

AGENDA BOARD OF EDUCATION REGULAR MEETING

**MONDAY, DECEMBER 16, 2024
6:30 PM**

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

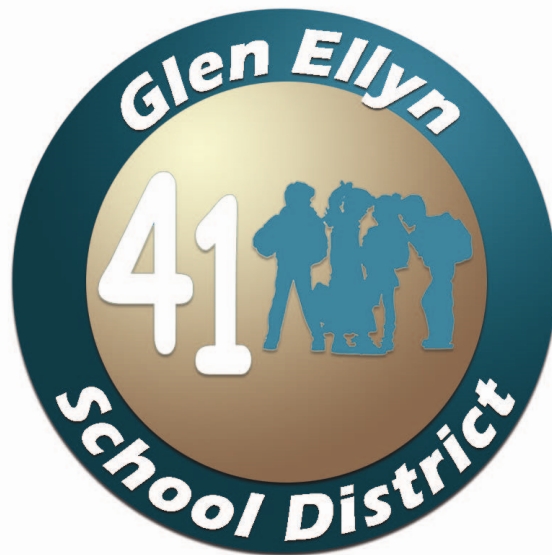
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|-------|---|-----|
| I. | Call to Order | |
| | A. Pledge of Allegiance | |
| | B. Roll Call | |
| II. | Public Hearing on the FY 2024 Levy | |
| III. | Celebrations and Recognitions | |
| | • ILMEA District 9 Honor Band & Orchestra Members | |
| | • Northshore Concert Band's Lifetime of Music Selection | |
| IV. | Presentations | |
| | A. FY 2024 Audit Presentation | 3 |
| | B. 2024 Culture and Climate Report | 11 |
| V. | Public Participation | |
| VI. | Reports | |
| | A. Superintendent's Report | |
| | • Kindergarten Center Update | |
| | • Kindergarten Center Principal Announcement | |
| | B. Board Reports | |
| | C. Student Board Reports | |
| VII. | Discussion | |
| | A. Board Policy Revisions - First Reading | 253 |
| | B. District 41 Strategic Plan Review Discussion | 307 |
| | C. 2025-2026 School Year Calendar | 308 |
| VIII. | Action Items | |
| | A. Consent Agenda | |
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| | 2. Monthly Financial Reports | |
| | a. Disposal of Surplus Property | 311 |
| | b. Donation and Gifts | 314 |
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| | e. Monthly Revenue/Expenditure Summary Report | 319 |
| | f. School District Payment Order | 321 |
| | g. Summary of Bills and Payroll | 328 |
| | h. Treasurer's Report | 330 |

3.	Board Meeting Minutes	331
	<ul style="list-style-type: none"> • November 18, 2024, Regular Meeting Minutes • November 18, 2024, Closed Meeting Minutes • December 2, 2024, Committee of the Whole Meeting Minutes • December 2, 2024, Closed Session Minutes 	
4.	Accept the FY 2024 Audit	339
B.	Recommendations	
1.	Technology Software Purchase: Evaluwise	
2.	Approve the 2024 Levy	508
3.	Approval of Professional Services Contract with Amergis Educational Staffing	513
4.	Approval of Professional Services Contract with New Direction Solutions, LLC, DBA Procure 514 Therapy	
IX.	Other/Board Governance - Learning Together	
	<ul style="list-style-type: none"> • Advocacy Report 	
X.	Upcoming Meetings	
	<ul style="list-style-type: none"> • Monday, January 13, 2025, Regular Board of Education Meeting, 6:30 p.m. • Monday, February 10, 2025, Regular Board of Education Meeting, 6:30 p.m. • Monday, March 3, 2025, Committee of the Whole Meeting, 6:30 p.m. 	
XI.	Adjourn to Closed Session	
XII.	Return to Open Session	
XIII.	Adjournment	

Superintendent Dr. Jeff McHugh

GLEN ELLYN SCHOOL DISTRICT 41,
ILLINOIS

MANAGEMENT LETTER



FOR THE FISCAL YEAR ENDED
JUNE 30, 2024

793 N Main Street
Glen Ellyn, IL 60137
Phone: 630.534.7220
Fax: 630.790.1867
www.d41.org



November 4, 2024

Members of the Board of Education
Glen Ellyn School District 41
Glen Ellyn, Illinois

In planning and performing our audit of the financial statements of the Glen Ellyn School District 41 (the District), Illinois, for the year ended June 30, 2024, we considered its internal control structure in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide assurance on the internal control structure.

We do not intend to imply that our audit failed to disclose commendable aspects of your system and structure. For your consideration, we herein submit our comments and suggestions which are designed to assist in effecting improvements in internal controls and procedures. Those less-significant matters, if any, which arose during the course of the audit, were reviewed with management as the audit field work progressed.

The accompanying comments and recommendations are intended solely for the information and use of the Board of Education and senior management of the Glen Ellyn School District 41, Illinois.

We will review the status of these comments during our next audit engagement. We have already discussed many of these comments and suggestions with various District personnel. We would be pleased to discuss our comments and suggestions in further detail with you at your convenience, to perform any additional study of these matters, or to review the procedures necessary to bring about desirable changes.

We commend the finance department for the well prepared audit package and we appreciate the courtesy and assistance given to us by the entire District staff.

Lauterbach & Amen, LLP
LAUTERBACH & AMEN, LLP

CURRENT RECOMMENDATIONS

1. GASB STATEMENT NO. 102 CERTAIN RISK DISCLOSURES

Comment

In December 2023, the Governmental Accounting Standards Board (GASB) issued Statement No. 102, *Certain Risk Disclosures*, which establishes the requirements for disclosing, in the notes to the financial statements, the risks related to a government's vulnerabilities due to certain concentrations or constraints that is essential to their analyses for making decisions or assessing accountability. Governments may be vulnerable to risks from certain concentrations or constraints that limit its ability to acquire resources or control spending. Concentration risk is a lack of diversity related to an aspect of a significant inflow of resources (revenues) or outflow of resources (expenses). Constraint risk is a limitation that is imposed by an external party or by formal action of a government's highest level of decision-making authority. GASB Statement No. 102, *Certain Risk Disclosures* is applicable to the District's financial statements for the year ended June 30, 2025.

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review the new risk related criteria to determine the appropriate financial reporting disclosures for these activities under GASB Statement No. 102.

Management's Response

Management acknowledges this comment and, if applicable, will work to implement it when required by GASB.

2. GASB STATEMENT NO. 103 FINANCIAL REPORTING MODEL IMPROVEMENTS

Comment

In April 2024, the Governmental Accounting Standards Board (GASB) issued Statement No. 103, *Financial Reporting Model Improvements*, which establishes improvements to key components of the financial reporting model to enhance effectiveness in providing information that is essential for decision making and assessing a government's accountability. The Statement addresses application issues related to management's discussion and analysis, unusual or infrequent items, presentation of the proprietary fund statements of revenues, expenses, and changes in fund net position, major component unit information, and budgetary comparison information. GASB Statement No. 103, *Financial Reporting Model Improvements* is applicable to the District's financial statements for the year ended June 30, 2026.

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review the disclosure criteria related to the statement to determine the appropriate financial reporting changes for these sections of the report, if applicable, under GASB Statement No. 103.

Management's Response

Management acknowledges this comment and, if applicable, will work to implement it when required by GASB.

PRIOR RECOMMENDATIONS

1. GASB STATEMENT NO. 100 ACCOUNTING CHANGES AND ERROR CORRECTIONS

Comment

In June 2022, the Governmental Accounting Standards Board (GASB) issued Statement No. 100, *Accounting Changes and Error Corrections*, which establishes accounting and financial reporting requirements for (a) accounting changes, and (b) the correction of an error in previously issued financial statements (error correction). Accounting changes are (a) changes in accounting principle, (b) changes in accounting estimates, or (c) changes to or within the financial reporting entity. Error corrections are (a) errors from mathematical mistakes, mistakes in the application of accounting principles, or oversight or misuse of facts that existed at the time the financial statements were issued, or (b) a change from (i) applying an accounting principle that is not generally accepted to transactions or other events that previously were significant to (ii) applying a generally accepted accounting principle to those transactions or other events is an error correction. GASB Statement No. 100 requires that (a) changes in accounting principal and error corrections are reported retroactively, (b) changes in accounting estimates are reported prospectively, and (c) changes to or within the financial reporting entity should be reported by adjusting the current reporting period's beginning net position, fund balance, or fund net position, as applicable, for the effect of the change as if the change occurred as of the beginning of the reporting period. GASB Statement No. 100, *Accounting Changes and Error Corrections* is applicable to the District's financial statements for the year ended June 30, 2024.

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review any accounting changes or error corrections to determine the appropriate financial reporting for these activities under GASB Statement No. 100.

Status

This comment has been implemented and will not be repeated in the future.

2. GASB STATEMENT NO. 101 COMPENSATED ABSENCES

Comment

In June 2022, the Governmental Accounting Standards Board (GASB) issued Statement No. 101, *Compensated Absences*, which establishes standards of accounting and financial reporting for (a) compensated absences, and (b) associated salary-related payments, including certain defined contribution pensions and defined contribution other post-employment benefits (OPEB). The statement requires that a liability should be recognized for any type of leave that has not been used at year-end if (a) The leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. Examples of leave that should be reviewed, and potentially measured under GASB Statement No. 101 are vacation leave, paid time off leave, holiday leave, and sick leave. Examples of leave that are excluded from GASB Statement No. 101 are parental leave, military leave, and jury duty leave. GASB Statement No. 101, *Compensated Absences* is applicable to the District's financial statements for the year ended June 30, 2025.

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review the new compensated absences and associated salary-related payments, including certain defined contribution pensions and defined contribution other post-employment benefits criteria to determine the appropriate financial reporting for these activities under GASB Statement No. 101.

PRIOR RECOMMENDATIONS - Continued

2. GASB STATEMENT NO. 101 COMPENSATED ABSENCES - Continued

Status

This comment has not been implemented and will be repeated in the future.

Management Response

Management acknowledges this comment and, if applicable, will work to implement it when required by GASB.

3. CAPITAL ASSET POLICY

Comment

Previously, we noted the District does not have a formal capital asset policy to provide guidance on the financial aspects and stewardship of capital assets. With respect to the financial aspects, guidance should be provided on the minimum dollar amount and minimum useful life for an item to be capitalized as a capital asset. Stewardship issues include the physical custody of capital assets.

Recommendation

We recommended that the District adopt a capital asset policy, which addresses both financial, and stewardship issues. As part of developing the capital asset policy, a review of the current capitalization amount and estimated useful life should be performed for both financial reporting and stewardship. The capital asset policy should also establish standard depreciation methods and useful lives to be applied to specific categories of assets. With respect to stewardship, the policy should address location of assets, tagging, physical access and security and frequency of periodic inventories. Once the policy has been established, we recommended the District undertake a complete inventory and valuation of capital assets to create detail capital asset records that are in compliance with the new policy. Additionally, as part of this process we recommended land be inventoried and valued at its estimated fair value on the date donated.

Status

This comment has been implemented and will not be repeated in the future.

4. CAPITAL ASSET APPRAISAL

Comment

Previously and during our current year-end audit procedures, we noted the District is in the process of having an appraisal of capital assets performed by an outside appraisal firm. This appraisal will be used to track capital assets. The benefits of an appraisal by an outside appraisal firm include but are not limited to 1) records for insurance purposes and 2) provide records of capital assets, including real property that the School District owns for financial reporting purposes.

Recommendation

We recommended that the District have an outside appraisal firm perform a physical inventory and valuation of all the District's capital assets. A periodic inspection of the assets should also be compared to this detail listing to ensure that all assets are accounted for on a regular basis. We further recommend that all capitalizable items be budgeted and charged to capital outlay accounts and that these accounts are reconciled each year to the total additions to capital assets.

PRIOR RECOMMENDATIONS - Continued

4. **CAPITAL ASSET APPRAISAL - Continued**

Status

This comment has not been implemented and will be repeated in the future.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

5. **OUTSTANDING CHECK WRITE-OFF POLICY**

Comment

Previously and during our current year-end audit procedures, we noted that the District does not have a formal policy for following up and processing old outstanding checks, which has resulted in several old outstanding checks being included in the bank reconciliations.

Recommendation

We recommended the District develop and implement an outstanding check policy that includes procedures to follow-up and subsequently how to process the outstanding checks. This policy should be in written form and should set specific instructions for these procedures including steps to be in compliance with State unclaimed property statutes. State unclaimed property statutes note that all checks that are greater than three years old are to be sent to the State of Illinois Treasurer along with the required forms.

Status

This comment has not been implemented and will be repeated in the future.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

6. **FUNDS OVER BUDGET**

Comment

Previously and during our current year-end audit procedures, we noted that the following funds had an excess of actual expenditures over budget for the fiscal year:

Fund	6/30/23	6/30/24
Transportation	\$ 337,738	13,626
Debt Services	263,066	401
Capital Projects	497,829	—

PRIOR RECOMMENDATIONS - Continued

6. **FUNDS OVER BUDGET - Continued**

Recommendation

We recommended the District investigate the causes of the funds over budget and adopt appropriate future funding measures.

Status

This comment has not been implemented and will be repeated in the future.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

7. **DEFICIT FUND BALANCE**

Comment

Previously and during our current year-end audit procedures, we noted the following fund with deficit fund balance:

<u>Fund</u>	<u>6/30/23</u>	<u>6/30/24</u>
Operations and Maintenance	\$ 610,982	450,999

Recommendation

We recommended the District investigate the causes of the deficit and adopt appropriate future funding measures.

Status

This comment has not been implemented and will be repeated in the future.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

PRIOR RECOMMENDATIONS - Continued

8. **FUND NOT IN COMPLIANCE WITH FUND BALANCE POLICY**

Comment

Previously and during our current year-end audit procedures, we noted the following fund with fund balance that was not in compliance with the Board approved fund balance policy:

	Per 2023 Budget	Fund Balance per Audit	Amount not in Compliance
	Per 2024 Budget	Fund Balance per Audit	Amount not in Compliance
Operations and Maintenance Fund Minimum			
Operating Expenditures	\$ 4,638,536		
X's 6 Months per Policy	25%		
	<hr/> 1,159,634	(610,982)	1,770,616
Operations and Maintenance Fund Minimum			
Operating Expenditures	\$ 5,008,856		
X's 6 Months per Policy	25%		
	<hr/> 1,252,214	(450,999)	1,703,213

Recommendation

We recommended the District investigate the fund balance and adopt future budgets to address these items not in compliance.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

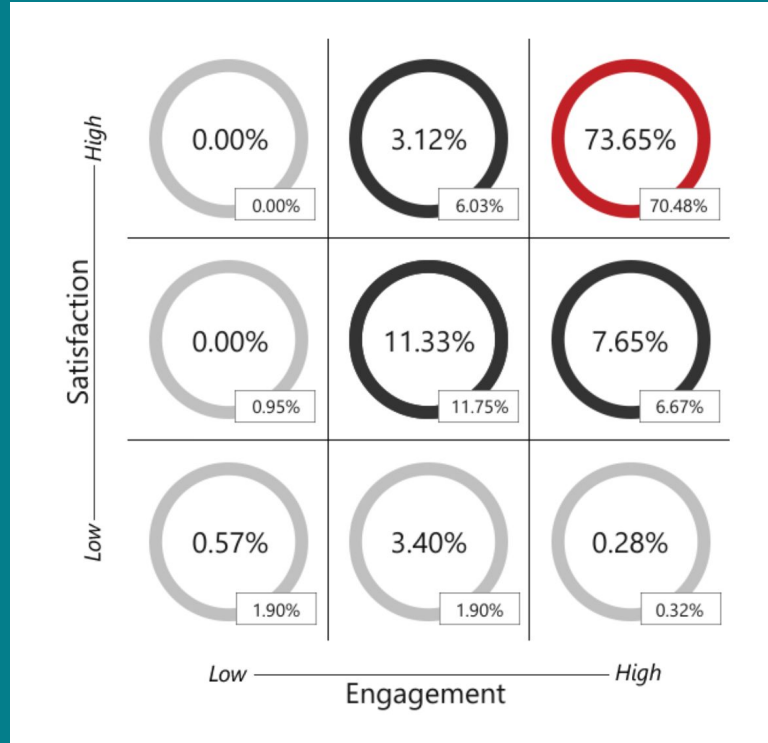
Culture and Climate Survey Data December 16, 2024

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Background

- Given yearly (September/October)
- Confidential & Anonymous
- 88 Statements
- Scale is between 0-5.0
- 354/461 participated
 - 76.78% participation

District Results



91.22%

Building Results

	2023	2024
Hadley Jr. High	90.74%	95.74%
Abraham Lincoln	92.15%	96.15%
Ben Franklin	95.91%	93.87%
Churchill	100%	95.84%
Forest Glen	96.05%	95.74%
Central Service Offices	93.58%	94.11%

Areas for growth

77. Our organization selects the right people for the right job.	Talent/Fit	3.74 + 0.08
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.65 + 0.09
9. I have received meaningful recognition in the past 10 days.	Recognition	3.62 + 0.14
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.59 + 0.15
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.59 + 0.12

Areas of Celebration

2. I am fully engaged in the work that I do.	Engage-Inspire	4.71 + 0.09
4. I feel great pride in the work I do.	Pride	4.66 + 0.04
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.61 + 0.09
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.60 + 0.09
6. I seek opportunities to further my growth and development.	Training & Development	4.52 -0.02

Next Steps

- **Live these principles every day**
- **Continue to find new ways to engage**
- **Continue to use data into our school improvement goals**
- **Continue to seek feedback from all stakeholders**
 - **Humanex**
 - **5Essentials**

Culture and Climate Survey Data

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INSIGHTeX Growth Mindset & DEI

Abraham Lincoln
Glen Ellyn SD 41

December 2024

Dimensions

Dimension	Mean
Pride	4.46 + 0.06
Engage-Inspire	4.39 + 0.16
Relationships	4.37 + 0.05
Quality	4.36 + 0.09
Communication	4.31 -0.06
Performance Planning	4.30 + 0.19
Support-Equip	4.29 + 0.24
Satisfaction	4.28 + 0.09
Continuous Improvement	4.26 + 0.26
Training & Development	4.24 + 0.20
Talent/Fit	4.23 + 0.24
Career Development	4.21 + 0.11
Innovation	4.16 + 0.20
Recognition	4.15 + 0.04
Mission Conscious	4.08 + 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.	4.67 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 9 (17.31%)	SA: 39 (75.00%)	NA: 0 (0.00%)
45. I feel great pride in the team of which I am a part.	4.48 -0.03	SD: 1 (1.92%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 15 (28.85%)	SA: 32 (61.54%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.38 -0.07	SD: 1 (1.92%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 16 (30.77%)	SA: 29 (55.77%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.29 + 0.29	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 25 (48.08%)	SA: 21 (40.38%)	NA: 0 (0.00%)

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.75 + 0.02	SD: 0 (0.00%)	D: 1 (1.92%)	N: 0 (0.00%)	A: 10 (19.23%)	SA: 41 (78.85%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.56 + 0.03	SD: 0 (0.00%)	D: 1 (1.92%)	N: 2 (3.85%)	A: 16 (30.77%)	SA: 33 (63.46%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.37 + 0.03	SD: 0 (0.00%)	D: 2 (3.85%)	N: 4 (7.69%)	A: 19 (36.54%)	SA: 27 (51.92%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.23 + 0.31	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 28 (53.85%)	SA: 18 (34.62%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.06 + 0.41	SD: 1 (1.92%)	D: 3 (5.77%)	N: 8 (15.38%)	A: 20 (38.46%)	SA: 20 (38.46%)	NA: 0 (0.00%)

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

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.65 -0.01	SD: 0 (0.00%)	D: 1 (1.92%)	N: 2 (3.85%)	A: 11 (21.15%)	SA: 38 (73.08%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.54 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.85%)	A: 20 (38.46%)	SA: 30 (57.69%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.49 + 0.04	SD: 1 (1.92%)	D: 0 (0.00%)	N: 3 (5.77%)	A: 16 (30.77%)	SA: 31 (59.62%)	NA: 1 (1.92%)
25. My supervisor cares about me as a person.	4.48 -0.03	SD: 1 (1.92%)	D: 1 (1.92%)	N: 4 (7.69%)	A: 12 (23.08%)	SA: 34 (65.38%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.44 -0.02	SD: 1 (1.92%)	D: 1 (1.92%)	N: 4 (7.69%)	A: 14 (26.92%)	SA: 32 (61.54%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.44 -0.01	SD: 1 (1.92%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 17 (32.69%)	SA: 30 (57.69%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	4.42 + 0.10	SD: 1 (1.92%)	D: 0 (0.00%)	N: 8 (15.38%)	A: 10 (19.23%)	SA: 33 (63.46%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.40 + 0.01	SD: 1 (1.92%)	D: 2 (3.85%)	N: 2 (3.85%)	A: 17 (32.69%)	SA: 30 (57.69%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.35 -0.03	SD: 1 (1.92%)	D: 1 (1.92%)	N: 7 (13.46%)	A: 13 (25.00%)	SA: 30 (57.69%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.33 + 0.06	SD: 2 (3.85%)	D: 1 (1.92%)	N: 4 (7.69%)	A: 16 (30.77%)	SA: 29 (55.77%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.33 -0.04	SD: 1 (1.92%)	D: 1 (1.92%)	N: 6 (11.54%)	A: 16 (30.77%)	SA: 28 (53.85%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.16 + 0.10	SD: 2 (3.85%)	D: 4 (7.69%)	N: 6 (11.54%)	A: 11 (21.15%)	SA: 28 (53.85%)	NA: 1 (1.92%)
68. Quality and inclusive relationships are valued across our organization.	4.12 + 0.30	SD: 0 (0.00%)	D: 1 (1.92%)	N: 9 (17.31%)	A: 25 (48.08%)	SA: 17 (32.69%)	NA: 0 (0.00%)

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.	4.10 -0.04	SD: 1 (1.92%)	D: 2 (3.85%)	N: 13 (25.00%)	A: 11 (21.15%)	SA: 25 (48.08%)	NA: 0 (0.00%)
		N		A		SA	

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.52 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.92%)	A: 23 (44.23%)	SA: 28 (53.85%)	NA: 0 (0.00%)
		A		SA			
43. My teammates demonstrate a commitment to quality work and excellence.	4.50 + 0.01	SD: 1 (1.92%)	D: 0 (0.00%)	N: 3 (5.77%)	A: 16 (30.77%)	SA: 32 (61.54%)	NA: 0 (0.00%)
		N	A		SA		
47. I am on a team that encourages each member to surpass expectations.	4.31 -0.12	SD: 1 (1.92%)	D: 0 (0.00%)	N: 8 (15.38%)	A: 16 (30.77%)	SA: 27 (51.92%)	NA: 0 (0.00%)
		N	A		SA		
71. Our organization is committed to quality collaboration and excellence.	4.10 + 0.41	SD: 0 (0.00%)	D: 2 (3.85%)	N: 8 (15.38%)	A: 25 (48.08%)	SA: 17 (32.69%)	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					
27. My supervisor and I have effective two-way communication.	4.48 + 0.01	SD: 1 (1.92%)	D: 0 (0.00%)	N: 5 (9.62%)	A: 13 (25.00%)	SA: 33 (63.46%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	4.40 -0.03	SD: 1 (1.92%)	D: 2 (3.85%)	N: 5 (9.62%)	A: 11 (21.15%)	SA: 33 (63.46%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.35 + 0.10	SD: 1 (1.92%)	D: 2 (3.85%)	N: 1 (1.92%)	A: 22 (42.31%)	SA: 26 (50.00%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.35 -0.08	SD: 1 (1.92%)	D: 0 (0.00%)	N: 5 (9.62%)	A: 20 (38.46%)	SA: 26 (50.00%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.31 -0.04	SD: 1 (1.92%)	D: 1 (1.92%)	N: 6 (11.54%)	A: 17 (32.69%)	SA: 27 (51.92%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	4.19 + 0.03	SD: 1 (1.92%)	D: 2 (3.85%)	N: 11 (21.15%)	A: 10 (19.23%)	SA: 28 (53.85%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.10 -0.06	SD: 1 (1.92%)	D: 2 (3.85%)	N: 9 (17.31%)	A: 19 (36.54%)	SA: 21 (40.38%)	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.	4.40 + 0.05	SD: 0 (0.00%)	D: 1 (1.92%)	N: 3 (5.77%)	A: 22 (42.31%)	SA: 26 (50.00%)	NA: 0 (0.00%)
57. Our team has improved our performance over time by learning from each other.	4.38 + 0.06	SD: 1 (1.92%)	D: 1 (1.92%)	N: 5 (9.62%)	A: 15 (28.85%)	SA: 30 (57.69%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.37 + 0.19	SD: 1 (1.92%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 17 (32.69%)	SA: 28 (53.85%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.35 + 0.08	SD: 1 (1.92%)	D: 3 (5.77%)	N: 2 (3.85%)	A: 17 (32.69%)	SA: 29 (55.77%)	NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	4.31 + 0.11	SD: 1 (1.92%)	D: 1 (1.92%)	N: 9 (17.31%)	A: 11 (21.15%)	SA: 30 (57.69%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.19 + 0.23	SD: 1 (1.92%)	D: 2 (3.85%)	N: 10 (19.23%)	A: 12 (23.08%)	SA: 27 (51.92%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.08 + 0.23	SD: 2 (3.85%)	D: 3 (5.77%)	N: 8 (15.38%)	A: 14 (26.92%)	SA: 24 (46.15%)	NA: 1 (1.92%)

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.	4.48 + 0.21	SD: 1 (1.92%)	D: 1 (1.92%)	N: 5 (9.62%)	A: 10 (19.23%)	SA: 35 (67.31%)	NA: 0 (0.00%)
56. Our team actively responds when needs arise within our team.	4.42 -0.11	SD: 1 (1.92%)	D: 1 (1.92%)	N: 0 (0.00%)	A: 23 (44.23%)	SA: 27 (51.92%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.41 + 0.19	SD: 1 (1.92%)	D: 1 (1.92%)	N: 8 (15.38%)	A: 7 (13.46%)	SA: 34 (65.38%)	NA: 1 (1.92%)
23. I have a supportive coaching relationship with my supervisor.	4.38 + 0.11	SD: 1 (1.92%)	D: 2 (3.85%)	N: 7 (13.46%)	A: 8 (15.38%)	SA: 34 (65.38%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.38 -0.05	SD: 1 (1.92%)	D: 3 (5.77%)	N: 0 (0.00%)	A: 19 (36.54%)	SA: 29 (55.77%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.15 + 0.31	SD: 0 (0.00%)	D: 1 (1.92%)	N: 10 (19.23%)	A: 21 (40.38%)	SA: 20 (38.46%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.13 -0.03	SD: 2 (3.85%)	D: 1 (1.92%)	N: 10 (19.23%)	A: 14 (26.92%)	SA: 25 (48.08%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.98 + 0.43	SD: 0 (0.00%)	D: 3 (5.77%)	N: 14 (26.92%)	A: 16 (30.77%)	SA: 19 (36.54%)	NA: 0 (0.00%)

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.	4.44 -0.15	SD: 1 (1.92%)	D: 0 (0.00%)	N: 3 (5.77%)	A: 19 (36.54%)	SA: 29 (55.77%)	NA: 0 (0.00%)
		N		A		SA	
13. My work is fulfilling and enjoyable.	4.33 + 0.07	SD: 0 (0.00%)	D: 2 (3.85%)	N: 6 (11.54%)	A: 17 (32.69%)	SA: 27 (51.92%)	NA: 0 (0.00%)
		N		A		SA	
87. Overall, I am very satisfied with our organization as a place to work.	4.23 + 0.35	SD: 1 (1.92%)	D: 2 (3.85%)	N: 3 (5.77%)	A: 24 (46.15%)	SA: 22 (42.31%)	NA: 0 (0.00%)
		N		A		SA	
20. I look forward to coming to work every day.	4.12 + 0.10	SD: 1 (1.92%)	D: 2 (3.85%)	N: 6 (11.54%)	A: 24 (46.15%)	SA: 19 (36.54%)	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					
21. I am committed to a growth mindset to achieve my potential.	4.54 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.85%)	A: 20 (38.46%)	SA: 30 (57.69%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.46 + 0.09	SD: 1 (1.92%)	D: 0 (0.00%)	N: 3 (5.77%)	A: 18 (34.62%)	SA: 30 (57.69%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.35 + 0.08	SD: 1 (1.92%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 18 (34.62%)	SA: 27 (51.92%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.25 + 0.39	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (13.46%)	A: 25 (48.08%)	SA: 20 (38.46%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.02 + 0.37	SD: 1 (1.92%)	D: 3 (5.77%)	N: 11 (21.15%)	A: 16 (30.77%)	SA: 21 (40.38%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.92 + 0.17	SD: 1 (1.92%)	D: 3 (5.77%)	N: 11 (21.15%)	A: 21 (40.38%)	SA: 16 (30.77%)	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.	4.59 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (40.38%)	SA: 30 (57.69%)	NA: 1 (1.92%)
		A		SA			
35. My supervisor supports my personal and professional development.	4.44 + 0.22	SD: 1 (1.92%)	D: 0 (0.00%)	N: 7 (13.46%)	A: 11 (21.15%)	SA: 33 (63.46%)	NA: 0 (0.00%)
		N	A		SA		
36. My supervisor builds a culture of learning and growth.	4.40 + 0.11	SD: 1 (1.92%)	D: 1 (1.92%)	N: 6 (11.54%)	A: 12 (23.08%)	SA: 32 (61.54%)	NA: 0 (0.00%)
		N	A		SA		
30. My supervisor encourages opportunities for my growth and development.	4.29 + 0.19	SD: 1 (1.92%)	D: 2 (3.85%)	N: 9 (17.31%)	A: 9 (17.31%)	SA: 31 (59.62%)	NA: 0 (0.00%)
		N	A		SA		
15. I am properly trained to achieve excellence in my work.	4.17 + 0.27	SD: 0 (0.00%)	D: 2 (3.85%)	N: 7 (13.46%)	A: 23 (44.23%)	SA: 20 (38.46%)	NA: 0 (0.00%)
		N	A		SA		
81. Our organization provides the "right" training for me to excel in my role.	3.56 + 0.48	SD: 2 (3.85%)	D: 7 (13.46%)	N: 15 (28.85%)	A: 16 (30.77%)	SA: 12 (23.08%)	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.	4.65 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.92%)	A: 16 (30.77%)	SA: 35 (67.31%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.46 + 0.01	SD: 1 (1.92%)	D: 1 (1.92%)	N: 4 (7.69%)	A: 13 (25.00%)	SA: 33 (63.46%)	NA: 0 (0.00%)
		D	A		SA		
70. I feel our organization is a great fit for me.	4.38 + 0.34	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 24 (46.15%)	SA: 24 (46.15%)	NA: 0 (0.00%)
		N		A		SA	
11. I am in a role that allows me to maximize my talents and strengths.	4.27 -0.09	SD: 1 (1.92%)	D: 3 (5.77%)	N: 5 (9.62%)	A: 15 (28.85%)	SA: 28 (53.85%)	NA: 0 (0.00%)
		D	N	A		SA	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.27 + 0.14	SD: 1 (1.92%)	D: 2 (3.85%)	N: 8 (15.38%)	A: 12 (23.08%)	SA: 29 (55.77%)	NA: 0 (0.00%)
		D	N		A		SA
7. I have encouraged someone to apply at our organization.	4.08 + 0.31	SD: 1 (1.92%)	D: 2 (3.85%)	N: 8 (15.38%)	A: 19 (36.54%)	SA: 19 (36.54%)	NA: 3 (5.77%)
		D	N		A		SA NA
86. Our organization selects highly talented individuals when hiring.	3.88 + 0.27	SD: 1 (1.92%)	D: 3 (5.77%)	N: 12 (23.08%)	A: 21 (40.38%)	SA: 15 (28.85%)	NA: 0 (0.00%)
		D	N		A		SA
77. Our organization selects the right people for the right job.	3.79 + 0.42	SD: 1 (1.92%)	D: 5 (9.62%)	N: 11 (21.15%)	A: 22 (42.31%)	SA: 13 (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

