

We are pleased to provide you with your Orgametrics® results.

Orgametrics® is a pulse survey that allows leaders to get a quick and meaningful assessment of how well their organization is aligned.

Based on years of experience working with Fortune 500 companies, public school districts, small businesses, government organizations, and non-profits, Orgametrics® measures critical indicators of Alignment in organizations, elements that must be aligned for organizations to perform at their best.

In this Snapshot Report, you will find the most important information you need to understand the current state of your organization and begin planning steps to strengthen your organization.



Total Respondents: 2116

Your Orgametrics® Results

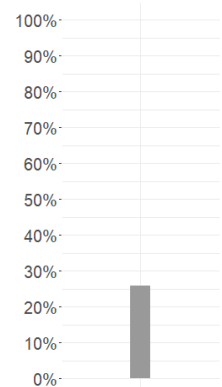
The charts below provide an overall picture of Alignment at Colorado Springs School District 11. Shown here are the average scores for each of the 9 scales measured by Orgametrics®.

Think of each score as an **Alignment Indicator**: The higher your score, the stronger your alignment as an organization in that area or scale.

Overall alignment occurs when the assessment reveals strong scores on each of the 9 areas of focus and an overall measure of alignment.

26.0

26.0 % Aligned
28.4 % Semi-Aligned
42.6 % Mis-Aligned

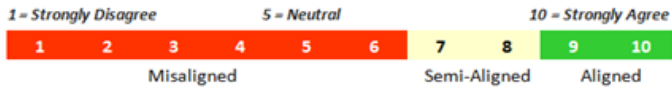


Orgametrics® Scale Scores

Accountability	● 51.5%
Empowerment	● 40.6%
Teamwork	● 33.7%
Development	● 28.9%
Best Practices	● 28.2%
Leadership	● 16.5%
Mission & Vision	● 15.8%
Communication	● 11.8%
Creativity	● 11.3%
Orgametrics® Score	● 26.0%



>65% = Aligned 64% - 35% = Semi-Aligned < 34% = Mis-Aligned



Aligned: Responses of 9-10
Semi-Aligned: Responses of 7-8
Misaligned: Responses ≤ 6

Strong alignment in an organization occurs when there is a high number of Aligned employees and a small number of Misaligned. As a general rule, an "Aligned" percentage of ≥ 65% and a "Misaligned" percentage <35% is very desirable. For an organization to be fully aligned and performing at its best, employees across the organization must be able to genuinely answer these questions with a strong response to put them in the Aligned category. (i.e. 9-10).

Orgametrics® Score: 26.0	Aligned	Semi-Aligned	Mis-Aligned	Avg
Communication	11.8%	28.3%	58.6%	5.6
1. In District 11, we regularly talk about our Strategic Plan.	9.3%	27.0%	62.4%	5.4
2. We regularly receive information on how well my school-work group is performing and meeting goals.	14.3%	29.6%	54.7%	5.8
Creativity	11.3%	28.3%	58.1%	5.7
3. In District 11, we have effective methods for generating new ideas to improve our work.	9.0%	28.6%	60.1%	5.6
4. Employee ideas and suggestions are valued.	13.6%	28.1%	56.1%	5.7
Best Practices	28.2%	30.2%	39.0%	6.7
5. In my school-department, we regularly share ideas and learn from each other.	39.0%	31.3%	27.1%	7.4
6. We look outside our district to learn better ways to do our work.	17.5%	29.1%	50.9%	6.0
Accountability	51.5%	27.4%	18.1%	8.1
7. I feel a strong sense of responsibility to meet my performance goals and objectives.	67.7%	21.2%	8.2%	8.8
8. In my school-work group, we hold each other accountable to achieve our goals.	35.3%	33.6%	28.1%	7.3
Development	28.9%	31.9%	36.1%	6.8
9. I receive the training and development I need to perform my job well.	26.8%	34.9%	35.1%	6.8
10. My supervisor and I discuss ways for me to develop my skills and career.	31.0%	28.8%	37.1%	6.7
Teamwork	33.7%	27.5%	35.4%	7.0
11. In my school-department group, we work well together as a team.	49.8%	25.9%	20.9%	7.9
12. In District 11, we work well across grades, departments and teams.	17.6%	29.2%	49.9%	6.1
Leadership	16.5%	29.7%	50.2%	6.0
13. Leaders in District 11 are authentic: You can trust what they say to be true.	16.1%	32.1%	48.2%	6.0
14. Leadership has a good plan in place to guide our district into the future.	11.2%	29.5%	55.7%	5.7
15. I have received performance goals from my supervisor that are aligned with our Strategic Plan.	22.3%	27.5%	46.6%	6.2
Empowerment	40.6%	25.2%	30.3%	7.2
16. I have the authority to do my job without being micromanaged.	54.3%	21.2%	20.7%	7.9
17. I am empowered to do my job without getting slowed down by bureaucracy.	27.0%	29.2%	40.0%	6.5
Mission & Vision	15.8%	26.4%	53.9%	5.7
18. I understand the Strategic Plan of District 11.	14.1%	26.1%	56.0%	5.5
19. I understand how my day-to-day work supports the Strategic Plan.	17.5%	26.8%	51.7%	5.8
Alignment	5.9%	19.9%	69.9%	4.9
20. In District 11, resources (e.g. money, people, etc.) are aligned to meet our Strategic Plan.	6.6%	22.4%	66.7%	5.1
21. In District 11, rewards and recognition programs recognize performance that is aligned with our Strategic Plan.	5.2%	17.4%	73.1%	4.6