow**

Employees share ideas and information with one another about how to make this school more effective, feel comfortable sharing their learning experiences with one another, and maintain open lines of communication.

#### **Tolerance for Error**

Employees agree that it is better to try new things and risk failure than not to try at all, view mistakes as opportunities for learning, and learn from those experiences where their results fall short of defined goals.

#### **Results Orientation**

Employees plan with the intended results in mind, focus their efforts on achieving measurable results, and evaluate results against previously defined goals.

### Sentiments

#### **Common Purpose**

Employees share a high level of investment in what they are here to do, feel a strong sense of meaning and purpose in their work, and share a common belief in the importance of their work.

#### **Respect**

Employees value and acknowledge one another as individuals, treat one another as competent professionals, and respect and appreciate individual differences.

#### **Cohesion**

Employees feel a sense of connection and loyalty to one another; celebrate special occasions, accomplishments, and milestones; and enjoy working together.

#### **Trust**

Employees can count on one another for help and support, trust one another, and demonstrate honesty and personal integrity in their work together.

#### **Mutual Support**

Employees show kindness and thoughtfulness to one another, offer care and support for one another in times of personal and family need, and treat one another as both colleagues and friends.

#### **Optimism**

Employees feel confident that they can make a positive difference in students' lives, approach their work with hopefulness and optimism, and believe they can make a positive difference in this school's ability to meet its performance goals.