Career Development

Question	Mean	Distribution
85. I am committed to achieving my potential through learning and growing.	4.54 -0.03	SD: 0 (0.00%) D: 0 (0.00%) N: 4 (7.69%) A: 16 (30.77%) SA: 32 (61.54%) NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.37 + 0.21	SD: 1 (1.92%) D: 0 (0.00%) N: 5 (9.62%) A: 19 (36.54%) SA: 27 (51.92%) NA: 0 (0.00%)
73. My supervisor advocates for my role and career growth.	4.19 + 0.17	SD: 1 (1.92%) D: 4 (7.69%) N: 5 (9.62%) A: 16 (30.77%) SA: 26 (50.00%) NA: 0 (0.00%)
72. Our organization provides the experience and development for me to further my career here.	4.02 + 0.29	SD: 1 (1.92%) D: 4 (7.69%) N: 8 (15.38%) A: 19 (36.54%) SA: 20 (38.46%) NA: 0 (0.00%)
74. I have the opportunity to express my career interests at our organization.	3.92 -0.08	SD: 1 (1.92%) D: 7 (13.46%) N: 7 (13.46%) A: 17 (32.69%) SA: 20 (38.46%) NA: 0 (0.00%)

Innovation

Question	Mean	Distribution
16. I seek new ways to achieve excellence in my role.	4.58 + 0.06	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.85%) A: 18 (34.62%) SA: 32 (61.54%) NA: 0 (0.00%)
42. Our team encourages innovation.	4.31 -0.07	SD: 1 (1.92%) D: 1 (1.92%) N: 7 (13.46%) A: 14 (26.92%) SA: 28 (53.85%) NA: 1 (1.92%)
75. Our organization embraces an innovative mindset to maximize our potential.	3.96 + 0.51	SD: 1 (1.92%) D: 1 (1.92%) N: 12 (23.08%) A: 23 (44.23%) SA: 15 (28.85%) NA: 0 (0.00%)
83. Our organization encourages innovation.	3.79 + 0.28	SD: 1 (1.92%) D: 5 (9.62%) N: 11 (21.15%) A: 22 (42.31%) SA: 13 (25.00%) 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.	4.46 -0.03	SD: 0 (0.00%)	D: 1 (1.92%)	N: 1 (1.92%)	A: 23 (44.23%)	SA: 27 (51.92%)	NA: 0 (0.00%)
		A			SA		
48. My teammates promote gratitude in our culture.	4.40 + 0.05	SD: 1 (1.92%)	D: 0 (0.00%)	N: 5 (9.62%)	A: 17 (32.69%)	SA: 29 (55.77%)	NA: 0 (0.00%)
		N	A		SA		
29. My supervisor recognizes me for a job well done.	4.31 -0.03	SD: 1 (1.92%)	D: 3 (5.77%)	N: 6 (11.54%)	A: 11 (21.15%)	SA: 31 (59.62%)	NA: 0 (0.00%)
		D	N	A	SA		
9. I have received meaningful recognition in the past 10 days.	3.83 + 0.14	SD: 2 (3.85%)	D: 9 (17.31%)	N: 6 (11.54%)	A: 14 (26.92%)	SA: 21 (40.38%)	NA: 0 (0.00%)
		D	N	A	SA		
80. Our organization practices gratitude by recognizing excellence in our work.	3.75 + 0.04	SD: 2 (3.85%)	D: 6 (11.54%)	N: 9 (17.31%)	A: 21 (40.38%)	SA: 14 (26.92%)	NA: 0 (0.00%)
		D	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.	4.40 + 0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 23 (44.23%)	SA: 25 (48.08%)	NA: 0 (0.00%)
		N		A		SA	
59. Our team is very inspired by the work we do.	4.37 + 0.12	SD: 1 (1.92%)	D: 1 (1.92%)	N: 4 (7.69%)	A: 18 (34.62%)	SA: 28 (53.85%)	NA: 0 (0.00%)
		N		A		SA	
41. My supervisor effectively communicates our organizational mission to me.	4.10 -0.06	SD: 1 (1.92%)	D: 2 (3.85%)	N: 9 (17.31%)	A: 19 (36.54%)	SA: 21 (40.38%)	NA: 0 (0.00%)
		N		A		SA	
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.98 + 0.41	SD: 1 (1.92%)	D: 1 (1.92%)	N: 11 (21.15%)	A: 24 (46.15%)	SA: 15 (28.85%)	NA: 0 (0.00%)
		N		A		SA	
82. Business decisions made are consistent with our mission and core values.	3.58 + 0.29	SD: 1 (1.92%)	D: 7 (13.46%)	N: 15 (28.85%)	A: 19 (36.54%)	SA: 10 (19.23%)	NA: 0 (0.00%)
		D	N		A		SA

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

Top Items

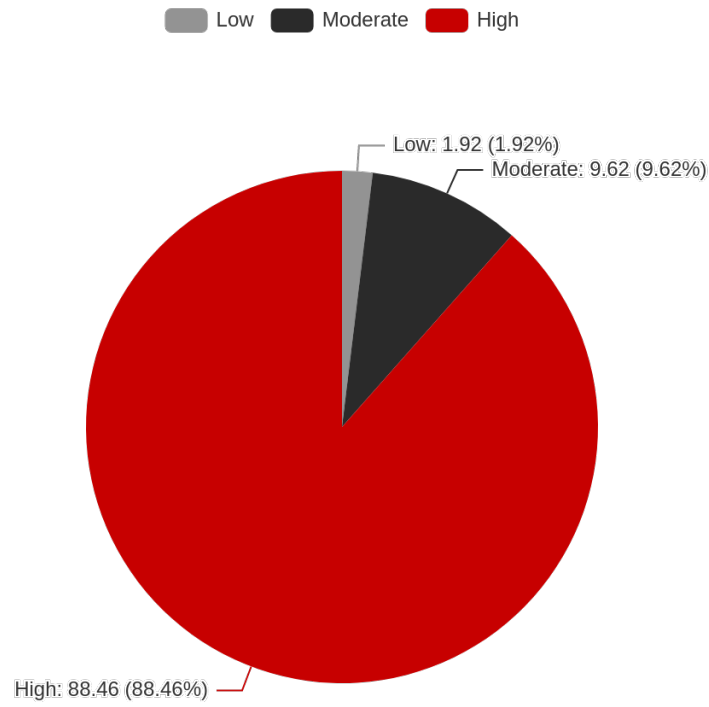
Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.75 + 0.02	SD: 0 (0.00%)	D: 1 (1.92%)	N: 0 (0.00%)	A: 10 (19.23%)	SA: 41 (78.85%)	NA: 0 (0.00%)
4. I feel great pride in the work I do.	4.67 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 9 (17.31%)	SA: 39 (75.00%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.65 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.92%)	A: 16 (30.77%)	SA: 35 (67.31%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.65 -0.01	SD: 0 (0.00%)	D: 1 (1.92%)	N: 2 (3.85%)	A: 11 (21.15%)	SA: 38 (73.08%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.59 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (40.38%)	SA: 30 (57.69%)	NA: 1 (1.92%)

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

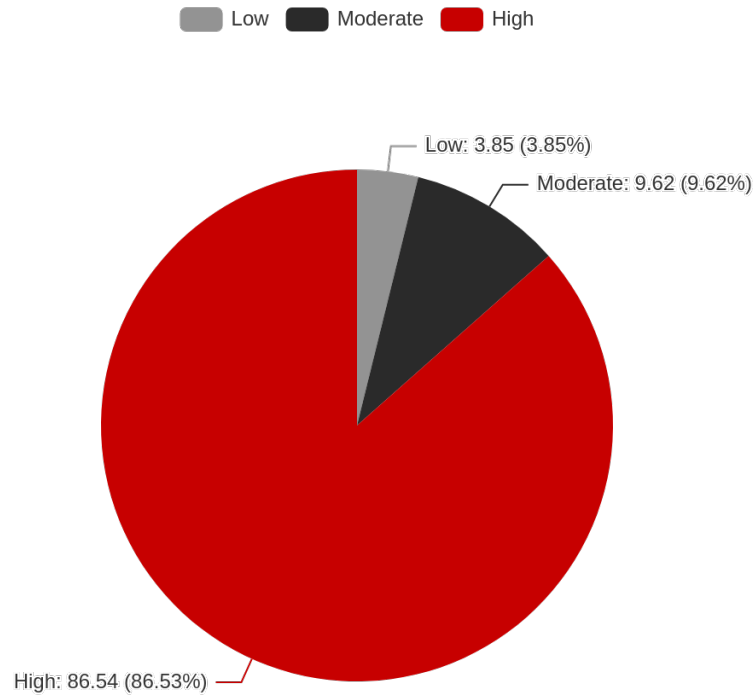
Bottom Items

Question	Mean	Distribution					
81. Our organization provides the "right" training for me to excel in my role.	3.56 + 0.48	SD: 2 (3.85%)	D: 7 (13.46%)	N: 15 (28.85%)	A: 16 (30.77%)	SA: 12 (23.08%)	NA: 0 (0.00%)
		D	N	A	SA		
82. Business decisions made are consistent with our mission and core values.	3.58 + 0.29	SD: 1 (1.92%)	D: 7 (13.46%)	N: 15 (28.85%)	A: 19 (36.54%)	SA: 10 (19.23%)	NA: 0 (0.00%)
		D	N	A	SA		
80. Our organization practices gratitude by recognizing excellence in our work.	3.75 + 0.04	SD: 2 (3.85%)	D: 6 (11.54%)	N: 9 (17.31%)	A: 21 (40.38%)	SA: 14 (26.92%)	NA: 0 (0.00%)
		D	N	A	SA		
77. Our organization selects the right people for the right job.	3.79 + 0.42	SD: 1 (1.92%)	D: 5 (9.62%)	N: 11 (21.15%)	A: 22 (42.31%)	SA: 13 (25.00%)	NA: 0 (0.00%)
		D	N	A	SA		
83. Our organization encourages innovation.	3.79 + 0.28	SD: 1 (1.92%)	D: 5 (9.62%)	N: 11 (21.15%)	A: 22 (42.31%)	SA: 13 (25.00%)	NA: 0 (0.00%)
		D	N	A	SA		

Current Growth Mindset Chart



Previous Growth Mindset Chart

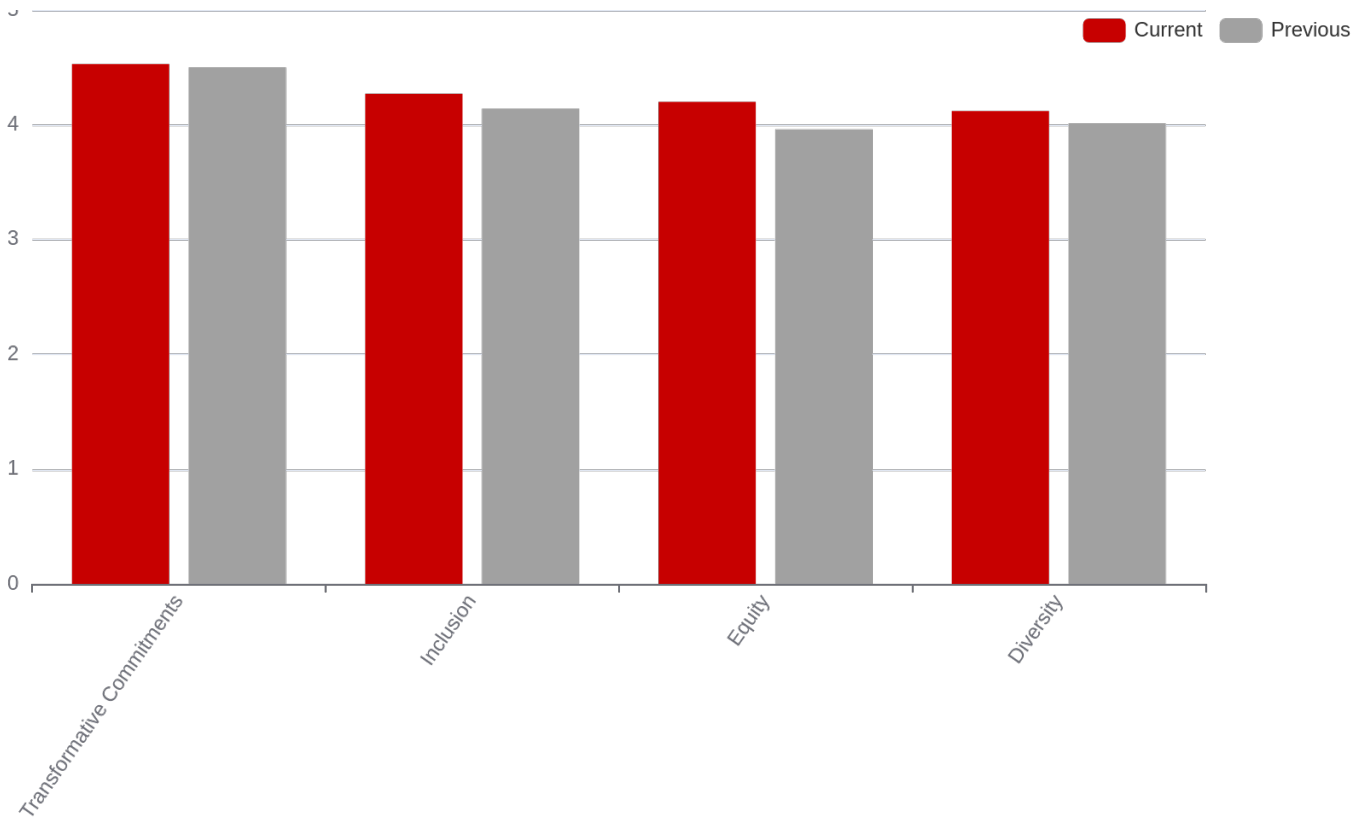


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.59 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (40.38%)	SA: 30 (57.69%)	NA: 1 (1.92%)
85. I am committed to achieving my potential through learning and growing.	4.54 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 16 (30.77%)	SA: 32 (61.54%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.54 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.85%)	A: 20 (38.46%)	SA: 30 (57.69%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.54 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.85%)	A: 20 (38.46%)	SA: 30 (57.69%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.46 -0.03	SD: 0 (0.00%)	D: 1 (1.92%)	N: 1 (1.92%)	A: 23 (44.23%)	SA: 27 (51.92%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.40 + 0.05	SD: 0 (0.00%)	D: 1 (1.92%)	N: 3 (5.77%)	A: 22 (42.31%)	SA: 26 (50.00%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.40 + 0.11	SD: 1 (1.92%)	D: 1 (1.92%)	N: 6 (11.54%)	A: 12 (23.08%)	SA: 32 (61.54%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.38 -0.07	SD: 1 (1.92%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 16 (30.77%)	SA: 29 (55.77%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.35 + 0.08	SD: 1 (1.92%)	D: 0 (0.00%)	N: 6 (11.54%)	A: 18 (34.62%)	SA: 27 (51.92%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.92 + 0.17	SD: 1 (1.92%)	D: 3 (5.77%)	N: 11 (21.15%)	A: 21 (40.38%)	SA: 16 (30.77%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.53 + 0.03
Inclusion	4.27 + 0.13
Equity	4.20 + 0.24
Diversity	4.12 + 0.11

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 + 0.04	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.92%) A: 9 (17.31%) SA: 42 (80.77%) 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.	4.69 = 0.00	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.85%) A: 12 (23.08%) SA: 38 (73.08%) 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.	4.50 + 0.03	SD: 1 (1.92%) D: 0 (0.00%) N: 3 (5.77%) A: 16 (30.77%) SA: 32 (61.54%) NA: 0 (0.00%)
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.13 + 0.03	SD: 1 (1.92%) D: 2 (3.85%) N: 6 (11.54%) A: 23 (44.23%) SA: 20 (38.46%) NA: 0 (0.00%)

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.	4.75 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.92%)	A: 11 (21.15%)	SA: 40 (76.92%)	NA: 0 (0.00%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.63 + 0.06	SD: 1 (1.92%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (28.85%)	SA: 36 (69.23%)	NA: 0 (0.00%)
100. I value the contributions of all team members.	4.62 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.77%)	A: 14 (26.92%)	SA: 35 (67.31%)	NA: 0 (0.00%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.40 -0.04	SD: 0 (0.00%)	D: 2 (3.85%)	N: 4 (7.69%)	A: 17 (32.69%)	SA: 29 (55.77%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.38 + 0.07	SD: 0 (0.00%)	D: 1 (1.92%)	N: 5 (9.62%)	A: 19 (36.54%)	SA: 27 (51.92%)	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.	4.37 + 0.25	SD: 1 (1.92%)	D: 0 (0.00%)	N: 4 (7.69%)	A: 21 (40.38%)	SA: 26 (50.00%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.35 + 0.15	SD: 1 (1.92%)	D: 0 (0.00%)	N: 8 (15.38%)	A: 14 (26.92%)	SA: 29 (55.77%)	NA: 0 (0.00%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.35 + 0.09	SD: 1 (1.92%)	D: 0 (0.00%)	N: 9 (17.31%)	A: 12 (23.08%)	SA: 30 (57.69%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.33 + 0.09	SD: 1 (1.92%)	D: 2 (3.85%)	N: 4 (7.69%)	A: 17 (32.69%)	SA: 28 (53.85%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.25 -0.05	SD: 1 (1.92%)	D: 2 (3.85%)	N: 6 (11.54%)	A: 16 (30.77%)	SA: 26 (50.00%)	NA: 1 (1.92%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.23 + 0.01	SD: 1 (1.92%)	D: 1 (1.92%)	N: 5 (9.62%)	A: 23 (44.23%)	SA: 22 (42.31%)	NA: 0 (0.00%)

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

Question	Mean	Distribution					
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.21 + 0.15	SD: 1 (1.92%)	D: 0 (0.00%)	N: 5 (9.62%)	A: 27 (51.92%)	SA: 19 (36.54%)	NA: 0 (0.00%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.17 + 0.35	SD: 0 (0.00%)	D: 2 (3.85%)	N: 7 (13.46%)	A: 23 (44.23%)	SA: 20 (38.46%)	NA: 0 (0.00%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.12 + 0.28	SD: 1 (1.92%)	D: 3 (5.77%)	N: 6 (11.54%)	A: 21 (40.38%)	SA: 21 (40.38%)	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.	4.10 + 0.10	SD: 1 (1.92%)	D: 0 (0.00%)	N: 11 (21.15%)	A: 21 (40.38%)	SA: 19 (36.54%)	NA: 0 (0.00%)
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.	3.94 + 0.41	SD: 1 (1.92%)	D: 2 (3.85%)	N: 10 (19.23%)	A: 25 (48.08%)	SA: 14 (26.92%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.87 + 0.30	SD: 1 (1.92%)	D: 3 (5.77%)	N: 12 (23.08%)	A: 22 (42.31%)	SA: 14 (26.92%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.77 + 0.06	SD: 1 (1.92%)	D: 4 (7.69%)	N: 12 (23.08%)	A: 24 (46.15%)	SA: 11 (21.15%)	NA: 0 (0.00%)

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

Equity

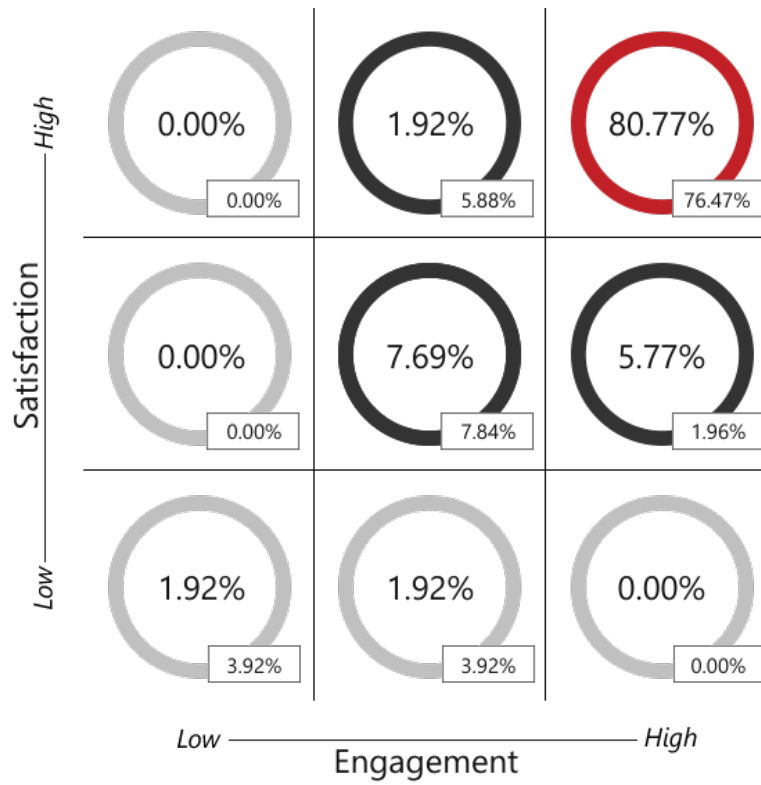
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.75 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.92%)	A: 11 (21.15%)	SA: 40 (76.92%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.17 + 0.35	SD: 0 (0.00%)	D: 2 (3.85%)	N: 7 (13.46%)	A: 23 (44.23%)	SA: 20 (38.46%)	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.	3.94 + 0.41	SD: 1 (1.92%)	D: 2 (3.85%)	N: 10 (19.23%)	A: 25 (48.08%)	SA: 14 (26.92%)	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.	3.92 + 0.21	SD: 1 (1.92%)	D: 2 (3.85%)	N: 13 (25.00%)	A: 20 (38.46%)	SA: 16 (30.77%)	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.	4.75 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.92%)	A: 11 (21.15%)	SA: 40 (76.92%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.38 + 0.07	SD: 0 (0.00%)	D: 1 (1.92%)	N: 5 (9.62%)	A: 19 (36.54%)	SA: 27 (51.92%)	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.	4.10 + 0.10	SD: 1 (1.92%)	D: 0 (0.00%)	N: 11 (21.15%)	A: 21 (40.38%)	SA: 19 (36.54%)	NA: 0 (0.00%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.87 + 0.30	SD: 1 (1.92%)	D: 3 (5.77%)	N: 12 (23.08%)	A: 22 (42.31%)	SA: 14 (26.92%)	NA: 0 (0.00%)
		D	N		A		SA
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.83 + 0.14	SD: 1 (1.92%)	D: 5 (9.62%)	N: 10 (19.23%)	A: 22 (42.31%)	SA: 14 (26.92%)	NA: 0 (0.00%)
		D	N		A		SA
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.77 + 0.06	SD: 1 (1.92%)	D: 4 (7.69%)	N: 12 (23.08%)	A: 24 (46.15%)	SA: 11 (21.15%)	NA: 0 (0.00%)
		D	N		A		SA

3x3



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.75 + 0.02
4. I feel great pride in the work I do.	Pride	4.67 + 0.04
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65 = 0.00
5. I have at least one close friend at work.	Relationships	4.65 -0.01
6. I seek opportunities to further my growth and development.	Training & Development	4.59 -0.02
16. I seek new ways to achieve excellence in my role.	Innovation	4.58 + 0.06
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.56 + 0.03
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.54 + 0.07
85. I am committed to achieving my potential through learning and growing.	Career Development	4.54 -0.03
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.54 -0.03
92. I demonstrate effort in building a positive workplace culture.	Quality	4.52 + 0.03
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.50 + 0.01
66. I look forward to interacting with our team when I come to work.	Relationships	4.49 + 0.04
27. My supervisor and I have effective two-way communication.	Communication	4.48 + 0.01
34. My supervisor is actively responsive to my needs.	Support-Equip	4.48 + 0.21
45. I feel great pride in the team of which I am a part.	Pride	4.48 -0.03
25. My supervisor cares about me as a person.	Relationships	4.48 -0.03
60. I fit in well with our team.	Talent/Fit	4.46 + 0.01

Question	Dimension	Mean
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.46 + 0.09
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.46 -0.03
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.44 -0.02
35. My supervisor supports my personal and professional development.	Training & Development	4.44 + 0.22
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.44 -0.01
46. I am satisfied being a part of our team.	Satisfaction	4.44 -0.15
32. I have an open and trusting relationship with my supervisor.	Relationships	4.42 + 0.10
56. Our team actively responds when needs arise within our team.	Support-Equip	4.42 -0.11
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.41 + 0.19
48. My teammates promote gratitude in our culture.	Recognition	4.40 + 0.05
22. I support our organization's mission.	Mission Conscious	4.40 + 0.18
24. My supervisor effectively communicates his/her expectations.	Communication	4.40 -0.03
36. My supervisor builds a culture of learning and growth.	Training & Development	4.40 + 0.11
53. I trust my teammates to follow through on projects.	Relationships	4.40 + 0.01
17. I embrace challenges as opportunities for growth.	Performance Planning	4.40 + 0.05
78. I feel proud of and inspired by the success of others on my team.	Pride	4.38 -0.07
70. I feel our organization is a great fit for me.	Talent/Fit	4.38 + 0.34

Question	Dimension	Mean
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.38 + 0.11
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.38 -0.05
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.38 + 0.06
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.37 + 0.19
59. Our team is very inspired by the work we do.	Mission Conscious	4.37 + 0.12
12. I am highly committed to and energized by my work.	Engage-Inspire	4.37 + 0.03
84. I would like to work at our organization long term.	Career Development	4.37 + 0.21
51. Our team has open and trusting relationships.	Relationships	4.35 -0.03
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.35 + 0.08
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.35 + 0.08
55. Information is shared effectively within our team.	Communication	4.35 + 0.10
79. My teammates share important information with me.	Communication	4.35 -0.08
65. Our team members invest time developing relationships with each other.	Relationships	4.33 + 0.06
63. I am highly energized by the people I work with on our team.	Relationships	4.33 -0.04
13. My work is fulfilling and enjoyable.	Satisfaction	4.33 + 0.07
44. Our team effectively communicates with each other.	Communication	4.31 -0.04
29. My supervisor recognizes me for a job well done.	Recognition	4.31 -0.03

Question	Dimension	Mean
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.31 + 0.11
47. I am on a team that encourages each member to surpass expectations.	Quality	4.31 -0.12
42. Our team encourages innovation.	Innovation	4.31 -0.07
14. I feel great pride in being a part of our organization.	Pride	4.29 + 0.29
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.29 + 0.19
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.27 -0.09
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.27 + 0.14
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.25 + 0.39
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.23 + 0.31
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.23 + 0.35
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.19 + 0.23
73. My supervisor advocates for my role and career growth.	Career Development	4.19 + 0.17
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.19 + 0.03
15. I am properly trained to achieve excellence in my work.	Training & Development	4.17 + 0.27
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.16 + 0.10
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.15 + 0.31
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.13 -0.03

Question	Dimension	Mean
20. I look forward to coming to work every day.	Satisfaction	4.12 + 0.10
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.12 + 0.30
71. Our organization is committed to quality collaboration and excellence.	Quality	4.10 + 0.41
31. My supervisor inspires me to grow to new levels.	Relationships	4.10 -0.04
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.10 -0.06
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.10 -0.06
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.08 + 0.23
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.08 + 0.31
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.06 + 0.41
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.02 + 0.37
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.02 + 0.29
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.98 + 0.41
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.98 + 0.43
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.96 + 0.51
74. I have the opportunity to express my career interests at our organization.	Career Development	3.92 -0.08

Question	Dimension	Mean
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.92 + 0.17
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.88 + 0.27
9. I have received meaningful recognition in the past 10 days.	Recognition	3.83 + 0.14
77. Our organization selects the right people for the right job.	Talent/Fit	3.79 + 0.42
83. Our organization encourages innovation.	Innovation	3.79 + 0.28
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.75 + 0.04
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.58 + 0.29
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.56 + 0.48



INSIGHTeX Growth Mindset & DEI

Benjamin Franklin
Glen Ellyn SD 41

December 2024

Dimensions

Dimension	Mean
Pride	4.50 + 0.10
Quality	4.48 + 0.10
Engage-Inspire	4.36 + 0.03
Continuous Improvement	4.28 + 0.10
Innovation	4.27 + 0.16
Relationships	4.27 + 0.06
Talent/Fit	4.26 + 0.21
Satisfaction	4.20 -0.08
Communication	4.17 + 0.02
Support-Equip	4.17 + 0.24
Performance Planning	4.17 + 0.07
Mission Conscious	4.16 + 0.19
Recognition	4.09 + 0.02
Career Development	4.08 + 0.02
Training & Development	4.04 -0.01

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.	4.71 + 0.06	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.04%) A: 12 (24.49%) SA: 36 (73.47%) NA: 0 (0.00%) A SA
45. I feel great pride in the team of which I am a part.	4.49 + 0.06	SD: 0 (0.00%) D: 2 (4.08%) N: 2 (4.08%) A: 15 (30.61%) SA: 30 (61.22%) NA: 0 (0.00%) A SA
14. I feel great pride in being a part of our organization.	4.45 + 0.29	SD: 1 (2.04%) D: 0 (0.00%) N: 4 (8.16%) A: 15 (30.61%) SA: 29 (59.18%) NA: 0 (0.00%) N A SA
78. I feel proud of and inspired by the success of others on my team.	4.35 -0.02	SD: 0 (0.00%) D: 2 (4.08%) N: 3 (6.12%) A: 20 (40.82%) SA: 24 (48.98%) NA: 0 (0.00%) N A SA

Quality

Question	Mean	Distribution
43. My teammates demonstrate a commitment to quality work and excellence.	4.59 + 0.04	SD: 0 (0.00%) D: 1 (2.04%) N: 0 (0.00%) A: 17 (34.69%) SA: 31 (63.27%) NA: 0 (0.00%) A SA
92. I demonstrate effort in building a positive workplace culture.	4.55 -0.02	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (6.12%) A: 16 (32.65%) SA: 30 (61.22%) NA: 0 (0.00%) N A SA
47. I am on a team that encourages each member to surpass expectations.	4.40 + 0.16	SD: 0 (0.00%) D: 2 (4.08%) N: 3 (6.12%) A: 17 (34.69%) SA: 26 (53.06%) NA: 1 (2.04%) N A SA
71. Our organization is committed to quality collaboration and excellence.	4.37 + 0.21	SD: 0 (0.00%) D: 1 (2.04%) N: 3 (6.12%) A: 22 (44.90%) SA: 23 (46.94%) 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.	4.65 = 0.00	SD: 0 (0.00%)	D: 1 (2.04%)	N: 1 (2.04%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.63 + 0.16	SD: 1 (2.04%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.33 -0.18	SD: 0 (0.00%)	D: 2 (4.08%)	N: 5 (10.20%)	A: 17 (34.69%)	SA: 25 (51.02%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.14 + 0.02	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 24 (48.98%)	SA: 17 (34.69%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.04 + 0.14	SD: 0 (0.00%)	D: 4 (8.16%)	N: 5 (10.20%)	A: 25 (51.02%)	SA: 15 (30.61%)	NA: 0 (0.00%)

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.	4.47 + 0.12	SD: 0 (0.00%)	D: 1 (2.04%)	N: 4 (8.16%)	A: 15 (30.61%)	SA: 29 (59.18%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.43 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (8.16%)	A: 20 (40.82%)	SA: 25 (51.02%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.38 + 0.09	SD: 0 (0.00%)	D: 2 (4.08%)	N: 4 (8.16%)	A: 16 (32.65%)	SA: 26 (53.06%)	NA: 1 (2.04%)
69. I am part of an organization that continues to pursue excellence every day.	4.31 = 0.00	SD: 1 (2.04%)	D: 0 (0.00%)	N: 3 (6.12%)	A: 24 (48.98%)	SA: 21 (42.86%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.14 + 0.24	SD: 0 (0.00%)	D: 1 (2.04%)	N: 7 (14.29%)	A: 25 (51.02%)	SA: 16 (32.65%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.98 + 0.10	SD: 0 (0.00%)	D: 3 (6.12%)	N: 8 (16.33%)	A: 25 (51.02%)	SA: 13 (26.53%)	NA: 0 (0.00%)

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.	4.46 -0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (6.12%)	A: 20 (40.82%)	SA: 25 (51.02%)	NA: 1 (2.04%)
		N		A		SA	
42. Our team encourages innovation.	4.43 + 0.21	SD: 0 (0.00%)	D: 1 (2.04%)	N: 3 (6.12%)	A: 19 (38.78%)	SA: 26 (53.06%)	NA: 0 (0.00%)
		N		A		SA	
75. Our organization embraces an innovative mindset to maximize our potential.	4.16 + 0.28	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 23 (46.94%)	SA: 18 (36.73%)	NA: 0 (0.00%)
		N		A		SA	
83. Our organization encourages innovation.	4.04 + 0.22	SD: 0 (0.00%)	D: 2 (4.08%)	N: 8 (16.33%)	A: 25 (51.02%)	SA: 14 (28.57%)	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
5. I have at least one close friend at work.	4.65 + 0.16	SD: 0 (0.00%) D: 1 (2.04%) N: 1 (2.04%) A: 12 (24.49%) SA: 35 (71.43%) NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.51 + 0.16	SD: 0 (0.00%) D: 1 (2.04%) N: 4 (8.16%) A: 13 (26.53%) SA: 31 (63.27%) NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.49 -0.12	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.04%) A: 23 (46.94%) SA: 25 (51.02%) NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.39 -0.04	SD: 1 (2.04%) D: 1 (2.04%) N: 2 (4.08%) A: 19 (38.78%) SA: 26 (53.06%) NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.35 + 0.13	SD: 0 (0.00%) D: 2 (4.08%) N: 6 (12.24%) A: 14 (28.57%) SA: 27 (55.10%) NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.35 + 0.06	SD: 0 (0.00%) D: 3 (6.12%) N: 4 (8.16%) A: 15 (30.61%) SA: 27 (55.10%) NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.33 -0.02	SD: 2 (4.08%) D: 1 (2.04%) N: 4 (8.16%) A: 14 (28.57%) SA: 28 (57.14%) NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.31 -0.04	SD: 1 (2.04%) D: 2 (4.08%) N: 5 (10.20%) A: 14 (28.57%) SA: 27 (55.10%) NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.29 + 0.02	SD: 1 (2.04%) D: 0 (0.00%) N: 9 (18.37%) A: 13 (26.53%) SA: 26 (53.06%) NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.27 -0.10	SD: 0 (0.00%) D: 4 (8.16%) N: 4 (8.16%) A: 16 (32.65%) SA: 25 (51.02%) NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.20 + 0.14	SD: 0 (0.00%) D: 1 (2.04%) N: 5 (10.20%) A: 26 (53.06%) SA: 17 (34.69%) NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	4.02 -0.04	SD: 1 (2.04%) D: 2 (4.08%) N: 11 (22.45%) A: 16 (32.65%) SA: 19 (38.78%) NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.85 -0.05	SD: 0 (0.00%) D: 5 (10.20%) N: 12 (24.49%) A: 16 (32.65%) SA: 15 (30.61%) NA: 1 (2.04%)

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.	3.80 -0.20	SD: 2 (4.08%)	D: 4 (8.16%)	N: 10 (20.41%)	A: 19 (38.78%)	SA: 14 (28.57%)	NA: 0 (0.00%)
		D N		A		SA	

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.67 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)
		A		SA			
11. I am in a role that allows me to maximize my talents and strengths.	4.43 = 0.00	SD: 0 (0.00%)	D: 3 (6.12%)	N: 2 (4.08%)	A: 15 (30.61%)	SA: 29 (59.18%)	NA: 0 (0.00%)
		D	A		SA		
60. I fit in well with our team.	4.41 -0.02	SD: 0 (0.00%)	D: 1 (2.04%)	N: 7 (14.29%)	A: 12 (24.49%)	SA: 29 (59.18%)	NA: 0 (0.00%)
		N		A		SA	
70. I feel our organization is a great fit for me.	4.31 + 0.02	SD: 0 (0.00%)	D: 1 (2.04%)	N: 5 (10.20%)	A: 21 (42.86%)	SA: 22 (44.90%)	NA: 0 (0.00%)
		N		A		SA	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.12 + 0.32	SD: 1 (2.04%)	D: 1 (2.04%)	N: 8 (16.33%)	A: 20 (40.82%)	SA: 19 (38.78%)	NA: 0 (0.00%)
		N		A		SA	
86. Our organization selects highly talented individuals when hiring.	4.10 + 0.34	SD: 0 (0.00%)	D: 1 (2.04%)	N: 7 (14.29%)	A: 27 (55.10%)	SA: 14 (28.57%)	NA: 0 (0.00%)
		N		A		SA	
77. Our organization selects the right people for the right job.	4.04 + 0.33	SD: 0 (0.00%)	D: 3 (6.12%)	N: 3 (6.12%)	A: 32 (65.31%)	SA: 11 (22.45%)	NA: 0 (0.00%)
		D N		A		SA	
7. I have encouraged someone to apply at our organization.	3.93 + 0.26	SD: 1 (2.04%)	D: 4 (8.16%)	N: 6 (12.24%)	A: 20 (40.82%)	SA: 14 (28.57%)	NA: 4 (8.16%)
		D N		A		SA NA	

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.	4.51 + 0.12	SD: 0 (0.00%)	D: 2 (4.08%)	N: 0 (0.00%)	A: 18 (36.73%)	SA: 29 (59.18%)	NA: 0 (0.00%)
13. My work is fulfilling and enjoyable.	4.16 -0.21	SD: 1 (2.04%)	D: 2 (4.08%)	N: 4 (8.16%)	A: 23 (46.94%)	SA: 19 (38.78%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.14 -0.13	SD: 1 (2.04%)	D: 0 (0.00%)	N: 7 (14.29%)	A: 24 (48.98%)	SA: 17 (34.69%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	3.98 -0.10	SD: 1 (2.04%)	D: 2 (4.08%)	N: 8 (16.33%)	A: 24 (48.98%)	SA: 14 (28.57%)	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.	4.37 -0.04	SD: 0 (0.00%)	D: 3 (6.12%)	N: 1 (2.04%)	A: 20 (40.82%)	SA: 25 (51.02%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.31 -0.06	SD: 0 (0.00%)	D: 2 (4.08%)	N: 4 (8.16%)	A: 20 (40.82%)	SA: 23 (46.94%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.29 + 0.05	SD: 0 (0.00%)	D: 4 (8.16%)	N: 6 (12.24%)	A: 11 (22.45%)	SA: 28 (57.14%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.14 -0.07	SD: 1 (2.04%)	D: 3 (6.12%)	N: 7 (14.29%)	A: 15 (30.61%)	SA: 23 (46.94%)	NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	4.08 -0.06	SD: 1 (2.04%)	D: 4 (8.16%)	N: 5 (10.20%)	A: 19 (38.78%)	SA: 20 (40.82%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	4.02 + 0.08	SD: 0 (0.00%)	D: 3 (6.12%)	N: 9 (18.37%)	A: 21 (42.86%)	SA: 16 (32.65%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	3.98 + 0.10	SD: 1 (2.04%)	D: 3 (6.12%)	N: 6 (12.24%)	A: 25 (51.02%)	SA: 14 (28.57%)	NA: 0 (0.00%)

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.	4.49 + 0.06	SD: 1 (2.04%)	D: 2 (4.08%)	N: 1 (2.04%)	A: 13 (26.53%)	SA: 32 (65.31%)	NA: 0 (0.00%)
56. Our team actively responds when needs arise within our team.	4.47 + 0.08	SD: 0 (0.00%)	D: 1 (2.04%)	N: 4 (8.16%)	A: 15 (30.61%)	SA: 29 (59.18%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.29 + 0.33	SD: 0 (0.00%)	D: 3 (6.12%)	N: 3 (6.12%)	A: 20 (40.82%)	SA: 23 (46.94%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	4.27 + 0.29	SD: 0 (0.00%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 21 (42.86%)	SA: 21 (42.86%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.02 -0.02	SD: 0 (0.00%)	D: 4 (8.16%)	N: 8 (16.33%)	A: 20 (40.82%)	SA: 17 (34.69%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.02 + 0.31	SD: 0 (0.00%)	D: 5 (10.20%)	N: 7 (14.29%)	A: 19 (38.78%)	SA: 18 (36.73%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.00 -0.02	SD: 1 (2.04%)	D: 3 (6.12%)	N: 7 (14.29%)	A: 22 (44.90%)	SA: 16 (32.65%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.80 -0.04	SD: 1 (2.04%)	D: 5 (10.20%)	N: 10 (20.41%)	A: 20 (40.82%)	SA: 13 (26.53%)	NA: 0 (0.00%)

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.	4.49 + 0.13	SD: 0 (0.00%)	D: 1 (2.04%)	N: 3 (6.12%)	A: 16 (32.65%)	SA: 29 (59.18%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.39 + 0.06	SD: 0 (0.00%)	D: 2 (4.08%)	N: 2 (4.08%)	A: 20 (40.82%)	SA: 25 (51.02%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.33 -0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (10.20%)	A: 23 (46.94%)	SA: 21 (42.86%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.31 + 0.14	SD: 0 (0.00%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 18 (36.73%)	SA: 23 (46.94%)	NA: 1 (2.04%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.08 + 0.08	SD: 1 (2.04%)	D: 3 (6.12%)	N: 4 (8.16%)	A: 23 (46.94%)	SA: 17 (34.69%)	NA: 1 (2.04%)
37. My supervisor motivates me to achieve my goals.	4.02 -0.06	SD: 0 (0.00%)	D: 1 (2.04%)	N: 14 (28.57%)	A: 17 (34.69%)	SA: 17 (34.69%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.57 -0.14	SD: 4 (8.16%)	D: 5 (10.20%)	N: 11 (22.45%)	A: 14 (28.57%)	SA: 13 (26.53%)	NA: 2 (4.08%)

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.	4.47 + 0.16	SD: 0 (0.00%)	D: 1 (2.04%)	N: 2 (4.08%)	A: 19 (38.78%)	SA: 27 (55.10%)	NA: 0 (0.00%)
59. Our team is very inspired by the work we do.	4.39 + 0.06	SD: 0 (0.00%)	D: 3 (6.12%)	N: 4 (8.16%)	A: 13 (26.53%)	SA: 29 (59.18%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.12 + 0.08	SD: 0 (0.00%)	D: 2 (4.08%)	N: 7 (14.29%)	A: 23 (46.94%)	SA: 17 (34.69%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	3.96 + 0.10	SD: 2 (4.08%)	D: 3 (6.12%)	N: 6 (12.24%)	A: 22 (44.90%)	SA: 16 (32.65%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	3.84 + 0.17	SD: 0 (0.00%)	D: 5 (10.20%)	N: 11 (22.45%)	A: 20 (40.82%)	SA: 13 (26.53%)	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.	4.41 -0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (8.16%)	A: 21 (42.86%)	SA: 24 (48.98%)	NA: 0 (0.00%)
		N		A		SA	
48. My teammates promote gratitude in our culture.	4.37 + 0.06	SD: 0 (0.00%)	D: 2 (4.08%)	N: 3 (6.12%)	A: 19 (38.78%)	SA: 25 (51.02%)	NA: 0 (0.00%)
		N		A		SA	
80. Our organization practices gratitude by recognizing excellence in our work.	4.12 + 0.10	SD: 0 (0.00%)	D: 3 (6.12%)	N: 5 (10.20%)	A: 24 (48.98%)	SA: 17 (34.69%)	NA: 0 (0.00%)
		D	N	A		SA	
29. My supervisor recognizes me for a job well done.	3.88 -0.08	SD: 1 (2.04%)	D: 5 (10.20%)	N: 11 (22.45%)	A: 14 (28.57%)	SA: 18 (36.73%)	NA: 0 (0.00%)
		D	N		A		SA
9. I have received meaningful recognition in the past 10 days.	3.65 + 0.15	SD: 2 (4.08%)	D: 8 (16.33%)	N: 7 (14.29%)	A: 20 (40.82%)	SA: 12 (24.49%)	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 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 18 (36.73%)	SA: 29 (59.18%)	NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.27 + 0.04	SD: 1 (2.04%)	D: 0 (0.00%)	N: 5 (10.20%)	A: 21 (42.86%)	SA: 21 (42.86%)	NA: 1 (2.04%)
72. Our organization provides the experience and development for me to further my career here.	3.90 = 0.00	SD: 2 (4.08%)	D: 4 (8.16%)	N: 7 (14.29%)	A: 19 (38.78%)	SA: 16 (32.65%)	NA: 1 (2.04%)
73. My supervisor advocates for my role and career growth.	3.88 + 0.07	SD: 3 (6.12%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 18 (36.73%)	SA: 16 (32.65%)	NA: 1 (2.04%)
74. I have the opportunity to express my career interests at our organization.	3.81 = 0.00	SD: 4 (8.16%)	D: 3 (6.12%)	N: 5 (10.20%)	A: 21 (42.86%)	SA: 14 (28.57%)	NA: 2 (4.08%)

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.	4.54 + 0.01	SD: 0 (0.00%)	D: 1 (2.04%)	N: 1 (2.04%)	A: 17 (34.69%)	SA: 29 (59.18%)	NA: 1 (2.04%)
35. My supervisor supports my personal and professional development.	4.12 = 0.00	SD: 0 (0.00%)	D: 3 (6.12%)	N: 8 (16.33%)	A: 18 (36.73%)	SA: 20 (40.82%)	NA: 0 (0.00%)
15. I am properly trained to achieve excellence in my work.	4.06 + 0.10	SD: 1 (2.04%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 18 (36.73%)	SA: 19 (38.78%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.02 -0.08	SD: 0 (0.00%)	D: 3 (6.12%)	N: 12 (24.49%)	A: 14 (28.57%)	SA: 19 (38.78%)	NA: 1 (2.04%)
30. My supervisor encourages opportunities for my growth and development.	3.94 -0.10	SD: 2 (4.08%)	D: 2 (4.08%)	N: 7 (14.29%)	A: 24 (48.98%)	SA: 14 (28.57%)	NA: 0 (0.00%)
81. Our organization provides the "right" training for me to excel in my role.	3.55 + 0.03	SD: 0 (0.00%)	D: 10 (20.41%)	N: 13 (26.53%)	A: 15 (30.61%)	SA: 11 (22.45%)	NA: 0 (0.00%)

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

Top Items

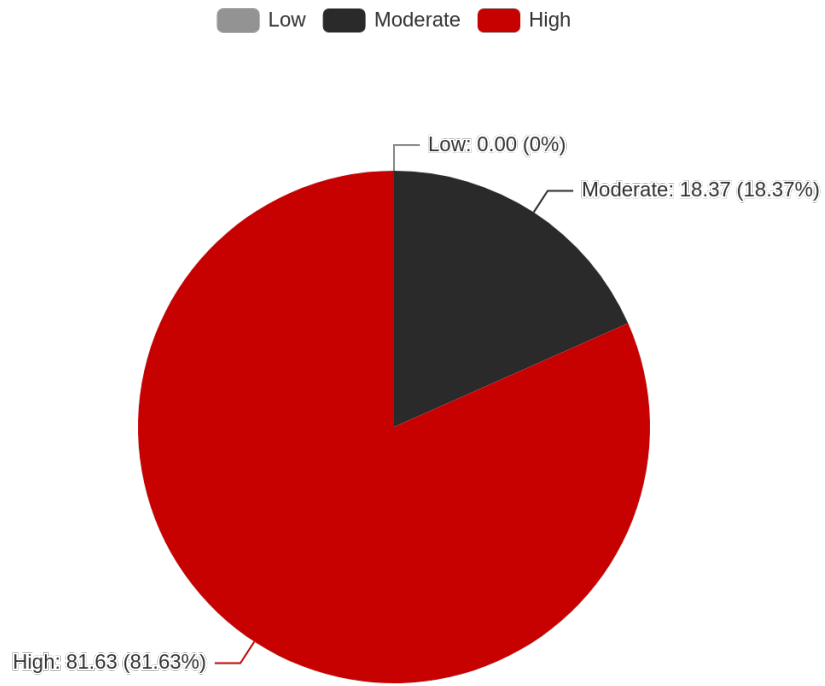
Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.71 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 12 (24.49%)	SA: 36 (73.47%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.67 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)
2. I am fully engaged in the work that I do.	4.65 = 0.00	SD: 0 (0.00%)	D: 1 (2.04%)	N: 1 (2.04%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.65 + 0.16	SD: 0 (0.00%)	D: 1 (2.04%)	N: 1 (2.04%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.63 + 0.16	SD: 1 (2.04%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 12 (24.49%)	SA: 35 (71.43%)	NA: 0 (0.00%)

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

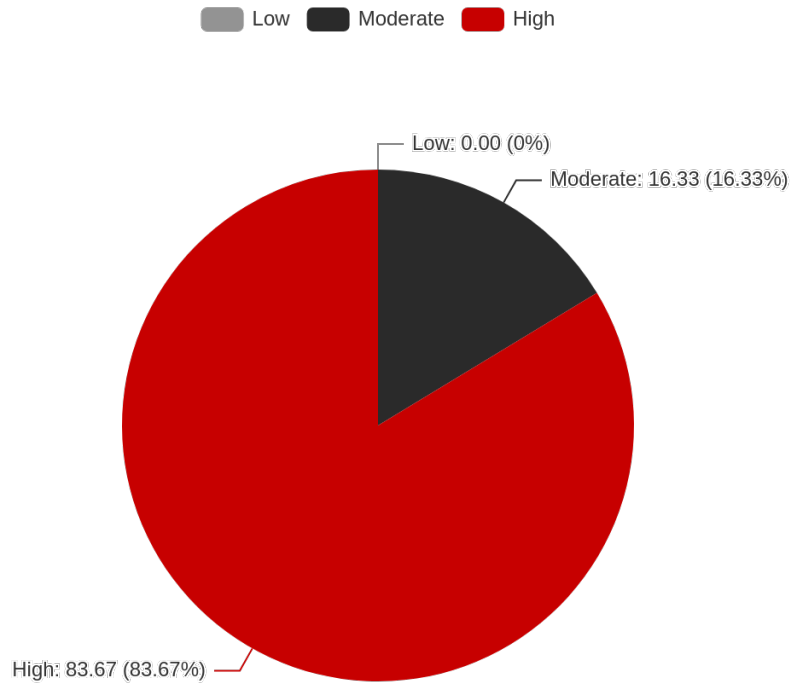
Bottom Items

Question	Mean	Distribution					
81. Our organization provides the "right" training for me to excel in my role.	3.55 + 0.03	SD: 0 (0.00%)	D: 10 (20.41%)	N: 13 (26.53%)	A: 15 (30.61%)	SA: 11 (22.45%)	NA: 0 (0.00%)
		D	N	A	SA		
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.57 -0.14	SD: 4 (8.16%)	D: 5 (10.20%)	N: 11 (22.45%)	A: 14 (28.57%)	SA: 13 (26.53%)	NA: 2 (4.08%)
		SD	D	N	A	SA	NA
9. I have received meaningful recognition in the past 10 days.	3.65 + 0.15	SD: 2 (4.08%)	D: 8 (16.33%)	N: 7 (14.29%)	A: 20 (40.82%)	SA: 12 (24.49%)	NA: 0 (0.00%)
		D	N	A	SA		
28. I am provided the opportunity to spend quality time with my supervisor.	3.80 -0.04	SD: 1 (2.04%)	D: 5 (10.20%)	N: 10 (20.41%)	A: 20 (40.82%)	SA: 13 (26.53%)	NA: 0 (0.00%)
		D	N	A	SA		
31. My supervisor inspires me to grow to new levels.	3.80 -0.20	SD: 2 (4.08%)	D: 4 (8.16%)	N: 10 (20.41%)	A: 19 (38.78%)	SA: 14 (28.57%)	NA: 0 (0.00%)
		D	N	A	SA		

Current Growth Mindset Chart



Previous Growth Mindset Chart

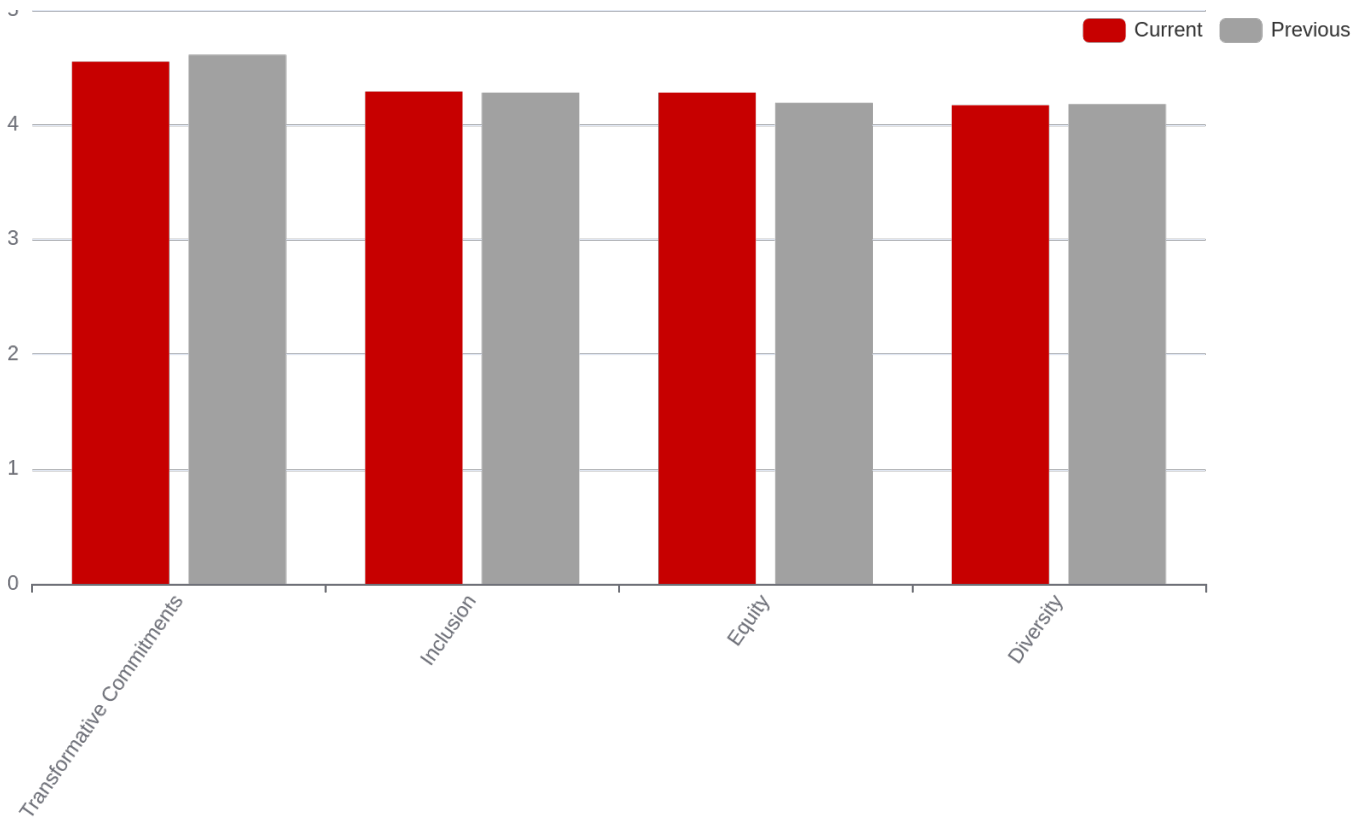


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 18 (36.73%)	SA: 29 (59.18%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.54 + 0.01	SD: 0 (0.00%)	D: 1 (2.04%)	N: 1 (2.04%)	A: 17 (34.69%)	SA: 29 (59.18%)	NA: 1 (2.04%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.49 -0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 23 (46.94%)	SA: 25 (51.02%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.43 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (8.16%)	A: 20 (40.82%)	SA: 25 (51.02%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.41 -0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (8.16%)	A: 21 (42.86%)	SA: 24 (48.98%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.38 + 0.09	SD: 0 (0.00%)	D: 2 (4.08%)	N: 4 (8.16%)	A: 16 (32.65%)	SA: 26 (53.06%)	NA: 1 (2.04%)
78. I feel proud of and inspired by the success of others on my team.	4.35 -0.02	SD: 0 (0.00%)	D: 2 (4.08%)	N: 3 (6.12%)	A: 20 (40.82%)	SA: 24 (48.98%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.33 -0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (10.20%)	A: 23 (46.94%)	SA: 21 (42.86%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.02 -0.08	SD: 0 (0.00%)	D: 3 (6.12%)	N: 12 (24.49%)	A: 14 (28.57%)	SA: 19 (38.78%)	NA: 1 (2.04%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.98 + 0.10	SD: 0 (0.00%)	D: 3 (6.12%)	N: 8 (16.33%)	A: 25 (51.02%)	SA: 13 (26.53%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.55 -0.06
Inclusion	4.29 + 0.01
Equity	4.28 + 0.09
Diversity	4.17 -0.01

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.	4.76 = 0.00	SD: 0 (0.00%) D: 0 (0.00%) N: 0 (0.00%) A: 12 (24.49%) SA: 37 (75.51%) NA: 0 (0.00%) A SA
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.67 -0.13	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.04%) A: 14 (28.57%) SA: 34 (69.39%) 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.	4.53 -0.01	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (6.12%) A: 17 (34.69%) SA: 29 (59.18%) NA: 0 (0.00%) N A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.24 -0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 7 (14.29%) A: 23 (46.94%) SA: 19 (38.78%) 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.	4.71 -0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (28.57%)	SA: 35 (71.43%)	NA: 0 (0.00%)
		A		SA			
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.69 + 0.04	SD: 0 (0.00%)	D: 1 (2.04%)	N: 1 (2.04%)	A: 10 (20.41%)	SA: 37 (75.51%)	NA: 0 (0.00%)
		A		SA			
100. I value the contributions of all team members.	4.69 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (30.61%)	SA: 34 (69.39%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.55 + 0.02	SD: 0 (0.00%)	D: 1 (2.04%)	N: 0 (0.00%)	A: 19 (38.78%)	SA: 29 (59.18%)	NA: 0 (0.00%)
		A		SA			
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.41 + 0.23	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (10.20%)	A: 19 (38.78%)	SA: 25 (51.02%)	NA: 0 (0.00%)
		N	A		SA		
115. Our organization is a safe place for people of color to work and be successful.	4.31 -0.22	SD: 0 (0.00%)	D: 1 (2.04%)	N: 7 (14.29%)	A: 17 (34.69%)	SA: 24 (48.98%)	NA: 0 (0.00%)
		N	A		SA		
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.31 -0.06	SD: 0 (0.00%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 19 (38.78%)	SA: 23 (46.94%)	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.	4.29 -0.10	SD: 0 (0.00%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 20 (40.82%)	SA: 22 (44.90%)	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.	4.29 -0.08	SD: 0 (0.00%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 20 (40.82%)	SA: 22 (44.90%)	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.	4.20 + 0.02	SD: 0 (0.00%)	D: 1 (2.04%)	N: 4 (8.16%)	A: 28 (57.14%)	SA: 16 (32.65%)	NA: 0 (0.00%)
		N	A		SA		
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.18 + 0.10	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 22 (44.90%)	SA: 19 (38.78%)	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					
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.18 -0.11	SD: 0 (0.00%)	D: 2 (4.08%)	N: 8 (16.33%)	A: 18 (36.73%)	SA: 21 (42.86%)	NA: 0 (0.00%)
		N		A		SA	
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.16 + 0.05	SD: 0 (0.00%)	D: 1 (2.04%)	N: 8 (16.33%)	A: 22 (44.90%)	SA: 18 (36.73%)	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.	4.12 + 0.12	SD: 0 (0.00%)	D: 2 (4.08%)	N: 7 (14.29%)	A: 23 (46.94%)	SA: 17 (34.69%)	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.	4.10 + 0.04	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 26 (53.06%)	SA: 15 (30.61%)	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.	4.04 + 0.08	SD: 0 (0.00%)	D: 4 (8.16%)	N: 7 (14.29%)	A: 21 (42.86%)	SA: 17 (34.69%)	NA: 0 (0.00%)
		D	N		A		SA
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.04 + 0.04	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 29 (59.18%)	SA: 12 (24.49%)	NA: 0 (0.00%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.98 + 0.04	SD: 0 (0.00%)	D: 2 (4.08%)	N: 10 (20.41%)	A: 24 (48.98%)	SA: 13 (26.53%)	NA: 0 (0.00%)
		N		A		SA	

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

Equity

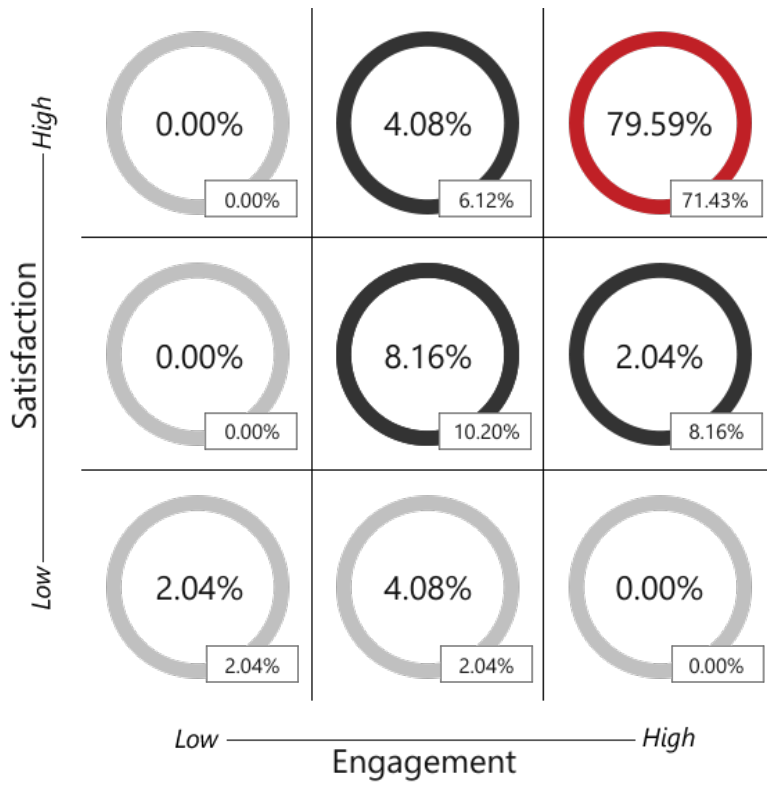
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.71 -0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (28.57%)	SA: 35 (71.43%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.18 + 0.10	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 22 (44.90%)	SA: 19 (38.78%)	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.	4.12 + 0.12	SD: 0 (0.00%)	D: 2 (4.08%)	N: 7 (14.29%)	A: 23 (46.94%)	SA: 17 (34.69%)	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.	4.08 + 0.18	SD: 0 (0.00%)	D: 2 (4.08%)	N: 7 (14.29%)	A: 25 (51.02%)	SA: 15 (30.61%)	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.	4.71 -0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (28.57%)	SA: 35 (71.43%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.31 -0.06	SD: 0 (0.00%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 19 (38.78%)	SA: 23 (46.94%)	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.	4.10 + 0.04	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 26 (53.06%)	SA: 15 (30.61%)	NA: 0 (0.00%)
		N	A			SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.04 + 0.04	SD: 0 (0.00%)	D: 2 (4.08%)	N: 6 (12.24%)	A: 29 (59.18%)	SA: 12 (24.49%)	NA: 0 (0.00%)
		N	A			SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.98 + 0.04	SD: 0 (0.00%)	D: 2 (4.08%)	N: 10 (20.41%)	A: 24 (48.98%)	SA: 13 (26.53%)	NA: 0 (0.00%)
		N	A			SA	
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.86 -0.08	SD: 0 (0.00%)	D: 3 (6.12%)	N: 12 (24.49%)	A: 23 (46.94%)	SA: 11 (22.45%)	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	4.71 + 0.06
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.67 + 0.02
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65 = 0.00
5. I have at least one close friend at work.	Relationships	4.65 + 0.16
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.63 + 0.16
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.59 + 0.04
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 = 0.00
92. I demonstrate effort in building a positive workplace culture.	Quality	4.55 -0.02
6. I seek opportunities to further my growth and development.	Training & Development	4.54 + 0.01
46. I am satisfied being a part of our team.	Satisfaction	4.51 + 0.12
53. I trust my teammates to follow through on projects.	Relationships	4.51 + 0.16
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.49 -0.12
45. I feel great pride in the team of which I am a part.	Pride	4.49 + 0.06
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.49 + 0.06
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.49 + 0.13
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.47 + 0.12
22. I support our organization's mission.	Mission Conscious	4.47 + 0.16
56. Our team actively responds when needs arise within our team.	Support-Equip	4.47 + 0.08

Question	Dimension	Mean
16. I seek new ways to achieve excellence in my role.	Innovation	4.46 -0.05
14. I feel great pride in being a part of our organization.	Pride	4.45 + 0.29
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.43 -0.08
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.43 = 0.00
42. Our team encourages innovation.	Innovation	4.43 + 0.21
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.41 -0.12
60. I fit in well with our team.	Talent/Fit	4.41 -0.02
47. I am on a team that encourages each member to surpass expectations.	Quality	4.40 + 0.16
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.39 + 0.06
59. Our team is very inspired by the work we do.	Mission Conscious	4.39 + 0.06
66. I look forward to interacting with our team when I come to work.	Relationships	4.39 -0.04
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.38 + 0.09
79. My teammates share important information with me.	Communication	4.37 -0.04
48. My teammates promote gratitude in our culture.	Recognition	4.37 + 0.06
71. Our organization is committed to quality collaboration and excellence.	Quality	4.37 + 0.21
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.35 + 0.06
78. I feel proud of and inspired by the success of others on my team.	Pride	4.35 -0.02

Question	Dimension	Mean
51. Our team has open and trusting relationships.	Relationships	4.35 + 0.13
12. I am highly committed to and energized by my work.	Engage-Inspire	4.33 -0.18
17. I embrace challenges as opportunities for growth.	Performance Planning	4.33 -0.16
65. Our team members invest time developing relationships with each other.	Relationships	4.33 -0.02
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.31 + 0.14
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.31 -0.04
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.31 = 0.00
70. I feel our organization is a great fit for me.	Talent/Fit	4.31 + 0.02
44. Our team effectively communicates with each other.	Communication	4.31 -0.06
55. Information is shared effectively within our team.	Communication	4.29 + 0.05
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.29 + 0.33
25. My supervisor cares about me as a person.	Relationships	4.29 + 0.02
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.27 + 0.29
63. I am highly energized by the people I work with on our team.	Relationships	4.27 -0.10
84. I would like to work at our organization long term.	Career Development	4.27 + 0.04
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.20 + 0.14
13. My work is fulfilling and enjoyable.	Satisfaction	4.16 -0.21

Question	Dimension	Mean
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.16 + 0.28
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.14 + 0.02
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.14 + 0.24
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.14 -0.13
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.14 -0.07
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.12 + 0.32
35. My supervisor supports my personal and professional development.	Training & Development	4.12 = 0.00
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.12 + 0.10
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.12 + 0.08
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.10 + 0.34
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.08 + 0.08
27. My supervisor and I have effective two-way communication.	Communication	4.08 -0.06
15. I am properly trained to achieve excellence in my work.	Training & Development	4.06 + 0.10
77. Our organization selects the right people for the right job.	Talent/Fit	4.04 + 0.33
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.04 + 0.14
83. Our organization encourages innovation.	Innovation	4.04 + 0.22

Question	Dimension	Mean
34. My supervisor is actively responsive to my needs.	Support-Equip	4.02 -0.02
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.02 -0.06
24. My supervisor effectively communicates his/her expectations.	Communication	4.02 + 0.08
36. My supervisor builds a culture of learning and growth.	Training & Development	4.02 -0.08
32. I have an open and trusting relationship with my supervisor.	Relationships	4.02 -0.04
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.02 + 0.31
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.00 -0.02
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.98 + 0.10
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.98 + 0.10
20. I look forward to coming to work every day.	Satisfaction	3.98 -0.10
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.96 + 0.10
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.94 -0.10
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.93 + 0.26
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.90 = 0.00
73. My supervisor advocates for my role and career growth.	Career Development	3.88 + 0.07
29. My supervisor recognizes me for a job well done.	Recognition	3.88 -0.08

Question	Dimension	Mean
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.85 -0.05
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.84 + 0.17
74. I have the opportunity to express my career interests at our organization.	Career Development	3.81 = 0.00
31. My supervisor inspires me to grow to new levels.	Relationships	3.80 -0.20
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.80 -0.04
9. I have received meaningful recognition in the past 10 days.	Recognition	3.65 + 0.15
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.57 -0.14
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.55 + 0.03



INSIGHTeX Growth Mindset & DEI

Central Services Office_Admin
Glen Ellyn SD 41

December 2024

Dimensions

Dimension	Mean
Pride	4.47 + 0.13
Engage-Inspire	4.45 + 0.17
Training & Development	4.33 + 0.09
Quality	4.32 + 0.03
Performance Planning	4.29 + 0.22
Satisfaction	4.28 + 0.10
Support-Equip	4.26 + 0.13
Recognition	4.24 + 0.23
Career Development	4.23 + 0.03
Continuous Improvement	4.21 + 0.03
Mission Conscious	4.21 + 0.02
Relationships	4.20 + 0.11
Talent/Fit	4.19 + 0.11
Innovation	4.16 -0.07
Communication	4.14 + 0.06

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.	4.85 + 0.29	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 3 (8.82%)	SA: 30 (88.24%)	NA: 0 (0.00%)
		A SA					
45. I feel great pride in the team of which I am a part.	4.35 + 0.09	SD: 0 (0.00%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 9 (26.47%)	SA: 19 (55.88%)	NA: 0 (0.00%)
		N A SA					
78. I feel proud of and inspired by the success of others on my team.	4.35 + 0.09	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					
14. I feel great pride in being a part of our organization.	4.32 + 0.02	SD: 0 (0.00%)	D: 2 (5.88%)	N: 2 (5.88%)	A: 13 (38.24%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		D N A SA					

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.74 + 0.22	SD: 1 (2.94%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 5 (14.71%)	SA: 28 (82.35%)	NA: 0 (0.00%)
		A SA					
8. I am driven to contribute to the success of our organization.	4.68 + 0.16	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					
12. I am highly committed to and energized by my work.	4.56 + 0.15	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					
67. Our organization promotes a positive and engaging culture.	4.18 + 0.07	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 12 (35.29%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		D N A SA					
76. I would recommend our organization to a friend as a great place to work.	4.09 + 0.24	SD: 1 (2.94%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 14 (41.18%)	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

Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.61 + 0.17	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 11 (32.35%)	SA: 21 (61.76%)	NA: 1 (2.94%)
30. My supervisor encourages opportunities for my growth and development.	4.45 + 0.30	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 20 (58.82%)	NA: 1 (2.94%)
35. My supervisor supports my personal and professional development.	4.45 + 0.12	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 11 (32.35%)	SA: 19 (55.88%)	NA: 1 (2.94%)
15. I am properly trained to achieve excellence in my work.	4.26 -0.07	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 16 (47.06%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.24 + 0.20	SD: 1 (2.94%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 18 (52.94%)	NA: 1 (2.94%)
81. Our organization provides the "right" training for me to excel in my role.	3.97 -0.18	SD: 1 (2.94%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 14 (41.18%)	SA: 11 (32.35%)	NA: 0 (0.00%)

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.	4.62 + 0.06	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 23 (67.65%)	NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.32 + 0.02	SD: 0 (0.00%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 10 (29.41%)	SA: 18 (52.94%)	NA: 0 (0.00%)
71. Our organization is committed to quality collaboration and excellence.	4.24 + 0.12	SD: 0 (0.00%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 13 (38.24%)	SA: 15 (44.12%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.12 -0.07	SD: 0 (0.00%)	D: 3 (8.82%)	N: 6 (17.65%)	A: 9 (26.47%)	SA: 16 (47.06%)	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.	4.65 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 0 (0.00%) A: 12 (35.29%) SA: 22 (64.71%) NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.35 + 0.39	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (5.88%) A: 18 (52.94%) SA: 14 (41.18%) NA: 0 (0.00%)
57. Our team has improved our performance over time by learning from each other.	4.32 + 0.28	SD: 0 (0.00%) D: 2 (5.88%) N: 2 (5.88%) A: 13 (38.24%) SA: 17 (50.00%) NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	4.27 + 0.16	SD: 1 (2.94%) D: 2 (5.88%) N: 2 (5.88%) A: 10 (29.41%) SA: 18 (52.94%) NA: 1 (2.94%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.16 + 0.36	SD: 0 (0.00%) D: 3 (8.82%) N: 4 (11.76%) A: 10 (29.41%) SA: 15 (44.12%) NA: 2 (5.88%)
58. I am satisfied that our team performs up to our potential.	4.15 + 0.26	SD: 0 (0.00%) D: 2 (5.88%) N: 6 (17.65%) A: 11 (32.35%) SA: 15 (44.12%) NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.09 + 0.20	SD: 0 (0.00%) D: 2 (5.88%) N: 7 (20.59%) A: 11 (32.35%) SA: 14 (41.18%) NA: 0 (0.00%)

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.	4.44 + 0.11	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	
13. My work is fulfilling and enjoyable.	4.38 + 0.08	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 12 (35.29%)	SA: 18 (52.94%)	NA: 0 (0.00%)
		N		A		SA	
87. Overall, I am very satisfied with our organization as a place to work.	4.24 + 0.05	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 14 (41.18%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		D	N	A		SA	
20. I look forward to coming to work every day.	4.06 + 0.17	SD: 0 (0.00%)	D: 3 (8.82%)	N: 6 (17.65%)	A: 11 (32.35%)	SA: 14 (41.18%)	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.	4.35 + 0.02	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 10 (29.41%)	SA: 19 (55.88%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.33 + 0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (23.53%)	A: 6 (17.65%)	SA: 19 (55.88%)	NA: 1 (2.94%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.26 + 0.15	SD: 0 (0.00%)	D: 3 (8.82%)	N: 4 (11.76%)	A: 8 (23.53%)	SA: 19 (55.88%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.24 + 0.20	SD: 0 (0.00%)	D: 1 (2.94%)	N: 4 (11.76%)	A: 15 (44.12%)	SA: 14 (41.18%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.24 + 0.05	SD: 0 (0.00%)	D: 2 (5.88%)	N: 4 (11.76%)	A: 11 (32.35%)	SA: 16 (47.06%)	NA: 1 (2.94%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.21 + 0.02	SD: 0 (0.00%)	D: 2 (5.88%)	N: 4 (11.76%)	A: 12 (35.29%)	SA: 15 (44.12%)	NA: 1 (2.94%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.21 + 0.06	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 11 (32.35%)	SA: 16 (47.06%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	4.21 + 0.14	SD: 0 (0.00%)	D: 3 (8.82%)	N: 2 (5.88%)	A: 13 (38.24%)	SA: 15 (44.12%)	NA: 1 (2.94%)

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.	4.56 + 0.15	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		
29. My supervisor recognizes me for a job well done.	4.33 + 0.29	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 10 (29.41%)	SA: 18 (52.94%)	NA: 1 (2.94%)
		D	N	A	SA		
9. I have received meaningful recognition in the past 10 days.	4.18 + 0.59	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 12 (35.29%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		D	N	A	SA		
48. My teammates promote gratitude in our culture.	4.09 + 0.02	SD: 0 (0.00%)	D: 2 (5.88%)	N: 9 (26.47%)	A: 7 (20.59%)	SA: 16 (47.06%)	NA: 0 (0.00%)
		D	N	A	SA		
80. Our organization practices gratitude by recognizing excellence in our work.	4.03 + 0.07	SD: 0 (0.00%)	D: 2 (5.88%)	N: 7 (20.59%)	A: 13 (38.24%)	SA: 12 (35.29%)	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.	4.56 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 11 (32.35%)	SA: 21 (61.76%)	NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.32 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (17.65%)	A: 11 (32.35%)	SA: 17 (50.00%)	NA: 0 (0.00%)
73. My supervisor advocates for my role and career growth.	4.27 + 0.12	SD: 0 (0.00%)	D: 1 (2.94%)	N: 4 (11.76%)	A: 13 (38.24%)	SA: 15 (44.12%)	NA: 1 (2.94%)
72. Our organization provides the experience and development for me to further my career here.	4.00 -0.07	SD: 0 (0.00%)	D: 3 (8.82%)	N: 6 (17.65%)	A: 13 (38.24%)	SA: 12 (35.29%)	NA: 0 (0.00%)
74. I have the opportunity to express my career interests at our organization.	4.00 + 0.04	SD: 0 (0.00%)	D: 3 (8.82%)	N: 6 (17.65%)	A: 12 (35.29%)	SA: 12 (35.29%)	NA: 1 (2.94%)

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.	4.47 -0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 16 (47.06%)	SA: 17 (50.00%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.41 + 0.11	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 17 (50.00%)	SA: 16 (47.06%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.26 + 0.22	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 16 (47.06%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.24 + 0.09	SD: 1 (2.94%)	D: 2 (5.88%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 17 (50.00%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.00 -0.04	SD: 0 (0.00%)	D: 1 (2.94%)	N: 9 (26.47%)	A: 13 (38.24%)	SA: 11 (32.35%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.85 -0.08	SD: 0 (0.00%)	D: 5 (14.71%)	N: 5 (14.71%)	A: 14 (41.18%)	SA: 10 (29.41%)	NA: 0 (0.00%)

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 + 0.08	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 8 (23.53%)	SA: 23 (67.65%)	NA: 0 (0.00%)
59. Our team is very inspired by the work we do.	4.24 + 0.31	SD: 0 (0.00%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 13 (38.24%)	SA: 15 (44.12%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.18 + 0.03	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 19 (55.88%)	SA: 11 (32.35%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	4.03 + 0.03	SD: 0 (0.00%)	D: 4 (11.76%)	N: 3 (8.82%)	A: 14 (41.18%)	SA: 12 (35.29%)	NA: 1 (2.94%)
82. Business decisions made are consistent with our mission and core values.	4.03 -0.08	SD: 0 (0.00%)	D: 1 (2.94%)	N: 8 (23.53%)	A: 14 (41.18%)	SA: 11 (32.35%)	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.	4.71 + 0.23	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.35 + 0.28	SD: 0 (0.00%)	D: 1 (2.94%)	N: 4 (11.76%)	A: 11 (32.35%)	SA: 18 (52.94%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.32 + 0.17	SD: 0 (0.00%)	D: 1 (2.94%)	N: 4 (11.76%)	A: 12 (35.29%)	SA: 17 (50.00%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.30 + 0.04	SD: 1 (2.94%)	D: 2 (5.88%)	N: 1 (2.94%)	A: 11 (32.35%)	SA: 18 (52.94%)	NA: 1 (2.94%)
31. My supervisor inspires me to grow to new levels.	4.27 + 0.27	SD: 0 (0.00%)	D: 2 (5.88%)	N: 4 (11.76%)	A: 10 (29.41%)	SA: 17 (50.00%)	NA: 1 (2.94%)
32. I have an open and trusting relationship with my supervisor.	4.21 + 0.14	SD: 2 (5.88%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 18 (52.94%)	NA: 1 (2.94%)
63. I am highly energized by the people I work with on our team.	4.18 + 0.11	SD: 0 (0.00%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 11 (32.35%)	SA: 15 (44.12%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.15 = 0.00	SD: 0 (0.00%)	D: 4 (11.76%)	N: 2 (5.88%)	A: 13 (38.24%)	SA: 15 (44.12%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.12 + 0.08	SD: 0 (0.00%)	D: 3 (8.82%)	N: 4 (11.76%)	A: 13 (38.24%)	SA: 14 (41.18%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.12 + 0.05	SD: 0 (0.00%)	D: 2 (5.88%)	N: 6 (17.65%)	A: 12 (35.29%)	SA: 14 (41.18%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.09 + 0.09	SD: 1 (2.94%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 10 (29.41%)	SA: 15 (44.12%)	NA: 1 (2.94%)
65. Our team members invest time developing relationships with each other.	4.03 + 0.10	SD: 0 (0.00%)	D: 4 (11.76%)	N: 7 (20.59%)	A: 7 (20.59%)	SA: 16 (47.06%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.00 -0.11	SD: 2 (5.88%)	D: 4 (11.76%)	N: 3 (8.82%)	A: 7 (20.59%)	SA: 17 (50.00%)	NA: 1 (2.94%)

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.	4.00 + 0.33	SD: 1 (2.94%)	D: 2 (5.88%)	N: 8 (23.53%)	A: 8 (23.53%)	SA: 15 (44.12%)	NA: 0 (0.00%)
		D	N	A	SA		

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.74 + 0.44	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 7 (20.59%)	SA: 26 (76.47%)	NA: 0 (0.00%)
		A		SA			
11. I am in a role that allows me to maximize my talents and strengths.	4.53 + 0.34	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 20 (58.82%)	NA: 0 (0.00%)
		N	A	SA			
60. I fit in well with our team.	4.29 + 0.14	SD: 0 (0.00%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 11 (32.35%)	SA: 17 (50.00%)	NA: 0 (0.00%)
		N	A	SA			
70. I feel our organization is a great fit for me.	4.24 + 0.13	SD: 0 (0.00%)	D: 1 (2.94%)	N: 6 (17.65%)	A: 11 (32.35%)	SA: 16 (47.06%)	NA: 0 (0.00%)
		N	A	SA			
86. Our organization selects highly talented individuals when hiring.	4.09 + 0.09	SD: 0 (0.00%)	D: 2 (5.88%)	N: 4 (11.76%)	A: 17 (50.00%)	SA: 11 (32.35%)	NA: 0 (0.00%)
		D	N	A	SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.06 -0.17	SD: 1 (2.94%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 15 (44.12%)	SA: 12 (35.29%)	NA: 1 (2.94%)
		D	N	A	SA		
7. I have encouraged someone to apply at our organization.	3.91 + 0.03	SD: 2 (5.88%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 11 (32.35%)	SA: 12 (35.29%)	NA: 1 (2.94%)
		SD	N	A	SA		
77. Our organization selects the right people for the right job.	3.68 -0.13	SD: 0 (0.00%)	D: 5 (14.71%)	N: 7 (20.59%)	A: 16 (47.06%)	SA: 6 (17.65%)	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					
16. I seek new ways to achieve excellence in my role.	4.50 -0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 13 (38.24%)	SA: 19 (55.88%)	NA: 0 (0.00%)
42. Our team encourages innovation.	4.09 -0.02	SD: 1 (2.94%)	D: 3 (8.82%)	N: 5 (14.71%)	A: 8 (23.53%)	SA: 17 (50.00%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.03 -0.04	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 17 (50.00%)	SA: 10 (29.41%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	4.03 -0.08	SD: 1 (2.94%)	D: 1 (2.94%)	N: 5 (14.71%)	A: 16 (47.06%)	SA: 11 (32.35%)	NA: 0 (0.00%)

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.	4.30 + 0.04	SD: 1 (2.94%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 17 (50.00%)	NA: 1 (2.94%)
26. My supervisor gives me constructive feedback about my work performance.	4.27 + 0.20	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 12 (35.29%)	SA: 16 (47.06%)	NA: 1 (2.94%)
24. My supervisor effectively communicates his/her expectations.	4.24 + 0.13	SD: 0 (0.00%)	D: 3 (8.82%)	N: 3 (8.82%)	A: 10 (29.41%)	SA: 17 (50.00%)	NA: 1 (2.94%)
79. My teammates share important information with me.	4.18 + 0.18	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 12 (35.29%)	SA: 15 (44.12%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.09 + 0.13	SD: 0 (0.00%)	D: 5 (14.71%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 15 (44.12%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.03 + 0.33	SD: 0 (0.00%)	D: 4 (11.76%)	N: 5 (14.71%)	A: 11 (32.35%)	SA: 14 (41.18%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	3.84 + 0.03	SD: 1 (2.94%)	D: 3 (8.82%)	N: 7 (20.59%)	A: 9 (26.47%)	SA: 11 (32.35%)	NA: 3 (8.82%)

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

Top Items

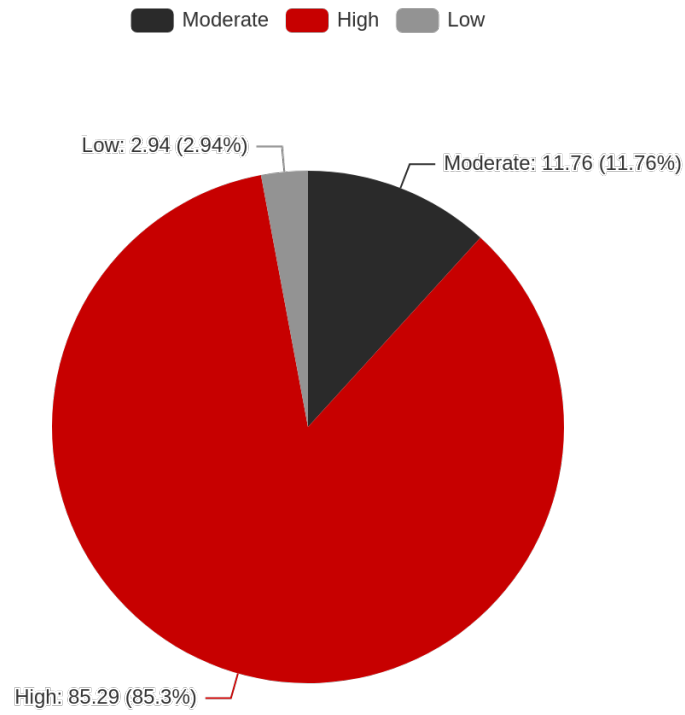
Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.85 + 0.29	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 3 (8.82%)	SA: 30 (88.24%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.74 + 0.44	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 7 (20.59%)	SA: 26 (76.47%)	NA: 0 (0.00%)
2. I am fully engaged in the work that I do.	4.74 + 0.22	SD: 1 (2.94%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 5 (14.71%)	SA: 28 (82.35%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.71 + 0.23	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.68 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 24 (70.59%)	NA: 0 (0.00%)

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

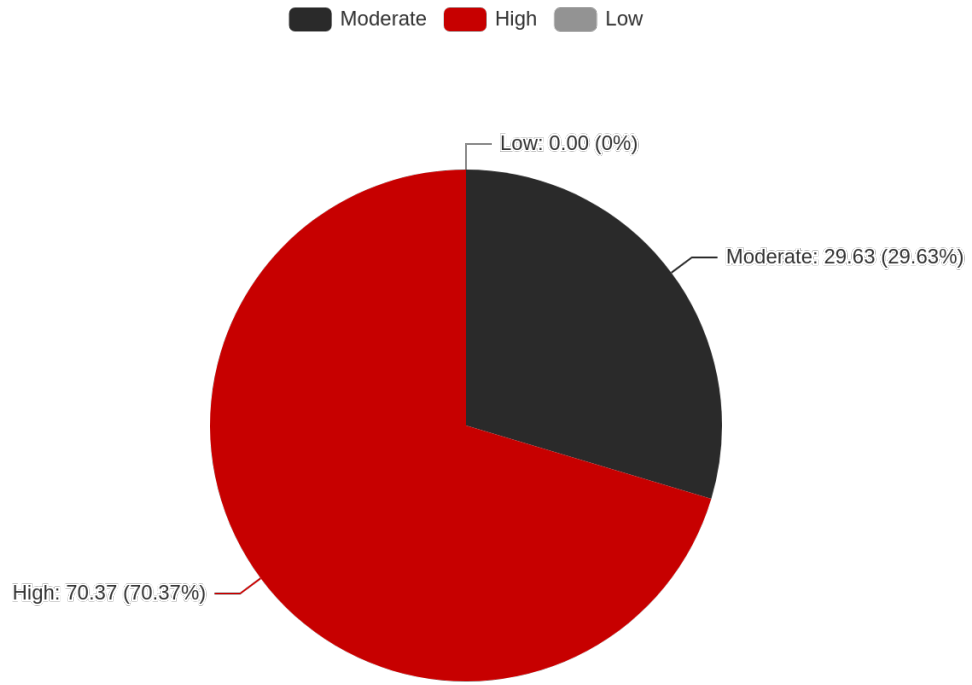
Bottom Items

Question	Mean	Distribution					
77. Our organization selects the right people for the right job.	3.68 -0.13	SD: 0 (0.00%)	D: 5 (14.71%)	N: 7 (20.59%)	A: 16 (47.06%)	SA: 6 (17.65%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	3.84 + 0.03	SD: 1 (2.94%)	D: 3 (8.82%)	N: 7 (20.59%)	A: 9 (26.47%)	SA: 11 (32.35%)	NA: 3 (8.82%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.85 -0.08	SD: 0 (0.00%)	D: 5 (14.71%)	N: 5 (14.71%)	A: 14 (41.18%)	SA: 10 (29.41%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	3.91 + 0.03	SD: 2 (5.88%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 11 (32.35%)	SA: 12 (35.29%)	NA: 1 (2.94%)
81. Our organization provides the "right" training for me to excel in my role.	3.97 -0.18	SD: 1 (2.94%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 14 (41.18%)	SA: 11 (32.35%)	NA: 0 (0.00%)

Current Growth Mindset Chart



Previous Growth Mindset Chart

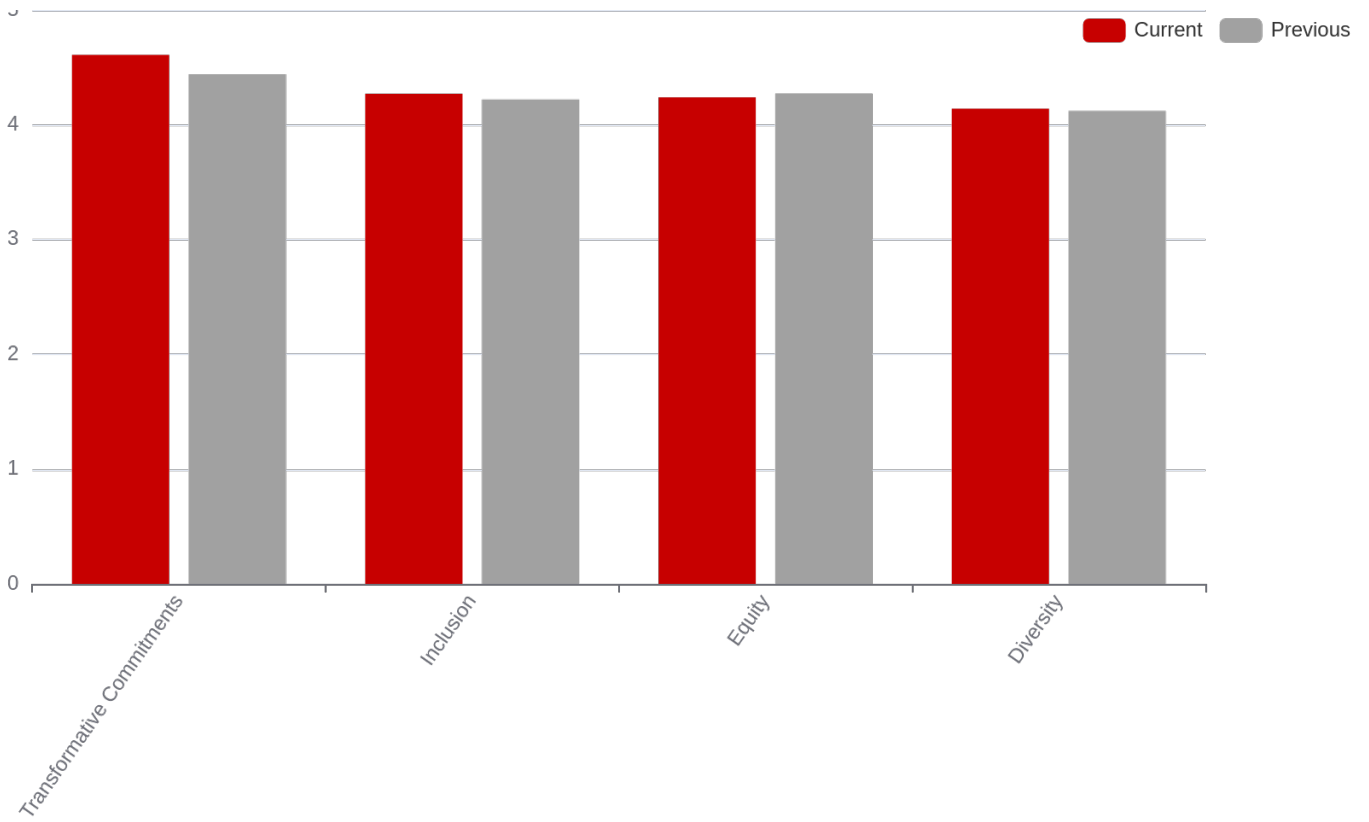


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.71 + 0.23	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 8 (23.53%)	SA: 25 (73.53%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.65 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (35.29%)	SA: 22 (64.71%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.61 + 0.17	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 11 (32.35%)	SA: 21 (61.76%)	NA: 1 (2.94%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.56 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (44.12%)	SA: 19 (55.88%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.56 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 11 (32.35%)	SA: 21 (61.76%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.47 -0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.94%)	A: 16 (47.06%)	SA: 17 (50.00%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.35 + 0.09	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 17 (50.00%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.26 + 0.22	SD: 0 (0.00%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 13 (38.24%)	SA: 16 (47.06%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.24 + 0.20	SD: 1 (2.94%)	D: 2 (5.88%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 18 (52.94%)	NA: 1 (2.94%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.85 -0.08	SD: 0 (0.00%)	D: 5 (14.71%)	N: 5 (14.71%)	A: 14 (41.18%)	SA: 10 (29.41%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.61 + 0.17
Inclusion	4.27 + 0.05
Equity	4.24 -0.03
Diversity	4.14 + 0.02

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.	4.82 + 0.15	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.94%) A: 4 (11.76%) SA: 28 (82.35%) NA: 1 (2.94%)
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.67 + 0.04	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.94%) A: 9 (26.47%) SA: 23 (67.65%) NA: 1 (2.94%)
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.58 + 0.28	SD: 0 (0.00%) D: 1 (2.94%) N: 2 (5.88%) A: 7 (20.59%) SA: 23 (67.65%) NA: 1 (2.94%)
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.36 + 0.21	SD: 0 (0.00%) D: 1 (2.94%) N: 3 (8.82%) A: 12 (35.29%) SA: 17 (50.00%) NA: 1 (2.94%)

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.	4.79 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 3 (8.82%)	SA: 28 (82.35%)	NA: 1 (2.94%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.61 + 0.13	SD: 0 (0.00%)	D: 1 (2.94%)	N: 0 (0.00%)	A: 10 (29.41%)	SA: 22 (64.71%)	NA: 1 (2.94%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.58 + 0.14	SD: 0 (0.00%)	D: 1 (2.94%)	N: 1 (2.94%)	A: 9 (26.47%)	SA: 22 (64.71%)	NA: 1 (2.94%)
100. I value the contributions of all team members.	4.53 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 20 (58.82%)	NA: 0 (0.00%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.53 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 12 (35.29%)	SA: 20 (58.82%)	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.	4.47 + 0.25	SD: 0 (0.00%)	D: 1 (2.94%)	N: 2 (5.88%)	A: 11 (32.35%)	SA: 20 (58.82%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.47 + 0.17	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 21 (61.76%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.38 + 0.08	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 12 (35.29%)	SA: 18 (52.94%)	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 + 0.22	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 16 (47.06%)	SA: 14 (41.18%)	NA: 0 (0.00%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.15 + 0.04	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 13 (38.24%)	SA: 14 (41.18%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.15 + 0.19	SD: 0 (0.00%)	D: 2 (5.88%)	N: 8 (23.53%)	A: 7 (20.59%)	SA: 17 (50.00%)	NA: 0 (0.00%)

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.	4.09 + 0.13	SD: 0 (0.00%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 14 (41.18%)	SA: 12 (35.29%)	NA: 0 (0.00%)
		N		A		SA	
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.09 + 0.02	SD: 0 (0.00%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 14 (41.18%)	SA: 12 (35.29%)	NA: 0 (0.00%)
		N		A		SA	
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.06 -0.25	SD: 0 (0.00%)	D: 2 (5.88%)	N: 8 (23.53%)	A: 8 (23.53%)	SA: 14 (41.18%)	NA: 2 (5.88%)
		D	N		A	SA	NA
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.06 -0.09	SD: 0 (0.00%)	D: 2 (5.88%)	N: 7 (20.59%)	A: 12 (35.29%)	SA: 13 (38.24%)	NA: 0 (0.00%)
		D	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.	3.97 -0.29	SD: 0 (0.00%)	D: 2 (5.88%)	N: 10 (29.41%)	A: 9 (26.47%)	SA: 13 (38.24%)	NA: 0 (0.00%)
		D	N		A	SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.88 -0.12	SD: 0 (0.00%)	D: 2 (5.88%)	N: 8 (23.53%)	A: 16 (47.06%)	SA: 8 (23.53%)	NA: 0 (0.00%)
		D	N		A		SA
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.88 -0.12	SD: 0 (0.00%)	D: 3 (8.82%)	N: 8 (23.53%)	A: 13 (38.24%)	SA: 10 (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

Equity

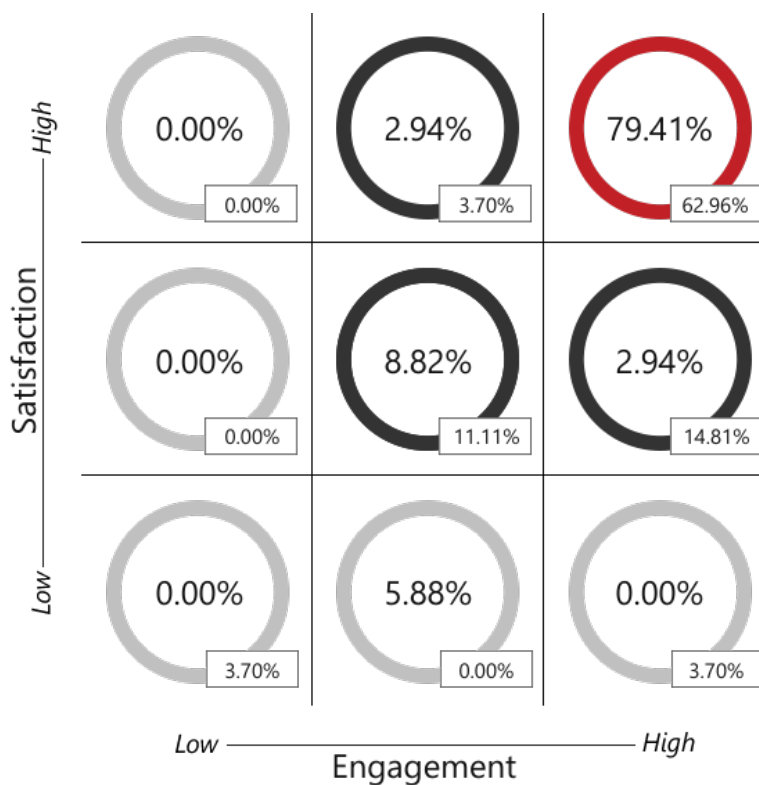
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.79 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 3 (8.82%)	SA: 28 (82.35%)	NA: 1 (2.94%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.15 + 0.04	SD: 0 (0.00%)	D: 2 (5.88%)	N: 5 (14.71%)	A: 13 (38.24%)	SA: 14 (41.18%)	NA: 0 (0.00%)
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.09 + 0.02	SD: 0 (0.00%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 14 (41.18%)	SA: 12 (35.29%)	NA: 0 (0.00%)
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.	3.97 -0.29	SD: 0 (0.00%)	D: 2 (5.88%)	N: 10 (29.41%)	A: 9 (26.47%)	SA: 13 (38.24%)	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.	4.79 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.88%)	A: 3 (8.82%)	SA: 28 (82.35%)	NA: 1 (2.94%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.47 + 0.17	SD: 0 (0.00%)	D: 1 (2.94%)	N: 3 (8.82%)	A: 9 (26.47%)	SA: 21 (61.76%)	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.	4.09 + 0.13	SD: 0 (0.00%)	D: 1 (2.94%)	N: 7 (20.59%)	A: 14 (41.18%)	SA: 12 (35.29%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.88 -0.12	SD: 0 (0.00%)	D: 3 (8.82%)	N: 8 (23.53%)	A: 13 (38.24%)	SA: 10 (29.41%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.88 -0.12	SD: 0 (0.00%)	D: 2 (5.88%)	N: 8 (23.53%)	A: 16 (47.06%)	SA: 8 (23.53%)	NA: 0 (0.00%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.74 -0.11	SD: 0 (0.00%)	D: 4 (11.76%)	N: 8 (23.53%)	A: 15 (44.12%)	SA: 7 (20.59%)	NA: 0 (0.00%)

3x3



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.85 + 0.29
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.74 + 0.44
2. I am fully engaged in the work that I do.	Engage-Inspire	4.74 + 0.22
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.71 + 0.23
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.68 + 0.16
17. I embrace challenges as opportunities for growth.	Performance Planning	4.65 + 0.09
92. I demonstrate effort in building a positive workplace culture.	Quality	4.62 + 0.06
6. I seek opportunities to further my growth and development.	Training & Development	4.61 + 0.17
12. I am highly committed to and energized by my work.	Engage-Inspire	4.56 + 0.15
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.56 + 0.15
22. I support our organization's mission.	Mission Conscious	4.56 + 0.08
85. I am committed to achieving my potential through learning and growing.	Career Development	4.56 -0.03
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.53 + 0.34
16. I seek new ways to achieve excellence in my role.	Innovation	4.50 -0.13
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.47 -0.12
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.45 + 0.30
35. My supervisor supports my personal and professional development.	Training & Development	4.45 + 0.12
46. I am satisfied being a part of our team.	Satisfaction	4.44 + 0.11

Question	Dimension	Mean
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.41 + 0.11
13. My work is fulfilling and enjoyable.	Satisfaction	4.38 + 0.08
56. Our team actively responds when needs arise within our team.	Support-Equip	4.35 + 0.02
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.35 + 0.28
45. I feel great pride in the team of which I am a part.	Pride	4.35 + 0.09
78. I feel proud of and inspired by the success of others on my team.	Pride	4.35 + 0.09
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.35 + 0.39
29. My supervisor recognizes me for a job well done.	Recognition	4.33 + 0.29
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.33 + 0.18
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.32 + 0.02
84. I would like to work at our organization long term.	Career Development	4.32 + 0.09
14. I feel great pride in being a part of our organization.	Pride	4.32 + 0.02
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.32 + 0.28
66. I look forward to interacting with our team when I come to work.	Relationships	4.32 + 0.17
27. My supervisor and I have effective two-way communication.	Communication	4.30 + 0.04
25. My supervisor cares about me as a person.	Relationships	4.30 + 0.04
60. I fit in well with our team.	Talent/Fit	4.29 + 0.14

Question	Dimension	Mean
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.27 + 0.16
73. My supervisor advocates for my role and career growth.	Career Development	4.27 + 0.12
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.27 + 0.20
31. My supervisor inspires me to grow to new levels.	Relationships	4.27 + 0.27
15. I am properly trained to achieve excellence in my work.	Training & Development	4.26 -0.07
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.26 + 0.22
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.26 + 0.15
36. My supervisor builds a culture of learning and growth.	Training & Development	4.24 + 0.20
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.24 + 0.20
70. I feel our organization is a great fit for me.	Talent/Fit	4.24 + 0.13
71. Our organization is committed to quality collaboration and excellence.	Quality	4.24 + 0.12
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.24 + 0.05
34. My supervisor is actively responsive to my needs.	Support-Equip	4.24 + 0.05
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.24 + 0.09
24. My supervisor effectively communicates his/her expectations.	Communication	4.24 + 0.13
59. Our team is very inspired by the work we do.	Mission Conscious	4.24 + 0.31
32. I have an open and trusting relationship with my supervisor.	Relationships	4.21 + 0.14

Question	Dimension	Mean
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.21 + 0.14
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.21 + 0.06
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.21 + 0.02
63. I am highly energized by the people I work with on our team.	Relationships	4.18 + 0.11
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.18 + 0.03
9. I have received meaningful recognition in the past 10 days.	Recognition	4.18 + 0.59
79. My teammates share important information with me.	Communication	4.18 + 0.18
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.18 + 0.07
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.16 + 0.36
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.15 + 0.26
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.15 = 0.00
53. I trust my teammates to follow through on projects.	Relationships	4.12 + 0.08
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.12 + 0.05
47. I am on a team that encourages each member to surpass expectations.	Quality	4.12 -0.07
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.09 + 0.09
44. Our team effectively communicates with each other.	Communication	4.09 + 0.13

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.09 + 0.02
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.09 + 0.24
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.09 + 0.09
42. Our team encourages innovation.	Innovation	4.09 -0.02
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.09 + 0.20
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.06 -0.17
20. I look forward to coming to work every day.	Satisfaction	4.06 + 0.17
83. Our organization encourages innovation.	Innovation	4.03 -0.08
65. Our team members invest time developing relationships with each other.	Relationships	4.03 + 0.10
55. Information is shared effectively within our team.	Communication	4.03 + 0.33
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.03 + 0.07
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.03 -0.08
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.03 + 0.03
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.03 -0.04
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.00 -0.07
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.00 -0.04
51. Our team has open and trusting relationships.	Relationships	4.00 + 0.33

Question	Dimension	Mean
5. I have at least one close friend at work.	Relationships	4.00 -0.11
74. I have the opportunity to express my career interests at our organization.	Career Development	4.00 + 0.04
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.97 -0.18
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.91 + 0.03
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.85 -0.08
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	3.84 + 0.03
77. Our organization selects the right people for the right job.	Talent/Fit	3.68 -0.13



INSIGHTeX Growth Mindset & DEI

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Dimensions

Dimension	Mean
Pride	4.36 -0.04
Quality	4.31 -0.04
Engage-Inspire	4.26 -0.03
Continuous Improvement	4.21 + 0.04
Innovation	4.16 = 0.00
Relationships	4.14 = 0.00
Communication	4.12 -0.02
Performance Planning	4.12 = 0.00
Satisfaction	4.06 -0.20
Mission Conscious	3.97 + 0.10
Talent/Fit	3.95 -0.03
Recognition	3.94 -0.15
Support-Equip	3.94 + 0.18
Training & Development	3.92 -0.08
Career Development	3.91 -0.14

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.	4.67 + 0.06	SD: 0 (0.00%) D: 1 (1.39%) N: 0 (0.00%) A: 21 (29.17%) SA: 50 (69.44%) NA: 0 (0.00%) A SA
45. I feel great pride in the team of which I am a part.	4.46 -0.07	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (6.94%) A: 29 (40.28%) SA: 38 (52.78%) NA: 0 (0.00%) N A SA
78. I feel proud of and inspired by the success of others on my team.	4.38 + 0.04	SD: 0 (0.00%) D: 1 (1.39%) N: 3 (4.17%) A: 36 (50.00%) SA: 32 (44.44%) NA: 0 (0.00%) A SA
14. I feel great pride in being a part of our organization.	3.96 -0.15	SD: 2 (2.78%) D: 3 (4.17%) N: 10 (13.89%) A: 38 (52.78%) SA: 19 (26.39%) NA: 0 (0.00%) N A SA

Quality

Question	Mean	Distribution
92. I demonstrate effort in building a positive workplace culture.	4.47 -0.05	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (4.17%) A: 32 (44.44%) SA: 37 (51.39%) NA: 0 (0.00%) A SA
43. My teammates demonstrate a commitment to quality work and excellence.	4.46 -0.09	SD: 0 (0.00%) D: 1 (1.39%) N: 1 (1.39%) A: 34 (47.22%) SA: 36 (50.00%) NA: 0 (0.00%) A SA
47. I am on a team that encourages each member to surpass expectations.	4.28 -0.14	SD: 2 (2.78%) D: 1 (1.39%) N: 4 (5.56%) A: 33 (45.83%) SA: 32 (44.44%) NA: 0 (0.00%) N A SA
71. Our organization is committed to quality collaboration and excellence.	4.03 + 0.10	SD: 0 (0.00%) D: 3 (4.17%) N: 10 (13.89%) A: 41 (56.94%) SA: 18 (25.00%) 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.	4.74 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 15 (20.83%)	SA: 55 (76.39%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.67 + 0.06	A		SA			
12. I am highly committed to and energized by my work.	4.35 = 0.00	SD: 0 (0.00%)	D: 2 (2.78%)	N: 6 (8.33%)	A: 29 (40.28%)	SA: 35 (48.61%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	3.99 -0.17	N		A		SA	
76. I would recommend our organization to a friend as a great place to work.	3.54 -0.20	SD: 4 (5.56%)	D: 8 (11.11%)	N: 18 (25.00%)	A: 29 (40.28%)	SA: 13 (18.06%)	NA: 0 (0.00%)
		SD	D	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.	4.46 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 35 (48.61%)	SA: 35 (48.61%)	NA: 0 (0.00%)
		A			SA		
52. I am on a team that continuously challenges me to grow and improve.	4.39 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (9.72%)	A: 30 (41.67%)	SA: 35 (48.61%)	NA: 0 (0.00%)
		N	A			SA	
54. Our team continuously seeks ways to improve our performance.	4.39 -0.09	SD: 0 (0.00%)	D: 1 (1.39%)	N: 5 (6.94%)	A: 31 (43.06%)	SA: 35 (48.61%)	NA: 0 (0.00%)
		N	A			SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.07 -0.09	SD: 0 (0.00%)	D: 2 (2.78%)	N: 15 (20.83%)	A: 31 (43.06%)	SA: 24 (33.33%)	NA: 0 (0.00%)
		N	A			SA	
69. I am part of an organization that continues to pursue excellence every day.	4.03 -0.02	SD: 1 (1.39%)	D: 0 (0.00%)	N: 13 (18.06%)	A: 40 (55.56%)	SA: 18 (25.00%)	NA: 0 (0.00%)
		N	A			SA	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.90 + 0.07	SD: 3 (4.17%)	D: 2 (2.78%)	N: 11 (15.28%)	A: 38 (52.78%)	SA: 17 (23.61%)	NA: 1 (1.39%)
		N	A			SA	

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.	4.54 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 31 (43.06%)	SA: 40 (55.56%)	NA: 0 (0.00%)
		A		SA			
42. Our team encourages innovation.	4.28 -0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (11.11%)	A: 36 (50.00%)	SA: 28 (38.89%)	NA: 0 (0.00%)
		N	A			SA	
75. Our organization embraces an innovative mindset to maximize our potential.	3.97 + 0.09	SD: 0 (0.00%)	D: 1 (1.39%)	N: 18 (25.00%)	A: 35 (48.61%)	SA: 18 (25.00%)	NA: 0 (0.00%)
		N		A		SA	
83. Our organization encourages innovation.	3.83 -0.07	SD: 0 (0.00%)	D: 4 (5.56%)	N: 20 (27.78%)	A: 32 (44.44%)	SA: 16 (22.22%)	NA: 0 (0.00%)
		D	N		A		SA

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

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.54 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 27 (37.50%)	SA: 42 (58.33%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.38 -0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (11.11%)	A: 29 (40.28%)	SA: 35 (48.61%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.35 -0.06	SD: 1 (1.39%)	D: 0 (0.00%)	N: 7 (9.72%)	A: 29 (40.28%)	SA: 35 (48.61%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.35 -0.03	SD: 0 (0.00%)	D: 1 (1.39%)	N: 5 (6.94%)	A: 34 (47.22%)	SA: 32 (44.44%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.35 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.94%)	A: 37 (51.39%)	SA: 30 (41.67%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.29 -0.21	SD: 1 (1.39%)	D: 0 (0.00%)	N: 5 (6.94%)	A: 37 (51.39%)	SA: 29 (40.28%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.28 -0.25	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (12.50%)	A: 34 (47.22%)	SA: 29 (40.28%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.26 -0.25	SD: 1 (1.39%)	D: 0 (0.00%)	N: 9 (12.50%)	A: 31 (43.06%)	SA: 31 (43.06%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.15 -0.23	SD: 1 (1.39%)	D: 1 (1.39%)	N: 11 (15.28%)	A: 32 (44.44%)	SA: 27 (37.50%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	3.93 -0.21	SD: 2 (2.78%)	D: 2 (2.78%)	N: 11 (15.28%)	A: 41 (56.94%)	SA: 16 (22.22%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	3.89 -0.01	SD: 4 (5.56%)	D: 2 (2.78%)	N: 12 (16.67%)	A: 34 (47.22%)	SA: 20 (27.78%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.74 = 0.00	SD: 3 (4.17%)	D: 3 (4.17%)	N: 18 (25.00%)	A: 34 (47.22%)	SA: 14 (19.44%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	3.74 -0.05	SD: 3 (4.17%)	D: 4 (5.56%)	N: 16 (22.22%)	A: 35 (48.61%)	SA: 14 (19.44%)	NA: 0 (0.00%)

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.	3.72 -0.14	SD: 4 (5.56%)	D: 1 (1.39%)	N: 19 (26.39%)	A: 35 (48.61%)	SA: 13 (18.06%)	NA: 0 (0.00%)
		SD	N	A		SA	

Communication

Question	Mean	Distribution					
44. Our team effectively communicates with each other.	4.32 -0.11	SD: 1 (1.39%)	D: 0 (0.00%)	N: 6 (8.33%)	A: 33 (45.83%)	SA: 32 (44.44%)	NA: 0 (0.00%)
		N	A		SA		
79. My teammates share important information with me.	4.29 -0.11	SD: 0 (0.00%)	D: 3 (4.17%)	N: 4 (5.56%)	A: 34 (47.22%)	SA: 31 (43.06%)	NA: 0 (0.00%)
		N	A		SA		
55. Information is shared effectively within our team.	4.28 -0.15	SD: 1 (1.39%)	D: 1 (1.39%)	N: 7 (9.72%)	A: 31 (43.06%)	SA: 32 (44.44%)	NA: 0 (0.00%)
		N	A		SA		
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.07 -0.20	SD: 2 (2.78%)	D: 4 (5.56%)	N: 6 (8.33%)	A: 34 (47.22%)	SA: 25 (34.72%)	NA: 1 (1.39%)
		D	N	A		SA	
24. My supervisor effectively communicates his/her expectations.	4.01 -0.15	SD: 3 (4.17%)	D: 3 (4.17%)	N: 6 (8.33%)	A: 38 (52.78%)	SA: 22 (30.56%)	NA: 0 (0.00%)
		N	A		SA		
27. My supervisor and I have effective two-way communication.	3.97 + 0.09	SD: 3 (4.17%)	D: 2 (2.78%)	N: 10 (13.89%)	A: 36 (50.00%)	SA: 21 (29.17%)	NA: 0 (0.00%)
		N	A		SA		
26. My supervisor gives me constructive feedback about my work performance.	3.88 + 0.06	SD: 4 (5.56%)	D: 2 (2.78%)	N: 11 (15.28%)	A: 37 (51.39%)	SA: 18 (25.00%)	NA: 0 (0.00%)
		SD	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.	4.40 -0.08	SD: 1 (1.39%)	D: 0 (0.00%)	N: 4 (5.56%)	A: 31 (43.06%)	SA: 36 (50.00%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.36 -0.03	SD: 0 (0.00%)	D: 2 (2.78%)	N: 7 (9.72%)	A: 26 (36.11%)	SA: 37 (51.39%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.33 -0.07	SD: 0 (0.00%)	D: 1 (1.39%)	N: 2 (2.78%)	A: 41 (56.94%)	SA: 28 (38.89%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.29 -0.07	SD: 0 (0.00%)	D: 2 (2.78%)	N: 5 (6.94%)	A: 35 (48.61%)	SA: 30 (41.67%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.00 -0.21	SD: 0 (0.00%)	D: 5 (6.94%)	N: 11 (15.28%)	A: 35 (48.61%)	SA: 21 (29.17%)	NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	3.81 -0.12	SD: 3 (4.17%)	D: 1 (1.39%)	N: 19 (26.39%)	A: 33 (45.83%)	SA: 16 (22.22%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.63 -0.06	SD: 4 (5.56%)	D: 9 (12.50%)	N: 11 (15.28%)	A: 31 (43.06%)	SA: 15 (20.83%)	NA: 2 (2.78%)

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.	4.44 -0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (5.56%)	A: 32 (44.44%)	SA: 36 (50.00%)	NA: 0 (0.00%)
		N		A		SA	
13. My work is fulfilling and enjoyable.	4.25 -0.07	SD: 0 (0.00%)	D: 1 (1.39%)	N: 9 (12.50%)	A: 33 (45.83%)	SA: 29 (40.28%)	NA: 0 (0.00%)
		N		A		SA	
20. I look forward to coming to work every day.	3.79 -0.31	SD: 3 (4.17%)	D: 5 (6.94%)	N: 13 (18.06%)	A: 34 (47.22%)	SA: 17 (23.61%)	NA: 0 (0.00%)
		D N		A		SA	
87. Overall, I am very satisfied with our organization as a place to work.	3.76 -0.27	SD: 3 (4.17%)	D: 2 (2.78%)	N: 19 (26.39%)	A: 33 (45.83%)	SA: 15 (20.83%)	NA: 0 (0.00%)
		D N		A		SA	

Mission Conscious

Question	Mean	Distribution					
59. Our team is very inspired by the work we do.	4.36 -0.07	SD: 0 (0.00%)	D: 1 (1.39%)	N: 6 (8.33%)	A: 31 (43.06%)	SA: 34 (47.22%)	NA: 0 (0.00%)
		N		A		SA	
22. I support our organization's mission.	4.29 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (11.11%)	A: 35 (48.61%)	SA: 29 (40.28%)	NA: 0 (0.00%)
		N		A		SA	
41. My supervisor effectively communicates our organizational mission to me.	3.97 -0.06	SD: 2 (2.78%)	D: 0 (0.00%)	N: 16 (22.22%)	A: 34 (47.22%)	SA: 20 (27.78%)	NA: 0 (0.00%)
		N		A		SA	
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.83 + 0.07	SD: 0 (0.00%)	D: 5 (6.94%)	N: 16 (22.22%)	A: 37 (51.39%)	SA: 14 (19.44%)	NA: 0 (0.00%)
		D N		A		SA	
82. Business decisions made are consistent with our mission and core values.	3.39 -0.14	SD: 4 (5.56%)	D: 9 (12.50%)	N: 24 (33.33%)	A: 25 (34.72%)	SA: 10 (13.89%)	NA: 0 (0.00%)
		SD 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.	4.54 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 29 (40.28%)	SA: 41 (56.94%)	NA: 0 (0.00%)
		A		SA			
60. I fit in well with our team.	4.40 -0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (8.33%)	A: 31 (43.06%)	SA: 35 (48.61%)	NA: 0 (0.00%)
		N		A		SA	
11. I am in a role that allows me to maximize my talents and strengths.	4.22 + 0.01	SD: 1 (1.39%)	D: 2 (2.78%)	N: 9 (12.50%)	A: 28 (38.89%)	SA: 32 (44.44%)	NA: 0 (0.00%)
		N		A		SA	
70. I feel our organization is a great fit for me.	4.06 -0.06	SD: 0 (0.00%)	D: 1 (1.39%)	N: 14 (19.44%)	A: 37 (51.39%)	SA: 20 (27.78%)	NA: 0 (0.00%)
		N		A		SA	
86. Our organization selects highly talented individuals when hiring.	3.75 -0.04	SD: 0 (0.00%)	D: 6 (8.33%)	N: 19 (26.39%)	A: 34 (47.22%)	SA: 13 (18.06%)	NA: 0 (0.00%)
		D		N		A	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.64 -0.13	SD: 3 (4.17%)	D: 6 (8.33%)	N: 18 (25.00%)	A: 28 (38.89%)	SA: 14 (19.44%)	NA: 3 (4.17%)
		D		N		A	
77. Our organization selects the right people for the right job.	3.56 -0.13	SD: 1 (1.39%)	D: 9 (12.50%)	N: 19 (26.39%)	A: 35 (48.61%)	SA: 8 (11.11%)	NA: 0 (0.00%)
		D		N		A	
7. I have encouraged someone to apply at our organization.	3.36 -0.45	SD: 5 (6.94%)	D: 10 (13.89%)	N: 22 (30.56%)	A: 19 (26.39%)	SA: 13 (18.06%)	NA: 3 (4.17%)
		SD		D		N	

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.	4.42 -0.05	SD: 1 (1.39%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 32 (44.44%)	SA: 36 (50.00%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.38 -0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 39 (54.17%)	SA: 30 (41.67%)	NA: 0 (0.00%)
80. Our organization practices gratitude by recognizing excellence in our work.	3.86 -0.17	SD: 2 (2.78%)	D: 6 (8.33%)	N: 10 (13.89%)	A: 36 (50.00%)	SA: 18 (25.00%)	NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	3.80 -0.06	SD: 3 (4.17%)	D: 5 (6.94%)	N: 11 (15.28%)	A: 36 (50.00%)	SA: 16 (22.22%)	NA: 1 (1.39%)
9. I have received meaningful recognition in the past 10 days.	3.25 -0.42	SD: 5 (6.94%)	D: 19 (26.39%)	N: 15 (20.83%)	A: 19 (26.39%)	SA: 14 (19.44%)	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.	4.47 -0.06	SD: 1 (1.39%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 30 (41.67%)	SA: 39 (54.17%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.32 -0.17	SD: 1 (1.39%)	D: 0 (0.00%)	N: 7 (9.72%)	A: 31 (43.06%)	SA: 33 (45.83%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	3.94 -0.04	SD: 3 (4.17%)	D: 2 (2.78%)	N: 10 (13.89%)	A: 38 (52.78%)	SA: 19 (26.39%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	3.83 + 0.09	SD: 2 (2.78%)	D: 7 (9.72%)	N: 13 (18.06%)	A: 29 (40.28%)	SA: 21 (29.17%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	3.78 -0.08	SD: 3 (4.17%)	D: 5 (6.94%)	N: 15 (20.83%)	A: 31 (43.06%)	SA: 18 (25.00%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.76 + 0.14	SD: 0 (0.00%)	D: 8 (11.11%)	N: 16 (22.22%)	A: 33 (45.83%)	SA: 15 (20.83%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.72 -0.08	SD: 4 (5.56%)	D: 2 (2.78%)	N: 16 (22.22%)	A: 37 (51.39%)	SA: 12 (16.67%)	NA: 1 (1.39%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.71 + 0.15	SD: 4 (5.56%)	D: 4 (5.56%)	N: 16 (22.22%)	A: 33 (45.83%)	SA: 15 (20.83%)	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.	4.53 -0.10	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (2.78%) A: 30 (41.67%) SA: 40 (55.56%) NA: 0 (0.00%) A SA
15. I am properly trained to achieve excellence in my work.	3.99 + 0.04	SD: 0 (0.00%) D: 5 (6.94%) N: 9 (12.50%) A: 40 (55.56%) SA: 18 (25.00%) NA: 0 (0.00%) D N A SA
30. My supervisor encourages opportunities for my growth and development.	3.90 -0.01	SD: 2 (2.78%) D: 2 (2.78%) N: 12 (16.67%) A: 41 (56.94%) SA: 15 (20.83%) NA: 0 (0.00%) N A SA
35. My supervisor supports my personal and professional development.	3.88 = 0.00	SD: 3 (4.17%) D: 1 (1.39%) N: 17 (23.61%) A: 32 (44.44%) SA: 19 (26.39%) NA: 0 (0.00%) N A SA
36. My supervisor builds a culture of learning and growth.	3.88 -0.17	SD: 3 (4.17%) D: 2 (2.78%) N: 14 (19.44%) A: 35 (48.61%) SA: 18 (25.00%) NA: 0 (0.00%) N A SA
81. Our organization provides the "right" training for me to excel in my role.	3.36 -0.21	SD: 4 (5.56%) D: 15 (20.83%) N: 17 (23.61%) A: 23 (31.94%) SA: 13 (18.06%) NA: 0 (0.00%) SD 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.	4.51 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 29 (40.28%)	SA: 40 (55.56%)	NA: 0 (0.00%)
		A			SA		
84. I would like to work at our organization long term.	3.94 -0.22	SD: 3 (4.17%)	D: 2 (2.78%)	N: 14 (19.44%)	A: 30 (41.67%)	SA: 23 (31.94%)	NA: 0 (0.00%)
		N		A		SA	
72. Our organization provides the experience and development for me to further my career here.	3.72 -0.19	SD: 2 (2.78%)	D: 7 (9.72%)	N: 14 (19.44%)	A: 34 (47.22%)	SA: 14 (19.44%)	NA: 1 (1.39%)
		D	N	A		SA	
73. My supervisor advocates for my role and career growth.	3.71 -0.13	SD: 3 (4.17%)	D: 3 (4.17%)	N: 20 (27.78%)	A: 32 (44.44%)	SA: 14 (19.44%)	NA: 0 (0.00%)
		N		A		SA	
74. I have the opportunity to express my career interests at our organization.	3.63 -0.21	SD: 2 (2.78%)	D: 6 (8.33%)	N: 19 (26.39%)	A: 33 (45.83%)	SA: 11 (15.28%)	NA: 1 (1.39%)
		D	N	A		SA	

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

Top Items

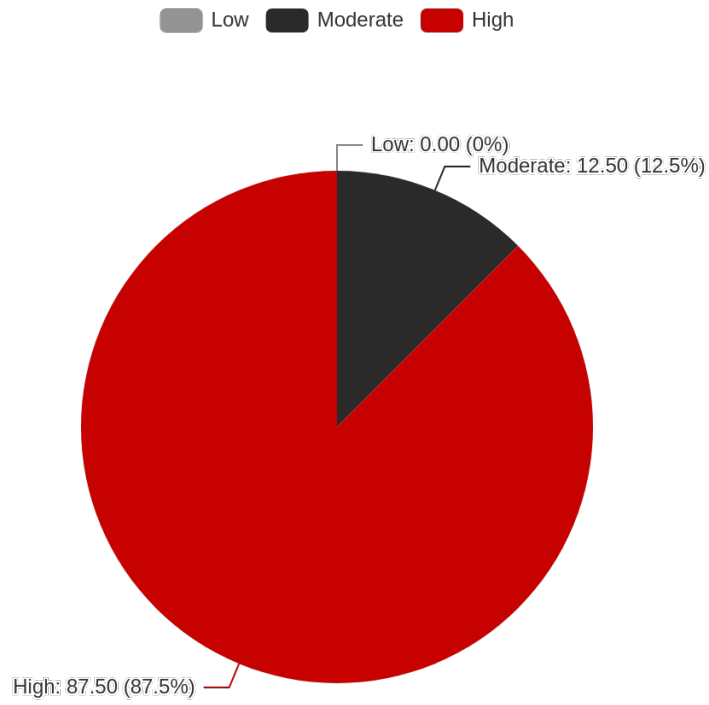
Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.74 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 15 (20.83%)	SA: 55 (76.39%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.67 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 24 (33.33%)	SA: 48 (66.67%)	NA: 0 (0.00%)
4. I feel great pride in the work I do.	4.67 + 0.06	SD: 0 (0.00%)	D: 1 (1.39%)	N: 0 (0.00%)	A: 21 (29.17%)	SA: 50 (69.44%)	NA: 0 (0.00%)
16. I seek new ways to achieve excellence in my role.	4.54 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 31 (43.06%)	SA: 40 (55.56%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.54 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 27 (37.50%)	SA: 42 (58.33%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.54 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 29 (40.28%)	SA: 41 (56.94%)	NA: 0 (0.00%)

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

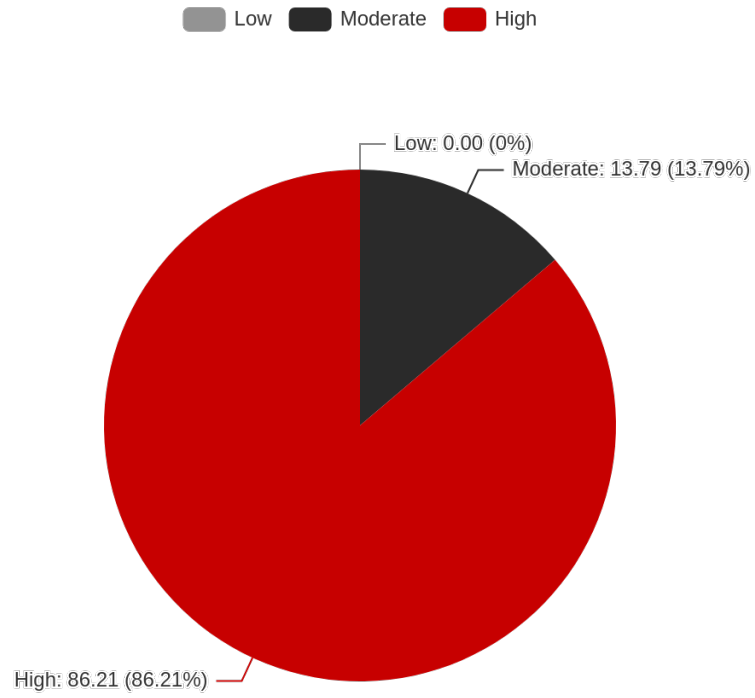
Bottom Items

Question	Mean	Distribution					
9. I have received meaningful recognition in the past 10 days.	3.25 -0.42	SD: 5 (6.94%)	D: 19 (26.39%)	N: 15 (20.83%)	A: 19 (26.39%)	SA: 14 (19.44%)	NA: 0 (0.00%)
		SD	D	N	A	SA	NA
81. Our organization provides the "right" training for me to excel in my role.	3.36 -0.21	SD: 4 (5.56%)	D: 15 (20.83%)	N: 17 (23.61%)	A: 23 (31.94%)	SA: 13 (18.06%)	NA: 0 (0.00%)
		SD	D	N	A	SA	NA
7. I have encouraged someone to apply at our organization.	3.36 -0.45	SD: 5 (6.94%)	D: 10 (13.89%)	N: 22 (30.56%)	A: 19 (26.39%)	SA: 13 (18.06%)	NA: 3 (4.17%)
		SD	D	N	A	SA	NA
82. Business decisions made are consistent with our mission and core values.	3.39 -0.14	SD: 4 (5.56%)	D: 9 (12.50%)	N: 24 (33.33%)	A: 25 (34.72%)	SA: 10 (13.89%)	NA: 0 (0.00%)
		SD	D	N	A	SA	NA
76. I would recommend our organization to a friend as a great place to work.	3.54 -0.20	SD: 4 (5.56%)	D: 8 (11.11%)	N: 18 (25.00%)	A: 29 (40.28%)	SA: 13 (18.06%)	NA: 0 (0.00%)
		SD	D	N	A	SA	NA

Current Growth Mindset Chart



Previous Growth Mindset Chart

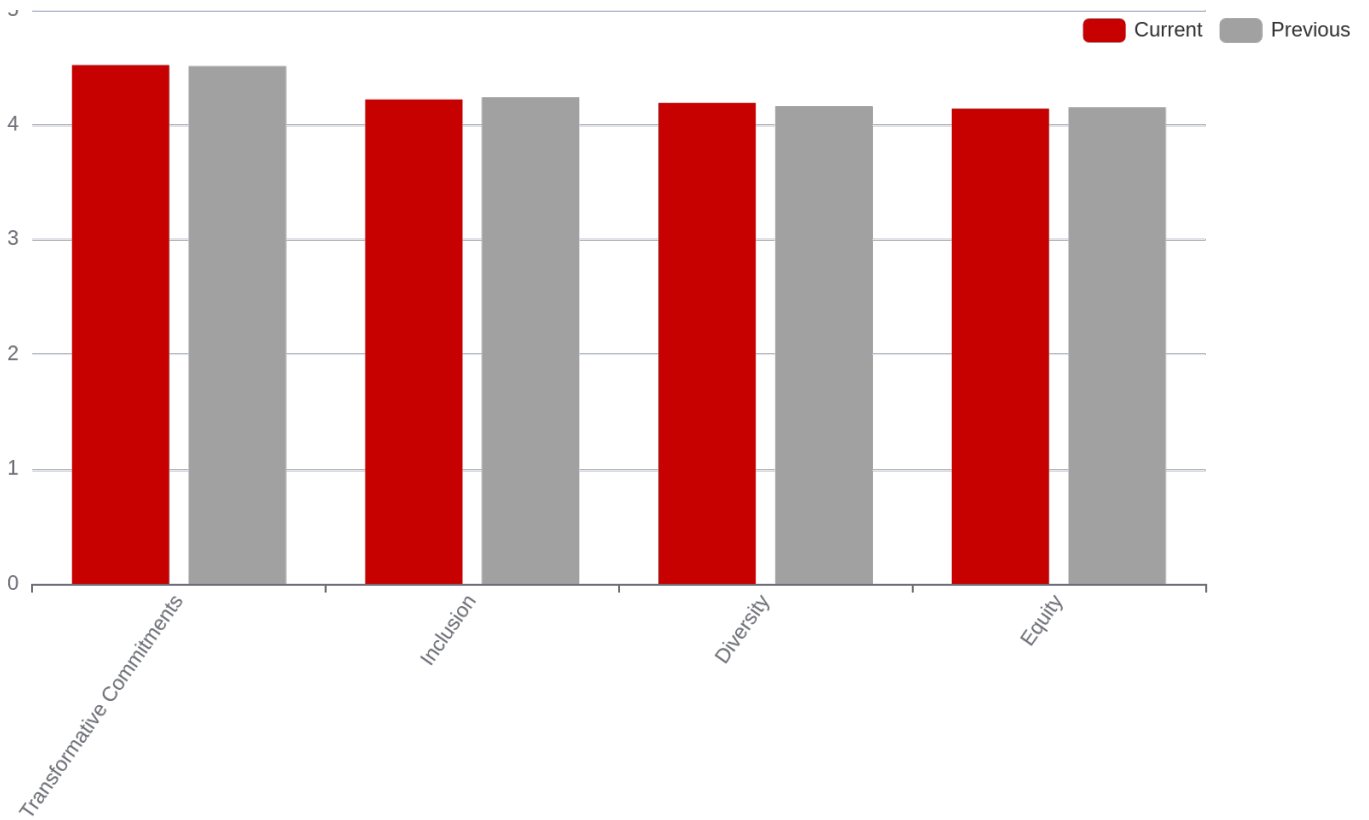


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.53 -0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 30 (41.67%)	SA: 40 (55.56%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.51 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 29 (40.28%)	SA: 40 (55.56%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.46 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 35 (48.61%)	SA: 35 (48.61%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.39 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (9.72%)	A: 30 (41.67%)	SA: 35 (48.61%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.38 + 0.04	SD: 0 (0.00%)	D: 1 (1.39%)	N: 3 (4.17%)	A: 36 (50.00%)	SA: 32 (44.44%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.38 -0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (4.17%)	A: 39 (54.17%)	SA: 30 (41.67%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.35 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.94%)	A: 37 (51.39%)	SA: 30 (41.67%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.33 -0.07	SD: 0 (0.00%)	D: 1 (1.39%)	N: 2 (2.78%)	A: 41 (56.94%)	SA: 28 (38.89%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.07 -0.09	SD: 0 (0.00%)	D: 2 (2.78%)	N: 15 (20.83%)	A: 31 (43.06%)	SA: 24 (33.33%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	3.88 -0.17	SD: 3 (4.17%)	D: 2 (2.78%)	N: 14 (19.44%)	A: 35 (48.61%)	SA: 18 (25.00%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.52 + 0.01
Inclusion	4.22 -0.02
Diversity	4.19 + 0.03
Equity	4.14 -0.01

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 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 20 (27.78%)	SA: 51 (70.83%)	NA: 0 (0.00%)
		A		SA			
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.67 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 22 (30.56%)	SA: 49 (68.06%)	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.	4.44 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (5.56%)	A: 32 (44.44%)	SA: 36 (50.00%)	NA: 0 (0.00%)
		N	A			SA	
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.26 -0.02	SD: 0 (0.00%)	D: 1 (1.39%)	N: 8 (11.11%)	A: 34 (47.22%)	SA: 29 (40.28%)	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.	4.67 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 22 (30.56%)	SA: 49 (68.06%)	NA: 0 (0.00%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.63 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 23 (31.94%)	SA: 47 (65.28%)	NA: 0 (0.00%)
100. I value the contributions of all team members.	4.49 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.78%)	A: 33 (45.83%)	SA: 37 (51.39%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.40 -0.08	SD: 1 (1.39%)	D: 0 (0.00%)	N: 4 (5.56%)	A: 31 (43.06%)	SA: 36 (50.00%)	NA: 0 (0.00%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.40 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.94%)	A: 33 (45.83%)	SA: 34 (47.22%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.39 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (8.33%)	A: 31 (43.06%)	SA: 34 (47.22%)	NA: 1 (1.39%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.32 -0.11	SD: 1 (1.39%)	D: 0 (0.00%)	N: 7 (9.72%)	A: 31 (43.06%)	SA: 33 (45.83%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.32 + 0.16	SD: 0 (0.00%)	D: 1 (1.39%)	N: 7 (9.72%)	A: 32 (44.44%)	SA: 32 (44.44%)	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.	4.17 -0.17	SD: 3 (4.17%)	D: 1 (1.39%)	N: 7 (9.72%)	A: 31 (43.06%)	SA: 30 (41.67%)	NA: 0 (0.00%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.14 -0.16	SD: 0 (0.00%)	D: 3 (4.17%)	N: 8 (11.11%)	A: 35 (48.61%)	SA: 24 (33.33%)	NA: 2 (2.78%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.11 + 0.04	SD: 1 (1.39%)	D: 3 (4.17%)	N: 9 (12.50%)	A: 33 (45.83%)	SA: 26 (36.11%)	NA: 0 (0.00%)

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

Question	Mean	Distribution					
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.11 -0.08	SD: 0 (0.00%)	D: 3 (4.17%)	N: 7 (9.72%)	A: 41 (56.94%)	SA: 21 (29.17%)	NA: 0 (0.00%)
		N		A		SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.08 -0.06	SD: 0 (0.00%)	D: 3 (4.17%)	N: 10 (13.89%)	A: 37 (51.39%)	SA: 22 (30.56%)	NA: 0 (0.00%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.06 -0.11	SD: 0 (0.00%)	D: 1 (1.39%)	N: 15 (20.83%)	A: 35 (48.61%)	SA: 21 (29.17%)	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.	3.97 -0.06	SD: 0 (0.00%)	D: 5 (6.94%)	N: 11 (15.28%)	A: 37 (51.39%)	SA: 19 (26.39%)	NA: 0 (0.00%)
		D	N		A		SA
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.96 + 0.17	SD: 0 (0.00%)	D: 6 (8.33%)	N: 16 (22.22%)	A: 25 (34.72%)	SA: 25 (34.72%)	NA: 0 (0.00%)
		D	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.	3.86 + 0.10	SD: 1 (1.39%)	D: 5 (6.94%)	N: 16 (22.22%)	A: 31 (43.06%)	SA: 19 (26.39%)	NA: 0 (0.00%)
		D	N		A		SA
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.81 -0.12	SD: 3 (4.17%)	D: 4 (5.56%)	N: 16 (22.22%)	A: 30 (41.67%)	SA: 19 (26.39%)	NA: 0 (0.00%)
		D	N		A		SA

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

Diversity

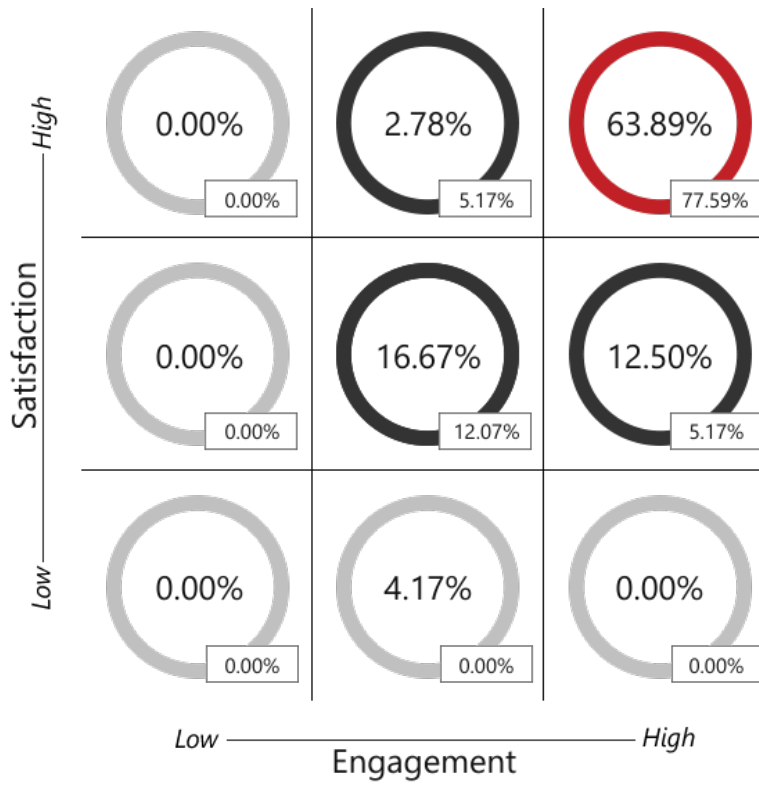
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 22 (30.56%)	SA: 49 (68.06%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.32 + 0.16	SD: 0 (0.00%)	D: 1 (1.39%)	N: 7 (9.72%)	A: 32 (44.44%)	SA: 32 (44.44%)	NA: 0 (0.00%)
		N	A		SA		
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.15 + 0.01	SD: 0 (0.00%)	D: 1 (1.39%)	N: 10 (13.89%)	A: 38 (52.78%)	SA: 23 (31.94%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.06 -0.11	SD: 0 (0.00%)	D: 1 (1.39%)	N: 15 (20.83%)	A: 35 (48.61%)	SA: 21 (29.17%)	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.	3.97 -0.06	SD: 0 (0.00%)	D: 5 (6.94%)	N: 11 (15.28%)	A: 37 (51.39%)	SA: 19 (26.39%)	NA: 0 (0.00%)
		D	N	A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.96 + 0.17	SD: 0 (0.00%)	D: 6 (8.33%)	N: 16 (22.22%)	A: 25 (34.72%)	SA: 25 (34.72%)	NA: 0 (0.00%)
		D	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 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.39%)	A: 22 (30.56%)	SA: 49 (68.06%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.08 -0.06	SD: 0 (0.00%)	D: 3 (4.17%)	N: 10 (13.89%)	A: 37 (51.39%)	SA: 22 (30.56%)	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.	3.93 -0.09	SD: 0 (0.00%)	D: 3 (4.17%)	N: 17 (23.61%)	A: 34 (47.22%)	SA: 18 (25.00%)	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.	3.86 + 0.10	SD: 1 (1.39%)	D: 5 (6.94%)	N: 16 (22.22%)	A: 31 (43.06%)	SA: 19 (26.39%)	NA: 0 (0.00%)
		D	N		A		SA

3x3



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.74 + 0.13
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.67 + 0.06
4. I feel great pride in the work I do.	Pride	4.67 + 0.06
16. I seek new ways to achieve excellence in my role.	Innovation	4.54 + 0.10
5. I have at least one close friend at work.	Relationships	4.54 -0.04
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.54 + 0.09
6. I seek opportunities to further my growth and development.	Training & Development	4.53 -0.10
85. I am committed to achieving my potential through learning and growing.	Career Development	4.51 + 0.04
56. Our team actively responds when needs arise within our team.	Support-Equip	4.47 -0.06
92. I demonstrate effort in building a positive workplace culture.	Quality	4.47 -0.05
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.46 -0.01
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.46 -0.09
45. I feel great pride in the team of which I am a part.	Pride	4.46 -0.07
46. I am satisfied being a part of our team.	Satisfaction	4.44 -0.15
48. My teammates promote gratitude in our culture.	Recognition	4.42 -0.05
60. I fit in well with our team.	Talent/Fit	4.40 -0.18
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.40 -0.08
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.39 -0.09

Question	Dimension	Mean
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.39 + 0.05
78. I feel proud of and inspired by the success of others on my team.	Pride	4.38 + 0.04
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.38 -0.05
53. I trust my teammates to follow through on projects.	Relationships	4.38 -0.14
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.36 -0.03
59. Our team is very inspired by the work we do.	Mission Conscious	4.36 -0.07
51. Our team has open and trusting relationships.	Relationships	4.35 -0.06
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.35 -0.08
12. I am highly committed to and energized by my work.	Engage-Inspire	4.35 = 0.00
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.35 -0.03
17. I embrace challenges as opportunities for growth.	Performance Planning	4.33 -0.07
44. Our team effectively communicates with each other.	Communication	4.32 -0.11
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.32 -0.17
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.29 -0.07
79. My teammates share important information with me.	Communication	4.29 -0.11
66. I look forward to interacting with our team when I come to work.	Relationships	4.29 -0.21
22. I support our organization's mission.	Mission Conscious	4.29 + 0.15

Question	Dimension	Mean
63. I am highly energized by the people I work with on our team.	Relationships	4.28 -0.25
47. I am on a team that encourages each member to surpass expectations.	Quality	4.28 -0.14
42. Our team encourages innovation.	Innovation	4.28 -0.16
55. Information is shared effectively within our team.	Communication	4.28 -0.15
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.26 -0.25
13. My work is fulfilling and enjoyable.	Satisfaction	4.25 -0.07
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.22 + 0.01
65. Our team members invest time developing relationships with each other.	Relationships	4.15 -0.23
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.07 -0.20
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.07 -0.09
70. I feel our organization is a great fit for me.	Talent/Fit	4.06 -0.06
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.03 -0.02
71. Our organization is committed to quality collaboration and excellence.	Quality	4.03 + 0.10
24. My supervisor effectively communicates his/her expectations.	Communication	4.01 -0.15
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.00 -0.21
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	3.99 -0.17
15. I am properly trained to achieve excellence in my work.	Training & Development	3.99 + 0.04

Question	Dimension	Mean
27. My supervisor and I have effective two-way communication.	Communication	3.97 + 0.09
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.97 -0.06
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.97 + 0.09
14. I feel great pride in being a part of our organization.	Pride	3.96 -0.15
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.94 -0.04
84. I would like to work at our organization long term.	Career Development	3.94 -0.22
68. Quality and inclusive relationships are valued across our organization.	Relationships	3.93 -0.21
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.90 -0.01
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.90 + 0.07
25. My supervisor cares about me as a person.	Relationships	3.89 -0.01
36. My supervisor builds a culture of learning and growth.	Training & Development	3.88 -0.17
35. My supervisor supports my personal and professional development.	Training & Development	3.88 = 0.00
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.88 + 0.06
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.86 -0.17
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.83 + 0.09
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.83 + 0.07
83. Our organization encourages innovation.	Innovation	3.83 -0.07

Question	Dimension	Mean
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.81 -0.12
29. My supervisor recognizes me for a job well done.	Recognition	3.80 -0.06
20. I look forward to coming to work every day.	Satisfaction	3.79 -0.31
34. My supervisor is actively responsive to my needs.	Support-Equip	3.78 -0.08
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.76 + 0.14
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	3.76 -0.27
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.75 -0.04
32. I have an open and trusting relationship with my supervisor.	Relationships	3.74 -0.05
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.74 = 0.00
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.72 -0.19
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.72 -0.08
31. My supervisor inspires me to grow to new levels.	Relationships	3.72 -0.14
73. My supervisor advocates for my role and career growth.	Career Development	3.71 -0.13
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.71 + 0.15
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.64 -0.13
74. I have the opportunity to express my career interests at our organization.	Career Development	3.63 -0.21

Question	Dimension	Mean
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.63 -0.06
77. Our organization selects the right people for the right job.	Talent/Fit	3.56 -0.13
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.54 -0.20
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.39 -0.14
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.36 -0.45
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.36 -0.21
9. I have received meaningful recognition in the past 10 days.	Recognition	3.25 -0.42



INSIGHTeX Growth Mindset & DEI

Forest Glen
Glen Ellyn SD 41

December 2024

Dimensions

Dimension	Mean
Engage-Inspire	4.35 + 0.05
Pride	4.33 -0.02
Quality	4.25 -0.08
Satisfaction	4.24 = 0.00
Relationships	4.19 + 0.04
Continuous Improvement	4.13 + 0.03
Innovation	4.10 + 0.06
Talent/Fit	4.10 + 0.04
Communication	4.09 -0.05
Career Development	4.08 + 0.02
Performance Planning	4.02 + 0.08
Recognition	4.02 + 0.09
Training & Development	4.02 + 0.05
Support-Equip	4.02 + 0.15
Mission Conscious	3.94 + 0.11

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.	4.65 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.68%)	A: 21 (23.86%)	SA: 62 (70.45%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.55 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.41%)	A: 34 (38.64%)	SA: 51 (57.95%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.35 -0.01	SD: 0 (0.00%)	D: 1 (1.14%)	N: 8 (9.09%)	A: 38 (43.18%)	SA: 41 (46.59%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.19 + 0.03	SD: 0 (0.00%)	D: 1 (1.14%)	N: 14 (15.91%)	A: 40 (45.45%)	SA: 33 (37.50%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.02 + 0.18	SD: 0 (0.00%)	D: 4 (4.55%)	N: 17 (19.32%)	A: 40 (45.45%)	SA: 27 (30.68%)	NA: 0 (0.00%)

Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.53 -0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (10.23%)	A: 23 (26.14%)	SA: 56 (63.64%)	NA: 0 (0.00%)
45. I feel great pride in the team of which I am a part.	4.32 = 0.00	SD: 1 (1.14%)	D: 3 (3.41%)	N: 10 (11.36%)	A: 27 (30.68%)	SA: 47 (53.41%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.30 -0.04	SD: 0 (0.00%)	D: 1 (1.14%)	N: 10 (11.36%)	A: 39 (44.32%)	SA: 38 (43.18%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.17 + 0.06	SD: 0 (0.00%)	D: 3 (3.41%)	N: 14 (15.91%)	A: 35 (39.77%)	SA: 35 (39.77%)	NA: 1 (1.14%)

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.	4.45 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.27%)	A: 44 (50.00%)	SA: 42 (47.73%)	NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.41 -0.05	SD: 1 (1.14%)	D: 0 (0.00%)	N: 8 (9.09%)	A: 32 (36.36%)	SA: 47 (53.41%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.10 -0.14	SD: 1 (1.14%)	D: 4 (4.55%)	N: 12 (13.64%)	A: 39 (44.32%)	SA: 32 (36.36%)	NA: 0 (0.00%)
71. Our organization is committed to quality collaboration and excellence.	4.05 -0.06	SD: 0 (0.00%)	D: 6 (6.82%)	N: 12 (13.64%)	A: 42 (47.73%)	SA: 28 (31.82%)	NA: 0 (0.00%)

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.36 + 0.02	SD: 1 (1.14%)	D: 2 (2.27%)	N: 8 (9.09%)	A: 30 (34.09%)	SA: 47 (53.41%)	NA: 0 (0.00%)
13. My work is fulfilling and enjoyable.	4.32 -0.01	SD: 0 (0.00%)	D: 3 (3.41%)	N: 8 (9.09%)	A: 35 (39.77%)	SA: 42 (47.73%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.14 + 0.02	SD: 0 (0.00%)	D: 3 (3.41%)	N: 14 (15.91%)	A: 39 (44.32%)	SA: 32 (36.36%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.13 -0.05	SD: 0 (0.00%)	D: 4 (4.55%)	N: 10 (11.36%)	A: 45 (51.14%)	SA: 29 (32.95%)	NA: 0 (0.00%)

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

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.49 + 0.03	SD: 0 (0.00%)	D: 3 (3.41%)	N: 8 (9.09%)	A: 20 (22.73%)	SA: 57 (64.77%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.45 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.27%)	A: 44 (50.00%)	SA: 42 (47.73%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.41 + 0.05	SD: 1 (1.14%)	D: 0 (0.00%)	N: 6 (6.82%)	A: 36 (40.91%)	SA: 45 (51.14%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.28 -0.04	SD: 0 (0.00%)	D: 2 (2.27%)	N: 11 (12.50%)	A: 35 (39.77%)	SA: 40 (45.45%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.25 -0.08	SD: 2 (2.27%)	D: 1 (1.14%)	N: 11 (12.50%)	A: 33 (37.50%)	SA: 41 (46.59%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.20 -0.16	SD: 3 (3.41%)	D: 2 (2.27%)	N: 7 (7.95%)	A: 38 (43.18%)	SA: 38 (43.18%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.18 -0.03	SD: 1 (1.14%)	D: 6 (6.82%)	N: 10 (11.36%)	A: 30 (34.09%)	SA: 41 (46.59%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.18 + 0.13	SD: 0 (0.00%)	D: 1 (1.14%)	N: 11 (12.50%)	A: 47 (53.41%)	SA: 29 (32.95%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.17 = 0.00	SD: 2 (2.27%)	D: 1 (1.14%)	N: 13 (14.77%)	A: 36 (40.91%)	SA: 36 (40.91%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.16 -0.16	SD: 0 (0.00%)	D: 6 (6.82%)	N: 12 (13.64%)	A: 32 (36.36%)	SA: 38 (43.18%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	4.14 + 0.07	SD: 1 (1.14%)	D: 3 (3.41%)	N: 14 (15.91%)	A: 35 (39.77%)	SA: 35 (39.77%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.10 -0.11	SD: 2 (2.27%)	D: 2 (2.27%)	N: 15 (17.05%)	A: 35 (39.77%)	SA: 34 (38.64%)	NA: 0 (0.00%)
31. My supervisor inspires me to grow to new levels.	3.83 + 0.12	SD: 2 (2.27%)	D: 7 (7.95%)	N: 20 (22.73%)	A: 33 (37.50%)	SA: 25 (28.41%)	NA: 1 (1.14%)

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.	3.77 -0.02	SD: 2 (2.27%)	D: 9 (10.23%)	N: 18 (20.45%)	A: 37 (42.05%)	SA: 22 (25.00%)	NA: 0 (0.00%)
		D	N	A	A	SA	SA

Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.40 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (6.82%)	A: 41 (46.59%)	SA: 41 (46.59%)	NA: 0 (0.00%)
		N	A	A	SA	SA	SA
54. Our team continuously seeks ways to improve our performance.	4.24 -0.09	SD: 0 (0.00%)	D: 2 (2.27%)	N: 10 (11.36%)	A: 40 (45.45%)	SA: 35 (39.77%)	NA: 1 (1.14%)
		N	A	A	SA	SA	SA
69. I am part of an organization that continues to pursue excellence every day.	4.22 + 0.06	SD: 0 (0.00%)	D: 1 (1.14%)	N: 10 (11.36%)	A: 46 (52.27%)	SA: 31 (35.23%)	NA: 0 (0.00%)
		N	A	A	SA	SA	SA
52. I am on a team that continuously challenges me to grow and improve.	4.07 -0.13	SD: 2 (2.27%)	D: 3 (3.41%)	N: 12 (13.64%)	A: 40 (45.45%)	SA: 30 (34.09%)	NA: 1 (1.14%)
		D	N	A	A	SA	SA
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.98 + 0.07	SD: 2 (2.27%)	D: 4 (4.55%)	N: 12 (13.64%)	A: 46 (52.27%)	SA: 24 (27.27%)	NA: 0 (0.00%)
		D	N	A	A	SA	SA
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.86 = 0.00	SD: 0 (0.00%)	D: 7 (7.95%)	N: 19 (21.59%)	A: 41 (46.59%)	SA: 21 (23.86%)	NA: 0 (0.00%)
		D	N	A	A	SA	SA

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.	4.33 -0.04	SD: 0 (0.00%)	D: 2 (2.27%)	N: 5 (5.68%)	A: 43 (48.86%)	SA: 38 (43.18%)	NA: 0 (0.00%)
42. Our team encourages innovation.	4.24 + 0.04	SD: 0 (0.00%)	D: 2 (2.27%)	N: 13 (14.77%)	A: 34 (38.64%)	SA: 38 (43.18%)	NA: 1 (1.14%)
75. Our organization embraces an innovative mindset to maximize our potential.	3.94 + 0.06	SD: 0 (0.00%)	D: 4 (4.55%)	N: 19 (21.59%)	A: 43 (48.86%)	SA: 22 (25.00%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	3.88 + 0.18	SD: 1 (1.14%)	D: 3 (3.41%)	N: 19 (21.59%)	A: 48 (54.55%)	SA: 17 (19.32%)	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.	4.51 -0.03	SD: 0 (0.00%)	D: 1 (1.14%)	N: 4 (4.55%)	A: 32 (36.36%)	SA: 51 (57.95%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.30 + 0.21	SD: 0 (0.00%)	D: 2 (2.27%)	N: 8 (9.09%)	A: 40 (45.45%)	SA: 38 (43.18%)	NA: 0 (0.00%)
70. I feel our organization is a great fit for me.	4.26 -0.04	SD: 0 (0.00%)	D: 1 (1.14%)	N: 10 (11.36%)	A: 42 (47.73%)	SA: 35 (39.77%)	NA: 0 (0.00%)
60. I fit in well with our team.	4.24 -0.08	SD: 1 (1.14%)	D: 3 (3.41%)	N: 11 (12.50%)	A: 32 (36.36%)	SA: 41 (46.59%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.93 -0.02	SD: 3 (3.41%)	D: 3 (3.41%)	N: 14 (15.91%)	A: 44 (50.00%)	SA: 23 (26.14%)	NA: 1 (1.14%)
86. Our organization selects highly talented individuals when hiring.	3.93 -0.04	SD: 2 (2.27%)	D: 5 (5.68%)	N: 14 (15.91%)	A: 42 (47.73%)	SA: 24 (27.27%)	NA: 1 (1.14%)
77. Our organization selects the right people for the right job.	3.84 + 0.09	SD: 1 (1.14%)	D: 8 (9.09%)	N: 15 (17.05%)	A: 44 (50.00%)	SA: 20 (22.73%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	3.75 -0.01	SD: 1 (1.14%)	D: 10 (11.36%)	N: 17 (19.32%)	A: 32 (36.36%)	SA: 20 (22.73%)	NA: 8 (9.09%)

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.	4.23 -0.03	SD: 3 (3.41%)	D: 3 (3.41%)	N: 10 (11.36%)	A: 27 (30.68%)	SA: 45 (51.14%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.20 -0.10	SD: 1 (1.14%)	D: 2 (2.27%)	N: 12 (13.64%)	A: 36 (40.91%)	SA: 37 (42.05%)	NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	4.19 + 0.05	SD: 1 (1.14%)	D: 2 (2.27%)	N: 10 (11.36%)	A: 41 (46.59%)	SA: 34 (38.64%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.09 -0.05	SD: 3 (3.41%)	D: 4 (4.55%)	N: 10 (11.36%)	A: 36 (40.91%)	SA: 35 (39.77%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.00 -0.06	SD: 2 (2.27%)	D: 3 (3.41%)	N: 17 (19.32%)	A: 35 (39.77%)	SA: 29 (32.95%)	NA: 2 (2.27%)
26. My supervisor gives me constructive feedback about my work performance.	3.98 + 0.05	SD: 2 (2.27%)	D: 3 (3.41%)	N: 14 (15.91%)	A: 45 (51.14%)	SA: 24 (27.27%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	3.97 -0.08	SD: 1 (1.14%)	D: 7 (7.95%)	N: 14 (15.91%)	A: 38 (43.18%)	SA: 28 (31.82%)	NA: 0 (0.00%)

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.	4.46 -0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.41%)	A: 41 (46.59%)	SA: 43 (48.86%)	NA: 1 (1.14%)
84. I would like to work at our organization long term.	4.39 + 0.07	SD: 0 (0.00%)	D: 1 (1.14%)	N: 11 (12.50%)	A: 28 (31.82%)	SA: 47 (53.41%)	NA: 1 (1.14%)
73. My supervisor advocates for my role and career growth.	3.92 + 0.07	SD: 1 (1.14%)	D: 6 (6.82%)	N: 15 (17.05%)	A: 41 (46.59%)	SA: 23 (26.14%)	NA: 2 (2.27%)
72. Our organization provides the experience and development for me to further my career here.	3.82 + 0.01	SD: 1 (1.14%)	D: 8 (9.09%)	N: 18 (20.45%)	A: 39 (44.32%)	SA: 21 (23.86%)	NA: 1 (1.14%)
74. I have the opportunity to express my career interests at our organization.	3.80 + 0.07	SD: 0 (0.00%)	D: 6 (6.82%)	N: 24 (27.27%)	A: 32 (36.36%)	SA: 20 (22.73%)	NA: 6 (6.82%)

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.	4.34 -0.03	SD: 0 (0.00%)	D: 1 (1.14%)	N: 4 (4.55%)	A: 47 (53.41%)	SA: 36 (40.91%)	NA: 0 (0.00%)
57. Our team has improved our performance over time by learning from each other.	4.23 -0.06	SD: 2 (2.27%)	D: 1 (1.14%)	N: 13 (14.77%)	A: 31 (35.23%)	SA: 41 (46.59%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.14 -0.01	SD: 2 (2.27%)	D: 4 (4.55%)	N: 10 (11.36%)	A: 36 (40.91%)	SA: 36 (40.91%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.07 -0.06	SD: 0 (0.00%)	D: 5 (5.68%)	N: 15 (17.05%)	A: 37 (42.05%)	SA: 31 (35.23%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.00 + 0.17	SD: 2 (2.27%)	D: 3 (3.41%)	N: 10 (11.36%)	A: 50 (56.82%)	SA: 22 (25.00%)	NA: 1 (1.14%)
37. My supervisor motivates me to achieve my goals.	3.91 + 0.02	SD: 1 (1.14%)	D: 6 (6.82%)	N: 19 (21.59%)	A: 35 (39.77%)	SA: 26 (29.55%)	NA: 1 (1.14%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.41 -0.01	SD: 5 (5.68%)	D: 10 (11.36%)	N: 29 (32.95%)	A: 24 (27.27%)	SA: 15 (17.05%)	NA: 5 (5.68%)

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.	4.39 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.68%)	A: 43 (48.86%)	SA: 39 (44.32%)	NA: 1 (1.14%)
48. My teammates promote gratitude in our culture.	4.15 -0.13	SD: 2 (2.27%)	D: 2 (2.27%)	N: 14 (15.91%)	A: 33 (37.50%)	SA: 37 (42.05%)	NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	3.98 + 0.15	SD: 2 (2.27%)	D: 6 (6.82%)	N: 15 (17.05%)	A: 33 (37.50%)	SA: 31 (35.23%)	NA: 1 (1.14%)
80. Our organization practices gratitude by recognizing excellence in our work.	3.92 + 0.12	SD: 1 (1.14%)	D: 7 (7.95%)	N: 12 (13.64%)	A: 46 (52.27%)	SA: 22 (25.00%)	NA: 0 (0.00%)
9. I have received meaningful recognition in the past 10 days.	3.63 + 0.27	SD: 3 (3.41%)	D: 15 (17.05%)	N: 16 (18.18%)	A: 26 (29.55%)	SA: 24 (27.27%)	NA: 4 (4.55%)

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 -0.02	SD: 0 (0.00%)	D: 2 (2.27%)	N: 7 (7.95%)	A: 30 (34.09%)	SA: 48 (54.55%)	NA: 1 (1.14%)
15. I am properly trained to achieve excellence in my work.	4.09 + 0.10	SD: 1 (1.14%)	D: 6 (6.82%)	N: 9 (10.23%)	A: 40 (45.45%)	SA: 32 (36.36%)	NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	4.03 -0.09	SD: 1 (1.14%)	D: 3 (3.41%)	N: 14 (15.91%)	A: 42 (47.73%)	SA: 26 (29.55%)	NA: 2 (2.27%)
36. My supervisor builds a culture of learning and growth.	4.00 -0.03	SD: 1 (1.14%)	D: 5 (5.68%)	N: 16 (18.18%)	A: 37 (42.05%)	SA: 29 (32.95%)	NA: 0 (0.00%)
30. My supervisor encourages opportunities for my growth and development.	3.94 + 0.01	SD: 2 (2.27%)	D: 5 (5.68%)	N: 14 (15.91%)	A: 41 (46.59%)	SA: 25 (28.41%)	NA: 1 (1.14%)
81. Our organization provides the "right" training for me to excel in my role.	3.64 + 0.31	SD: 2 (2.27%)	D: 12 (13.64%)	N: 18 (20.45%)	A: 38 (43.18%)	SA: 17 (19.32%)	NA: 1 (1.14%)

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.	4.30 -0.03	SD: 1 (1.14%)	D: 1 (1.14%)	N: 8 (9.09%)	A: 39 (44.32%)	SA: 39 (44.32%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.24 -0.06	SD: 2 (2.27%)	D: 3 (3.41%)	N: 8 (9.09%)	A: 34 (38.64%)	SA: 41 (46.59%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.11 + 0.10	SD: 1 (1.14%)	D: 2 (2.27%)	N: 12 (13.64%)	A: 44 (50.00%)	SA: 29 (32.95%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.07 + 0.04	SD: 2 (2.27%)	D: 3 (3.41%)	N: 11 (12.50%)	A: 42 (47.73%)	SA: 29 (32.95%)	NA: 1 (1.14%)
23. I have a supportive coaching relationship with my supervisor.	4.03 -0.01	SD: 1 (1.14%)	D: 5 (5.68%)	N: 17 (19.32%)	A: 31 (35.23%)	SA: 33 (37.50%)	NA: 1 (1.14%)
3. I am provided the core needs necessary for me to excel in my role.	3.94 + 0.01	SD: 1 (1.14%)	D: 6 (6.82%)	N: 10 (11.36%)	A: 51 (57.95%)	SA: 20 (22.73%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.85 + 0.21	SD: 2 (2.27%)	D: 9 (10.23%)	N: 12 (13.64%)	A: 42 (47.73%)	SA: 23 (26.14%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.60 + 0.05	SD: 3 (3.41%)	D: 7 (7.95%)	N: 32 (36.36%)	A: 26 (29.55%)	SA: 20 (22.73%)	NA: 0 (0.00%)

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.	4.32 + 0.20	SD: 0 (0.00%)	D: 1 (1.14%)	N: 7 (7.95%)	A: 43 (48.86%)	SA: 37 (42.05%)	NA: 0 (0.00%)
59. Our team is very inspired by the work we do.	4.20 + 0.01	SD: 0 (0.00%)	D: 6 (6.82%)	N: 10 (11.36%)	A: 32 (36.36%)	SA: 40 (45.45%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.89 + 0.02	SD: 0 (0.00%)	D: 7 (7.95%)	N: 16 (18.18%)	A: 45 (51.14%)	SA: 20 (22.73%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	3.81 -0.18	SD: 2 (2.27%)	D: 7 (7.95%)	N: 20 (22.73%)	A: 36 (40.91%)	SA: 23 (26.14%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	3.47 + 0.16	SD: 2 (2.27%)	D: 14 (15.91%)	N: 26 (29.55%)	A: 30 (34.09%)	SA: 14 (15.91%)	NA: 2 (2.27%)

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

Top Items

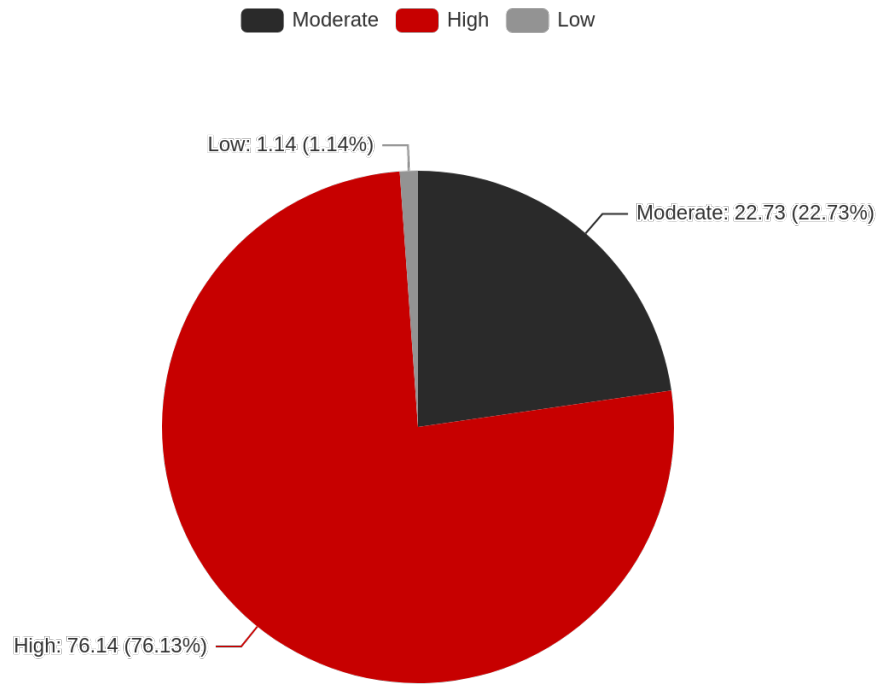
Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.65 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.68%)	A: 21 (23.86%)	SA: 62 (70.45%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.55 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.41%)	A: 34 (38.64%)	SA: 51 (57.95%)	NA: 0 (0.00%)
4. I feel great pride in the work I do.	4.53 -0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (10.23%)	A: 23 (26.14%)	SA: 56 (63.64%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.51 -0.03	SD: 0 (0.00%)	D: 1 (1.14%)	N: 4 (4.55%)	A: 32 (36.36%)	SA: 51 (57.95%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.49 + 0.03	SD: 0 (0.00%)	D: 3 (3.41%)	N: 8 (9.09%)	A: 20 (22.73%)	SA: 57 (64.77%)	NA: 0 (0.00%)

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

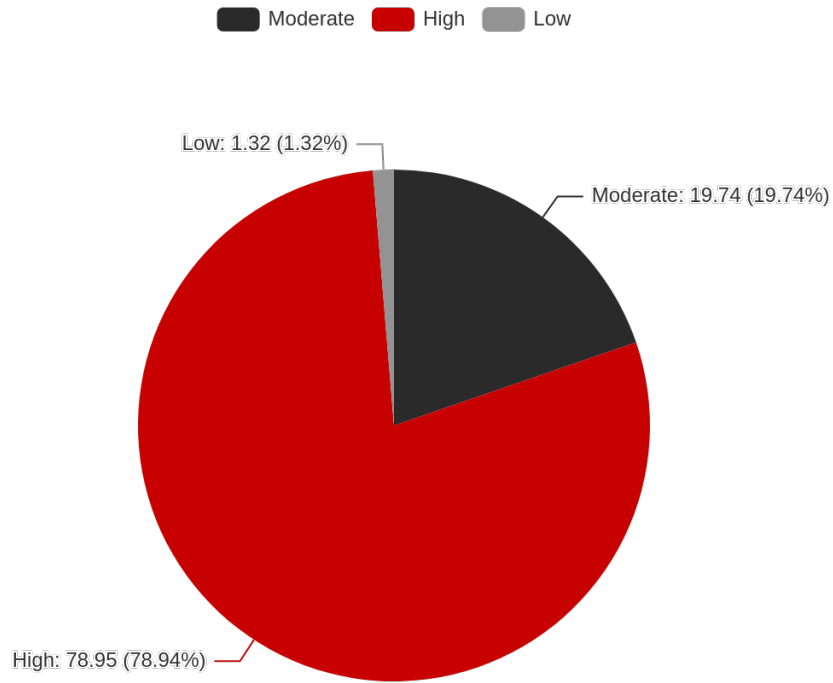
Bottom Items

Question	Mean	Distribution					
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.41 -0.01	SD: 5 (5.68%)	D: 10 (11.36%)	N: 29 (32.95%)	A: 24 (27.27%)	SA: 15 (17.05%)	NA: 5 (5.68%)
		SD	D	N	A	SA	NA
82. Business decisions made are consistent with our mission and core values.	3.47 + 0.16	SD: 2 (2.27%)	D: 14 (15.91%)	N: 26 (29.55%)	A: 30 (34.09%)	SA: 14 (15.91%)	NA: 2 (2.27%)
		D	N	A	SA	NA	
28. I am provided the opportunity to spend quality time with my supervisor.	3.60 + 0.05	SD: 3 (3.41%)	D: 7 (7.95%)	N: 32 (36.36%)	A: 26 (29.55%)	SA: 20 (22.73%)	NA: 0 (0.00%)
		D	N	A	SA	NA	
9. I have received meaningful recognition in the past 10 days.	3.63 + 0.27	SD: 3 (3.41%)	D: 15 (17.05%)	N: 16 (18.18%)	A: 26 (29.55%)	SA: 24 (27.27%)	NA: 4 (4.55%)
		D	N	A	SA	NA	
81. Our organization provides the "right" training for me to excel in my role.	3.64 + 0.31	SD: 2 (2.27%)	D: 12 (13.64%)	N: 18 (20.45%)	A: 38 (43.18%)	SA: 17 (19.32%)	NA: 1 (1.14%)
		D	N	A	SA	NA	

Current Growth Mindset Chart



Previous Growth Mindset Chart

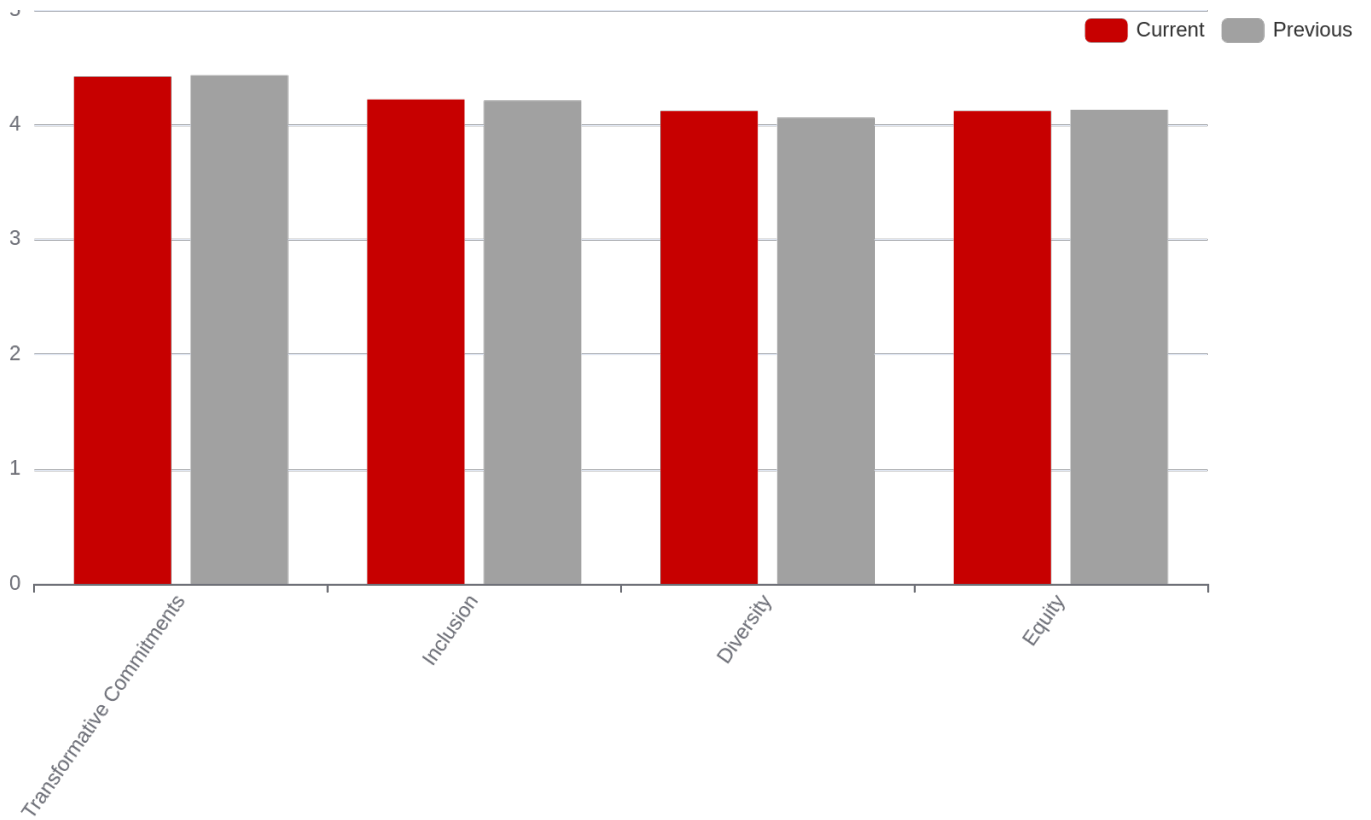


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.46 -0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.41%)	A: 41 (46.59%)	SA: 43 (48.86%)	NA: 1 (1.14%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.45 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.27%)	A: 44 (50.00%)	SA: 42 (47.73%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.43 -0.02	SD: 0 (0.00%)	D: 2 (2.27%)	N: 7 (7.95%)	A: 30 (34.09%)	SA: 48 (54.55%)	NA: 1 (1.14%)
21. I am committed to a growth mindset to achieve my potential.	4.40 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (6.82%)	A: 41 (46.59%)	SA: 41 (46.59%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.39 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.68%)	A: 43 (48.86%)	SA: 39 (44.32%)	NA: 1 (1.14%)
17. I embrace challenges as opportunities for growth.	4.34 -0.03	SD: 0 (0.00%)	D: 1 (1.14%)	N: 4 (4.55%)	A: 47 (53.41%)	SA: 36 (40.91%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.30 -0.04	SD: 0 (0.00%)	D: 1 (1.14%)	N: 10 (11.36%)	A: 39 (44.32%)	SA: 38 (43.18%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.07 -0.13	SD: 2 (2.27%)	D: 3 (3.41%)	N: 12 (13.64%)	A: 40 (45.45%)	SA: 30 (34.09%)	NA: 1 (1.14%)
36. My supervisor builds a culture of learning and growth.	4.00 -0.03	SD: 1 (1.14%)	D: 5 (5.68%)	N: 16 (18.18%)	A: 37 (42.05%)	SA: 29 (32.95%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.98 + 0.07	SD: 2 (2.27%)	D: 4 (4.55%)	N: 12 (13.64%)	A: 46 (52.27%)	SA: 24 (27.27%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.42 -0.01
Inclusion	4.22 + 0.01
Diversity	4.12 + 0.06
Equity	4.12 -0.01

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.	4.66 + 0.02	SD: 1 (1.14%) D: 0 (0.00%) N: 3 (3.41%) A: 20 (22.73%) SA: 64 (72.73%) NA: 0 (0.00%) A SA
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.60 -0.02	SD: 0 (0.00%) D: 1 (1.14%) N: 3 (3.41%) A: 26 (29.55%) SA: 58 (65.91%) 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.	4.37 + 0.07	SD: 0 (0.00%) D: 0 (0.00%) N: 10 (11.36%) A: 35 (39.77%) SA: 42 (47.73%) NA: 1 (1.14%) N A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.06 -0.08	SD: 2 (2.27%) D: 1 (1.14%) N: 14 (15.91%) A: 43 (48.86%) SA: 27 (30.68%) NA: 1 (1.14%) 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 = 0.00	SD: 0 (0.00%)	D: 1 (1.14%)	N: 1 (1.14%)	A: 24 (27.27%)	SA: 62 (70.45%)	NA: 0 (0.00%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.57 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.41%)	A: 32 (36.36%)	SA: 53 (60.23%)	NA: 0 (0.00%)
100. I value the contributions of all team members.	4.53 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.27%)	A: 37 (42.05%)	SA: 49 (55.68%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.49 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (5.68%)	A: 35 (39.77%)	SA: 48 (54.55%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.46 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (9.09%)	A: 31 (35.23%)	SA: 48 (54.55%)	NA: 1 (1.14%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.36 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (3.41%)	A: 50 (56.82%)	SA: 35 (39.77%)	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.	4.32 -0.06	SD: 0 (0.00%)	D: 2 (2.27%)	N: 10 (11.36%)	A: 34 (38.64%)	SA: 42 (47.73%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.30 + 0.10	SD: 0 (0.00%)	D: 1 (1.14%)	N: 5 (5.68%)	A: 49 (55.68%)	SA: 33 (37.50%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.18 -0.11	SD: 0 (0.00%)	D: 3 (3.41%)	N: 12 (13.64%)	A: 39 (44.32%)	SA: 34 (38.64%)	NA: 0 (0.00%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.17 -0.09	SD: 0 (0.00%)	D: 2 (2.27%)	N: 14 (15.91%)	A: 38 (43.18%)	SA: 33 (37.50%)	NA: 1 (1.14%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.13 -0.03	SD: 1 (1.14%)	D: 1 (1.14%)	N: 10 (11.36%)	A: 50 (56.82%)	SA: 26 (29.55%)	NA: 0 (0.00%)

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.	4.11 + 0.16	SD: 1 (1.14%)	D: 1 (1.14%)	N: 10 (11.36%)	A: 51 (57.95%)	SA: 25 (28.41%)	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.	4.06 -0.03	SD: 1 (1.14%)	D: 1 (1.14%)	N: 13 (14.77%)	A: 50 (56.82%)	SA: 23 (26.14%)	NA: 0 (0.00%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.97 -0.07	SD: 1 (1.14%)	D: 5 (5.68%)	N: 14 (15.91%)	A: 44 (50.00%)	SA: 24 (27.27%)	NA: 0 (0.00%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.95 -0.12	SD: 1 (1.14%)	D: 5 (5.68%)	N: 13 (14.77%)	A: 47 (53.41%)	SA: 22 (25.00%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.93 + 0.12	SD: 1 (1.14%)	D: 4 (4.55%)	N: 14 (15.91%)	A: 50 (56.82%)	SA: 19 (21.59%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.92 + 0.13	SD: 0 (0.00%)	D: 6 (6.82%)	N: 14 (15.91%)	A: 49 (55.68%)	SA: 19 (21.59%)	NA: 0 (0.00%)
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.	3.87 + 0.07	SD: 0 (0.00%)	D: 9 (10.23%)	N: 13 (14.77%)	A: 45 (51.14%)	SA: 20 (22.73%)	NA: 1 (1.14%)

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

Diversity

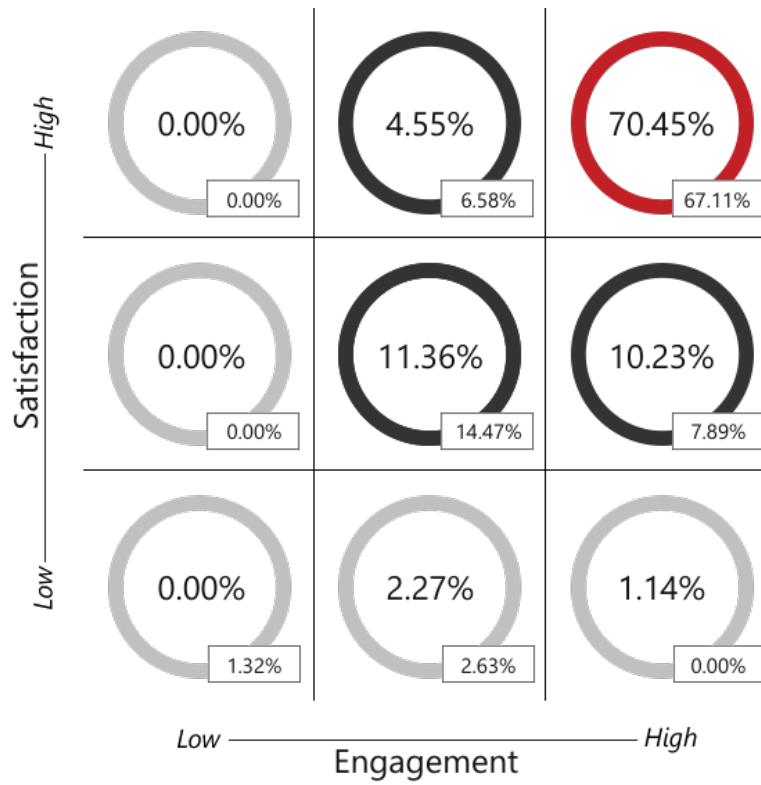
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 = 0.00	SD: 0 (0.00%)	D: 1 (1.14%)	N: 1 (1.14%)	A: 24 (27.27%)	SA: 62 (70.45%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.30 + 0.10	SD: 0 (0.00%)	D: 1 (1.14%)	N: 5 (5.68%)	A: 49 (55.68%)	SA: 33 (37.50%)	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.	4.06 -0.03	SD: 1 (1.14%)	D: 1 (1.14%)	N: 13 (14.77%)	A: 50 (56.82%)	SA: 23 (26.14%)	NA: 0 (0.00%)
		N	A			SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.93 + 0.12	SD: 1 (1.14%)	D: 4 (4.55%)	N: 14 (15.91%)	A: 50 (56.82%)	SA: 19 (21.59%)	NA: 0 (0.00%)
		N	A			SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.92 + 0.13	SD: 0 (0.00%)	D: 6 (6.82%)	N: 14 (15.91%)	A: 49 (55.68%)	SA: 19 (21.59%)	NA: 0 (0.00%)
		D	N	A			SA
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.85 + 0.06	SD: 1 (1.14%)	D: 7 (7.95%)	N: 14 (15.91%)	A: 48 (54.55%)	SA: 18 (20.45%)	NA: 0 (0.00%)
		D	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 = 0.00	SD: 0 (0.00%)	D: 1 (1.14%)	N: 1 (1.14%)	A: 24 (27.27%)	SA: 62 (70.45%)	NA: 0 (0.00%)
		A		SA			
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.97 -0.02	SD: 0 (0.00%)	D: 3 (3.41%)	N: 17 (19.32%)	A: 47 (53.41%)	SA: 20 (22.73%)	NA: 1 (1.14%)
		N		A		SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.95 -0.12	SD: 1 (1.14%)	D: 5 (5.68%)	N: 13 (14.77%)	A: 47 (53.41%)	SA: 22 (25.00%)	NA: 0 (0.00%)
		D	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.	3.87 + 0.07	SD: 0 (0.00%)	D: 9 (10.23%)	N: 13 (14.77%)	A: 45 (51.14%)	SA: 20 (22.73%)	NA: 1 (1.14%)
		D	N	A		SA	

3x3



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65 + 0.06
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.55 = 0.00
4. I feel great pride in the work I do.	Pride	4.53 -0.10
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.51 -0.03
5. I have at least one close friend at work.	Relationships	4.49 + 0.03
85. I am committed to achieving my potential through learning and growing.	Career Development	4.46 -0.09
92. I demonstrate effort in building a positive workplace culture.	Quality	4.45 -0.08
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.45 -0.06
6. I seek opportunities to further my growth and development.	Training & Development	4.43 -0.02
25. My supervisor cares about me as a person.	Relationships	4.41 + 0.05
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.41 -0.05
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.40 + 0.06
84. I would like to work at our organization long term.	Career Development	4.39 + 0.07
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.39 + 0.01
46. I am satisfied being a part of our team.	Satisfaction	4.36 + 0.02
12. I am highly committed to and energized by my work.	Engage-Inspire	4.35 -0.01
17. I embrace challenges as opportunities for growth.	Performance Planning	4.34 -0.03
16. I seek new ways to achieve excellence in my role.	Innovation	4.33 -0.04

Question	Dimension	Mean
13. My work is fulfilling and enjoyable.	Satisfaction	4.32 -0.01
22. I support our organization's mission.	Mission Conscious	4.32 + 0.20
45. I feel great pride in the team of which I am a part.	Pride	4.32 = 0.00
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.30 + 0.21
78. I feel proud of and inspired by the success of others on my team.	Pride	4.30 -0.04
56. Our team actively responds when needs arise within our team.	Support-Equip	4.30 -0.03
53. I trust my teammates to follow through on projects.	Relationships	4.28 -0.04
70. I feel our organization is a great fit for me.	Talent/Fit	4.26 -0.04
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.25 -0.08
42. Our team encourages innovation.	Innovation	4.24 + 0.04
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.24 -0.09
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.24 -0.06
60. I fit in well with our team.	Talent/Fit	4.24 -0.08
44. Our team effectively communicates with each other.	Communication	4.23 -0.03
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.23 -0.06
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.22 + 0.06
59. Our team is very inspired by the work we do.	Mission Conscious	4.20 + 0.01
65. Our team members invest time developing relationships with each other.	Relationships	4.20 -0.16

Question	Dimension	Mean
79. My teammates share important information with me.	Communication	4.20 -0.10
27. My supervisor and I have effective two-way communication.	Communication	4.19 + 0.05
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.19 + 0.03
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.18 -0.03
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.18 + 0.13
14. I feel great pride in being a part of our organization.	Pride	4.17 + 0.06
51. Our team has open and trusting relationships.	Relationships	4.17 = 0.00
66. I look forward to interacting with our team when I come to work.	Relationships	4.16 -0.16
48. My teammates promote gratitude in our culture.	Recognition	4.15 -0.13
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.14 -0.01
32. I have an open and trusting relationship with my supervisor.	Relationships	4.14 + 0.07
20. I look forward to coming to work every day.	Satisfaction	4.14 + 0.02
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.13 -0.05
34. My supervisor is actively responsive to my needs.	Support-Equip	4.11 + 0.10
47. I am on a team that encourages each member to surpass expectations.	Quality	4.10 -0.14
63. I am highly energized by the people I work with on our team.	Relationships	4.10 -0.11
15. I am properly trained to achieve excellence in my work.	Training & Development	4.09 + 0.10

Question	Dimension	Mean
55. Information is shared effectively within our team.	Communication	4.09 -0.05
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.07 -0.13
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.07 + 0.04
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.07 -0.06
71. Our organization is committed to quality collaboration and excellence.	Quality	4.05 -0.06
35. My supervisor supports my personal and professional development.	Training & Development	4.03 -0.09
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.03 -0.01
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.02 + 0.18
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.00 -0.06
36. My supervisor builds a culture of learning and growth.	Training & Development	4.00 -0.03
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.00 + 0.17
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.98 + 0.05
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.98 + 0.07
29. My supervisor recognizes me for a job well done.	Recognition	3.98 + 0.15
24. My supervisor effectively communicates his/her expectations.	Communication	3.97 -0.08
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.94 + 0.06

Question	Dimension	Mean
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.94 + 0.01
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.94 + 0.01
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.93 -0.04
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.93 -0.02
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.92 + 0.12
73. My supervisor advocates for my role and career growth.	Career Development	3.92 + 0.07
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.91 + 0.02
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.89 + 0.02
83. Our organization encourages innovation.	Innovation	3.88 + 0.18
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.86 = 0.00
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.85 + 0.21
77. Our organization selects the right people for the right job.	Talent/Fit	3.84 + 0.09
31. My supervisor inspires me to grow to new levels.	Relationships	3.83 + 0.12
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.82 + 0.01
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.81 -0.18
74. I have the opportunity to express my career interests at our organization.	Career Development	3.80 + 0.07

Question	Dimension	Mean
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.77 -0.02
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.75 -0.01
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.64 + 0.31
9. I have received meaningful recognition in the past 10 days.	Recognition	3.63 + 0.27
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.60 + 0.05
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47 + 0.16
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.41 -0.01



INSIGHTeX Growth Mindset & DEI

Full Organization
Glen Ellyn SD 41

December 2024

Dimensions

Dimension	Mean
Pride	4.42 + 0.05
Engage-Inspire	4.36 + 0.10
Quality	4.34 + 0.03
Relationships	4.22 + 0.09
Satisfaction	4.21 = 0.00
Continuous Improvement	4.20 + 0.12
Innovation	4.17 + 0.11
Communication	4.16 + 0.05
Performance Planning	4.14 + 0.13
Talent/Fit	4.11 + 0.11
Support-Equip	4.08 + 0.24
Career Development	4.08 + 0.04
Recognition	4.06 + 0.07
Training & Development	4.06 + 0.07
Mission Conscious	4.04 + 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.	4.66 + 0.04	SD: 0 (0.00%)	D: 1 (0.28%)	N: 17 (4.82%)	A: 82 (23.23%)	SA: 253 (71.67%)	NA: 0 (0.00%)
45. I feel great pride in the team of which I am a part.	4.44 + 0.02	SD: 3 (0.85%)	D: 7 (1.98%)	N: 28 (7.93%)	A: 109 (30.88%)	SA: 206 (58.36%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.36 + 0.01	SD: 1 (0.28%)	D: 6 (1.70%)	N: 25 (7.08%)	A: 155 (43.91%)	SA: 166 (47.03%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.22 + 0.12	SD: 3 (0.85%)	D: 9 (2.55%)	N: 42 (11.90%)	A: 153 (43.34%)	SA: 145 (41.08%)	NA: 1 (0.28%)

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.71 + 0.09	SD: 1 (0.28%)	D: 2 (0.57%)	N: 8 (2.27%)	A: 76 (21.53%)	SA: 266 (75.35%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.61 + 0.09	SD: 1 (0.28%)	D: 1 (0.28%)	N: 7 (1.98%)	A: 118 (33.43%)	SA: 226 (64.02%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.39 + 0.04	SD: 0 (0.00%)	D: 8 (2.27%)	N: 28 (7.93%)	A: 136 (38.53%)	SA: 181 (51.27%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.14 + 0.09	SD: 0 (0.00%)	D: 10 (2.83%)	N: 50 (14.16%)	A: 175 (49.58%)	SA: 118 (33.43%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.95 + 0.17	SD: 7 (1.98%)	D: 21 (5.95%)	N: 60 (17.00%)	A: 159 (45.04%)	SA: 106 (30.03%)	NA: 0 (0.00%)

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.	4.49 -0.02	SD: 0 (0.00%)	D: 1 (0.28%)	N: 11 (3.12%)	A: 155 (43.91%)	SA: 186 (52.69%)	NA: 0 (0.00%)
		A			SA		
43. My teammates demonstrate a commitment to quality work and excellence.	4.47 -0.01	SD: 2 (0.57%)	D: 5 (1.42%)	N: 18 (5.10%)	A: 128 (36.26%)	SA: 200 (56.66%)	NA: 0 (0.00%)
		A			SA		
47. I am on a team that encourages each member to surpass expectations.	4.26 -0.01	SD: 6 (1.70%)	D: 11 (3.12%)	N: 35 (9.92%)	A: 135 (38.24%)	SA: 165 (46.74%)	NA: 1 (0.28%)
		N	A			SA	
71. Our organization is committed to quality collaboration and excellence.	4.14 + 0.15	SD: 0 (0.00%)	D: 14 (3.97%)	N: 44 (12.46%)	A: 172 (48.73%)	SA: 123 (34.84%)	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					
5. I have at least one close friend at work.	4.52 = 0.00	SD: 2 (0.57%)	D: 9 (2.55%)	N: 21 (5.95%)	A: 92 (26.06%)	SA: 228 (64.59%)	NA: 1 (0.28%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.47 -0.04	SD: 0 (0.00%)	D: 1 (0.28%)	N: 12 (3.40%)	A: 159 (45.04%)	SA: 181 (51.27%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.37 + 0.01	SD: 1 (0.28%)	D: 8 (2.27%)	N: 31 (8.78%)	A: 134 (37.96%)	SA: 179 (50.71%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.34 -0.03	SD: 6 (1.70%)	D: 4 (1.13%)	N: 35 (9.92%)	A: 128 (36.26%)	SA: 180 (50.99%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.32 + 0.01	SD: 3 (0.85%)	D: 13 (3.68%)	N: 33 (9.35%)	A: 124 (35.13%)	SA: 180 (50.99%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.32 -0.06	SD: 4 (1.13%)	D: 9 (2.55%)	N: 30 (8.50%)	A: 136 (38.53%)	SA: 173 (49.01%)	NA: 1 (0.28%)
51. Our team has open and trusting relationships.	4.29 + 0.05	SD: 5 (1.42%)	D: 8 (2.27%)	N: 43 (12.18%)	A: 121 (34.28%)	SA: 176 (49.86%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.25 -0.07	SD: 4 (1.13%)	D: 9 (2.55%)	N: 45 (12.75%)	A: 132 (37.39%)	SA: 163 (46.18%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.24 -0.05	SD: 8 (2.27%)	D: 11 (3.12%)	N: 37 (10.48%)	A: 128 (36.26%)	SA: 169 (47.88%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.21 + 0.05	SD: 9 (2.55%)	D: 10 (2.83%)	N: 40 (11.33%)	A: 132 (37.39%)	SA: 161 (45.61%)	NA: 1 (0.28%)
68. Quality and inclusive relationships are valued across our organization.	4.10 + 0.12	SD: 2 (0.57%)	D: 11 (3.12%)	N: 48 (13.60%)	A: 180 (50.99%)	SA: 112 (31.73%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	3.99 + 0.10	SD: 13 (3.68%)	D: 16 (4.53%)	N: 65 (18.41%)	A: 127 (35.98%)	SA: 131 (37.11%)	NA: 1 (0.28%)
31. My supervisor inspires me to grow to new levels.	3.86 + 0.07	SD: 11 (3.12%)	D: 22 (6.23%)	N: 80 (22.66%)	A: 131 (37.11%)	SA: 107 (30.31%)	NA: 2 (0.57%)

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.	3.84 + 0.09	SD: 11 (3.12%)	D: 28 (7.93%)	N: 71 (20.11%)	A: 136 (38.53%)	SA: 104 (29.46%)	NA: 3 (0.85%)
		D	N	A	SA		

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.44 = 0.00	SD: 3 (0.85%)	D: 7 (1.98%)	N: 18 (5.10%)	A: 127 (35.98%)	SA: 198 (56.09%)	NA: 0 (0.00%)
				A	SA		
13. My work is fulfilling and enjoyable.	4.29 -0.01	SD: 1 (0.28%)	D: 11 (3.12%)	N: 36 (10.20%)	A: 142 (40.23%)	SA: 163 (46.18%)	NA: 0 (0.00%)
		N	A	SA			
87. Overall, I am very satisfied with our organization as a place to work.	4.10 = 0.00	SD: 5 (1.42%)	D: 12 (3.40%)	N: 45 (12.75%)	A: 171 (48.44%)	SA: 120 (33.99%)	NA: 0 (0.00%)
		N	A	SA			
20. I look forward to coming to work every day.	4.02 + 0.01	SD: 5 (1.42%)	D: 19 (5.38%)	N: 53 (15.01%)	A: 164 (46.46%)	SA: 112 (31.73%)	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					
21. I am committed to a growth mindset to achieve my potential.	4.44 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 18 (5.10%)	A: 160 (45.33%)	SA: 175 (49.58%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.37 + 0.02	SD: 2 (0.57%)	D: 6 (1.70%)	N: 28 (7.93%)	A: 141 (39.94%)	SA: 175 (49.58%)	NA: 1 (0.28%)
52. I am on a team that continuously challenges me to grow and improve.	4.27 + 0.03	SD: 4 (1.13%)	D: 8 (2.27%)	N: 37 (10.48%)	A: 141 (39.94%)	SA: 161 (45.61%)	NA: 2 (0.57%)
69. I am part of an organization that continues to pursue excellence every day.	4.22 + 0.12	SD: 2 (0.57%)	D: 3 (0.85%)	N: 36 (10.20%)	A: 185 (52.41%)	SA: 127 (35.98%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.98 + 0.19	SD: 5 (1.42%)	D: 15 (4.25%)	N: 68 (19.26%)	A: 159 (45.04%)	SA: 105 (29.75%)	NA: 1 (0.28%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.93 + 0.12	SD: 4 (1.13%)	D: 26 (7.37%)	N: 61 (17.28%)	A: 160 (45.33%)	SA: 102 (28.90%)	NA: 0 (0.00%)

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.	4.47 + 0.01	SD: 1 (0.28%)	D: 2 (0.57%)	N: 15 (4.25%)	A: 148 (41.93%)	SA: 186 (52.69%)	NA: 1 (0.28%)
		A			SA		
42. Our team encourages innovation.	4.28 + 0.04	SD: 3 (0.85%)	D: 8 (2.27%)	N: 39 (11.05%)	A: 139 (39.38%)	SA: 162 (45.89%)	NA: 2 (0.57%)
		N	A			SA	
75. Our organization embraces an innovative mindset to maximize our potential.	4.02 + 0.24	SD: 2 (0.57%)	D: 11 (3.12%)	N: 64 (18.13%)	A: 176 (49.86%)	SA: 100 (28.33%)	NA: 0 (0.00%)
		N	A			SA	
83. Our organization encourages innovation.	3.91 + 0.16	SD: 4 (1.13%)	D: 18 (5.10%)	N: 75 (21.25%)	A: 166 (47.03%)	SA: 90 (25.50%)	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					
79. My teammates share important information with me.	4.31 -0.03	SD: 2 (0.57%)	D: 10 (2.83%)	N: 29 (8.22%)	A: 147 (41.64%)	SA: 165 (46.74%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.30 -0.02	SD: 5 (1.42%)	D: 12 (3.40%)	N: 29 (8.22%)	A: 132 (37.39%)	SA: 175 (49.58%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.25 + 0.03	SD: 5 (1.42%)	D: 15 (4.25%)	N: 33 (9.35%)	A: 134 (37.96%)	SA: 166 (47.03%)	NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	4.12 + 0.11	SD: 10 (2.83%)	D: 11 (3.12%)	N: 46 (13.03%)	A: 145 (41.08%)	SA: 140 (39.66%)	NA: 1 (0.28%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.09 -0.06	SD: 9 (2.55%)	D: 15 (4.25%)	N: 49 (13.88%)	A: 137 (38.81%)	SA: 137 (38.81%)	NA: 6 (1.70%)
24. My supervisor effectively communicates his/her expectations.	4.04 + 0.03	SD: 9 (2.55%)	D: 22 (6.23%)	N: 46 (13.03%)	A: 144 (40.79%)	SA: 131 (37.11%)	NA: 1 (0.28%)
26. My supervisor gives me constructive feedback about my work performance.	3.99 + 0.11	SD: 9 (2.55%)	D: 17 (4.82%)	N: 55 (15.58%)	A: 157 (44.48%)	SA: 114 (32.29%)	NA: 1 (0.28%)

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.	4.38 + 0.06	SD: 4 (1.13%)	D: 5 (1.42%)	N: 30 (8.50%)	A: 129 (36.54%)	SA: 185 (52.41%)	NA: 0 (0.00%)
		N		A		SA	
17. I embrace challenges as opportunities for growth.	4.37 -0.04	SD: 1 (0.28%)	D: 3 (0.85%)	N: 19 (5.38%)	A: 172 (48.73%)	SA: 158 (44.76%)	NA: 0 (0.00%)
		N		A		SA	
58. I am satisfied that our team performs up to our potential.	4.29 + 0.05	SD: 3 (0.85%)	D: 13 (3.68%)	N: 31 (8.78%)	A: 137 (38.81%)	SA: 169 (47.88%)	NA: 0 (0.00%)
		N		A		SA	
49. Our team effectively sets goals to further enhance our performance.	4.24 + 0.08	SD: 1 (0.28%)	D: 12 (3.40%)	N: 44 (12.46%)	A: 141 (39.94%)	SA: 154 (43.63%)	NA: 1 (0.28%)
		N		A		SA	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.11 + 0.13	SD: 5 (1.42%)	D: 15 (4.25%)	N: 42 (11.90%)	A: 165 (46.74%)	SA: 124 (35.13%)	NA: 2 (0.57%)
		N		A		SA	
37. My supervisor motivates me to achieve my goals.	3.95 + 0.05	SD: 9 (2.55%)	D: 17 (4.82%)	N: 77 (21.81%)	A: 128 (36.26%)	SA: 120 (33.99%)	NA: 2 (0.57%)
		N		A		SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.65 + 0.09	SD: 20 (5.67%)	D: 42 (11.90%)	N: 70 (19.83%)	A: 114 (32.29%)	SA: 94 (26.63%)	NA: 13 (3.68%)
		SD	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.	4.60 + 0.09	SD: 0 (0.00%)	D: 1 (0.28%)	N: 12 (3.40%)	A: 115 (32.58%)	SA: 225 (63.74%)	NA: 0 (0.00%)
60. I fit in well with our team.	4.38 -0.03	SD: 2 (0.57%)	D: 7 (1.98%)	N: 36 (10.20%)	A: 117 (33.14%)	SA: 191 (54.11%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.31 + 0.14	SD: 3 (0.85%)	D: 12 (3.40%)	N: 32 (9.07%)	A: 132 (37.39%)	SA: 174 (49.29%)	NA: 0 (0.00%)
70. I feel our organization is a great fit for me.	4.25 + 0.08	SD: 0 (0.00%)	D: 5 (1.42%)	N: 43 (12.18%)	A: 163 (46.18%)	SA: 142 (40.23%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.89 + 0.04	SD: 13 (3.68%)	D: 20 (5.67%)	N: 66 (18.70%)	A: 141 (39.94%)	SA: 107 (30.31%)	NA: 6 (1.70%)
86. Our organization selects highly talented individuals when hiring.	3.89 + 0.07	SD: 4 (1.13%)	D: 20 (5.67%)	N: 70 (19.83%)	A: 173 (49.01%)	SA: 85 (24.08%)	NA: 1 (0.28%)
7. I have encouraged someone to apply at our organization.	3.78 + 0.01	SD: 10 (2.83%)	D: 33 (9.35%)	N: 70 (19.83%)	A: 124 (35.13%)	SA: 94 (26.63%)	NA: 22 (6.23%)
77. Our organization selects the right people for the right job.	3.74 + 0.08	SD: 4 (1.13%)	D: 36 (10.20%)	N: 73 (20.68%)	A: 174 (49.29%)	SA: 66 (18.70%)	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.	4.42 -0.01	SD: 3 (0.85%)	D: 5 (1.42%)	N: 19 (5.38%)	A: 139 (39.38%)	SA: 187 (52.97%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.36 -0.03	SD: 5 (1.42%)	D: 12 (3.40%)	N: 21 (5.95%)	A: 128 (36.26%)	SA: 187 (52.97%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	4.09 + 0.12	SD: 7 (1.98%)	D: 17 (4.82%)	N: 51 (14.45%)	A: 138 (39.09%)	SA: 138 (39.09%)	NA: 2 (0.57%)
3. I am provided the core needs necessary for me to excel in my role.	4.05 + 0.14	SD: 3 (0.85%)	D: 21 (5.95%)	N: 50 (14.16%)	A: 161 (45.61%)	SA: 118 (33.43%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.03 + 0.11	SD: 7 (1.98%)	D: 19 (5.38%)	N: 58 (16.43%)	A: 141 (39.94%)	SA: 126 (35.69%)	NA: 2 (0.57%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.01 + 0.13	SD: 11 (3.12%)	D: 13 (3.68%)	N: 60 (17.00%)	A: 142 (40.23%)	SA: 122 (34.56%)	NA: 5 (1.42%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.88 + 0.17	SD: 3 (0.85%)	D: 35 (9.92%)	N: 65 (18.41%)	A: 147 (41.64%)	SA: 103 (29.18%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.77 + 0.14	SD: 13 (3.68%)	D: 26 (7.37%)	N: 89 (25.21%)	A: 122 (34.56%)	SA: 99 (28.05%)	NA: 4 (1.13%)

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.	4.50 -0.03	SD: 1 (0.28%)	D: 0 (0.00%)	N: 15 (4.25%)	A: 141 (39.94%)	SA: 195 (55.24%)	NA: 1 (0.28%)
		A		SA			
84. I would like to work at our organization long term.	4.27 + 0.06	SD: 5 (1.42%)	D: 4 (1.13%)	N: 47 (13.31%)	A: 129 (36.54%)	SA: 166 (47.03%)	NA: 2 (0.57%)
		N	A		SA		
73. My supervisor advocates for my role and career growth.	3.93 + 0.11	SD: 10 (2.83%)	D: 19 (5.38%)	N: 63 (17.85%)	A: 149 (42.21%)	SA: 108 (30.59%)	NA: 4 (1.13%)
		N	A		SA		
72. Our organization provides the experience and development for me to further my career here.	3.90 + 0.06	SD: 6 (1.70%)	D: 29 (8.22%)	N: 62 (17.56%)	A: 151 (42.78%)	SA: 102 (28.90%)	NA: 3 (0.85%)
		D	N	A		SA	
74. I have the opportunity to express my career interests at our organization.	3.81 + 0.03	SD: 8 (2.27%)	D: 29 (8.22%)	N: 73 (20.68%)	A: 144 (40.79%)	SA: 89 (25.21%)	NA: 10 (2.83%)
		D	N	A		SA	

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.	4.42 -0.01	SD: 0 (0.00%)	D: 1 (0.28%)	N: 16 (4.53%)	A: 168 (47.59%)	SA: 167 (47.31%)	NA: 1 (0.28%)
		A			SA		
48. My teammates promote gratitude in our culture.	4.33 + 0.02	SD: 4 (1.13%)	D: 7 (1.98%)	N: 35 (9.92%)	A: 130 (36.83%)	SA: 177 (50.14%)	NA: 0 (0.00%)
		N		A		SA	
29. My supervisor recognizes me for a job well done.	3.96 + 0.08	SD: 10 (2.83%)	D: 28 (7.93%)	N: 56 (15.86%)	A: 129 (36.54%)	SA: 127 (35.98%)	NA: 3 (0.85%)
		D	N	A		SA	
80. Our organization practices gratitude by recognizing excellence in our work.	3.96 + 0.10	SD: 5 (1.42%)	D: 26 (7.37%)	N: 49 (13.88%)	A: 172 (48.73%)	SA: 101 (28.61%)	NA: 0 (0.00%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.62 + 0.14	SD: 14 (3.97%)	D: 69 (19.55%)	N: 53 (15.01%)	A: 111 (31.44%)	SA: 102 (28.90%)	NA: 4 (1.13%)
		D		N	A		SA

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.	4.52 -0.02	SD: 0 (0.00%)	D: 4 (1.13%)	N: 14 (3.97%)	A: 129 (36.54%)	SA: 202 (57.22%)	NA: 4 (1.13%)
15. I am properly trained to achieve excellence in my work.	4.12 + 0.08	SD: 2 (0.57%)	D: 22 (6.23%)	N: 42 (11.90%)	A: 153 (43.34%)	SA: 134 (37.96%)	NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	4.09 + 0.08	SD: 7 (1.98%)	D: 10 (2.83%)	N: 60 (17.00%)	A: 141 (39.94%)	SA: 132 (37.39%)	NA: 3 (0.85%)
30. My supervisor encourages opportunities for my growth and development.	4.02 + 0.08	SD: 9 (2.55%)	D: 15 (4.25%)	N: 55 (15.58%)	A: 153 (43.34%)	SA: 119 (33.71%)	NA: 2 (0.57%)
36. My supervisor builds a culture of learning and growth.	4.02 + 0.05	SD: 8 (2.27%)	D: 19 (5.38%)	N: 63 (17.85%)	A: 130 (36.83%)	SA: 131 (37.11%)	NA: 2 (0.57%)
81. Our organization provides the "right" training for me to excel in my role.	3.59 + 0.15	SD: 12 (3.40%)	D: 51 (14.45%)	N: 84 (23.80%)	A: 129 (36.54%)	SA: 76 (21.53%)	NA: 1 (0.28%)

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.	4.38 + 0.15	SD: 0 (0.00%)	D: 5 (1.42%)	N: 26 (7.37%)	A: 153 (43.34%)	SA: 169 (47.88%)	NA: 0 (0.00%)
		N		A		SA	
59. Our team is very inspired by the work we do.	4.32 + 0.06	SD: 1 (0.28%)	D: 13 (3.68%)	N: 35 (9.92%)	A: 127 (35.98%)	SA: 177 (50.14%)	NA: 0 (0.00%)
		N		A		SA	
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.97 + 0.15	SD: 2 (0.57%)	D: 16 (4.53%)	N: 63 (17.85%)	A: 182 (51.56%)	SA: 90 (25.50%)	NA: 0 (0.00%)
		N		A		SA	
41. My supervisor effectively communicates our organizational mission to me.	3.93 + 0.03	SD: 8 (2.27%)	D: 21 (5.95%)	N: 64 (18.13%)	A: 152 (43.06%)	SA: 107 (30.31%)	NA: 1 (0.28%)
		D	N	A		SA	
82. Business decisions made are consistent with our mission and core values.	3.59 + 0.12	SD: 10 (2.83%)	D: 40 (11.33%)	N: 102 (28.90%)	A: 129 (36.54%)	SA: 69 (19.55%)	NA: 3 (0.85%)
		D	N		A		SA

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

Top Items

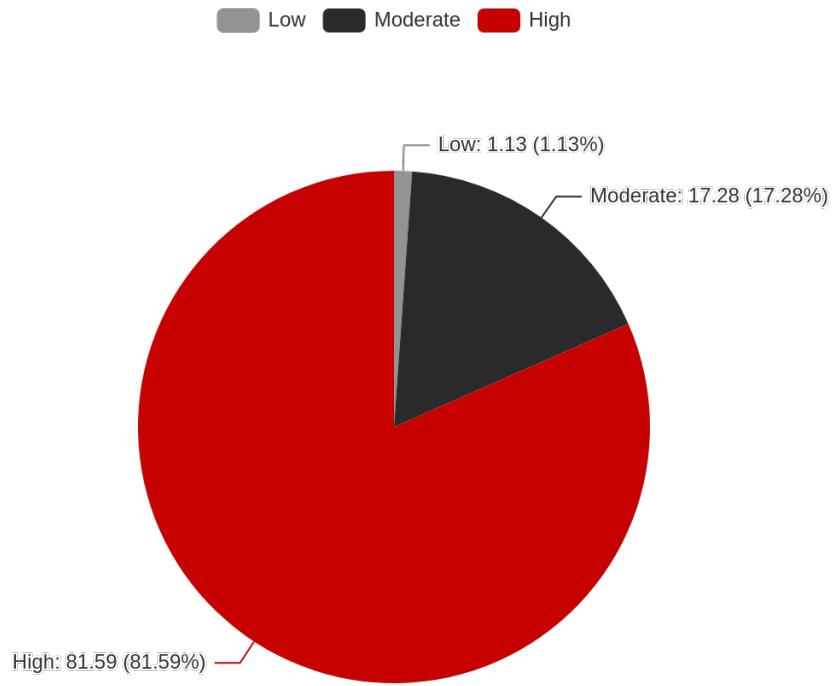
Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.71 + 0.09	SD: 1 (0.28%)	D: 2 (0.57%)	N: 8 (2.27%)	A: 76 (21.53%)	SA: 266 (75.35%)	NA: 0 (0.00%)
4. I feel great pride in the work I do.	4.66 + 0.04	SD: 0 (0.00%)	D: 1 (0.28%)	N: 17 (4.82%)	A: 82 (23.23%)	SA: 253 (71.67%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.61 + 0.09	SD: 1 (0.28%)	D: 1 (0.28%)	N: 7 (1.98%)	A: 118 (33.43%)	SA: 226 (64.02%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.60 + 0.09	SD: 0 (0.00%)	D: 1 (0.28%)	N: 12 (3.40%)	A: 115 (32.58%)	SA: 225 (63.74%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.52 -0.02	SD: 0 (0.00%)	D: 4 (1.13%)	N: 14 (3.97%)	A: 129 (36.54%)	SA: 202 (57.22%)	NA: 4 (1.13%)
5. I have at least one close friend at work.	4.52 = 0.00	SD: 2 (0.57%)	D: 9 (2.55%)	N: 21 (5.95%)	A: 92 (26.06%)	SA: 228 (64.59%)	NA: 1 (0.28%)

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

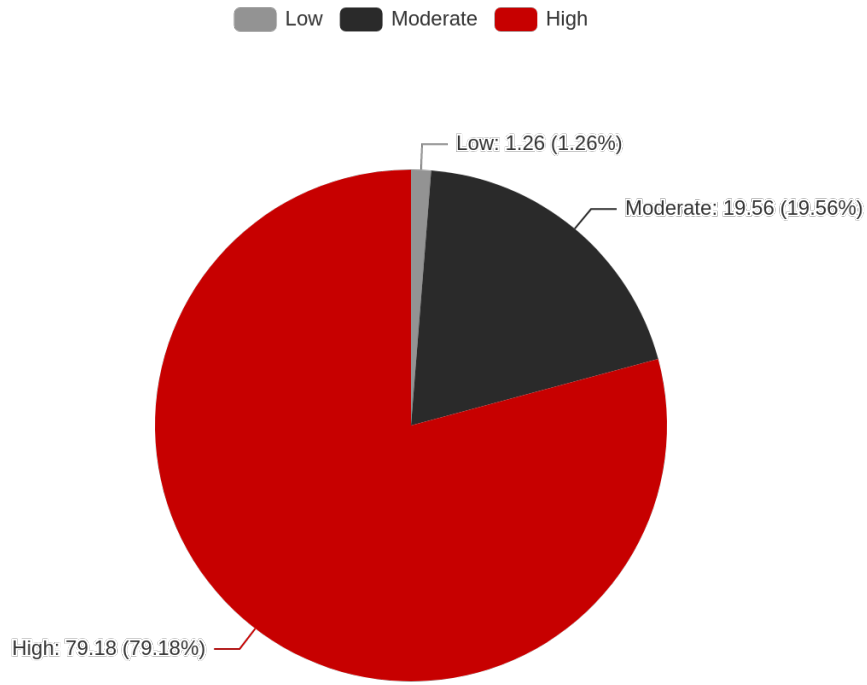
Bottom Items

Question	Mean	Distribution					
82. Business decisions made are consistent with our mission and core values.	3.59 + 0.12	SD: 10 (2.83%)	D: 40 (11.33%)	N: 102 (28.90%)	A: 129 (36.54%)	SA: 69 (19.55%)	NA: 3 (0.85%)
81. Our organization provides the "right" training for me to excel in my role.	3.59 + 0.15	SD: 12 (3.40%)	D: 51 (14.45%)	N: 84 (23.80%)	A: 129 (36.54%)	SA: 76 (21.53%)	NA: 1 (0.28%)
9. I have received meaningful recognition in the past 10 days.	3.62 + 0.14	SD: 14 (3.97%)	D: 69 (19.55%)	N: 53 (15.01%)	A: 111 (31.44%)	SA: 102 (28.90%)	NA: 4 (1.13%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.65 + 0.09	SD: 20 (5.67%)	D: 42 (11.90%)	N: 70 (19.83%)	A: 114 (32.29%)	SA: 94 (26.63%)	NA: 13 (3.68%)
77. Our organization selects the right people for the right job.	3.74 + 0.08	SD: 4 (1.13%)	D: 36 (10.20%)	N: 73 (20.68%)	A: 174 (49.29%)	SA: 66 (18.70%)	NA: 0 (0.00%)

Current Growth Mindset Chart



Previous Growth Mindset Chart

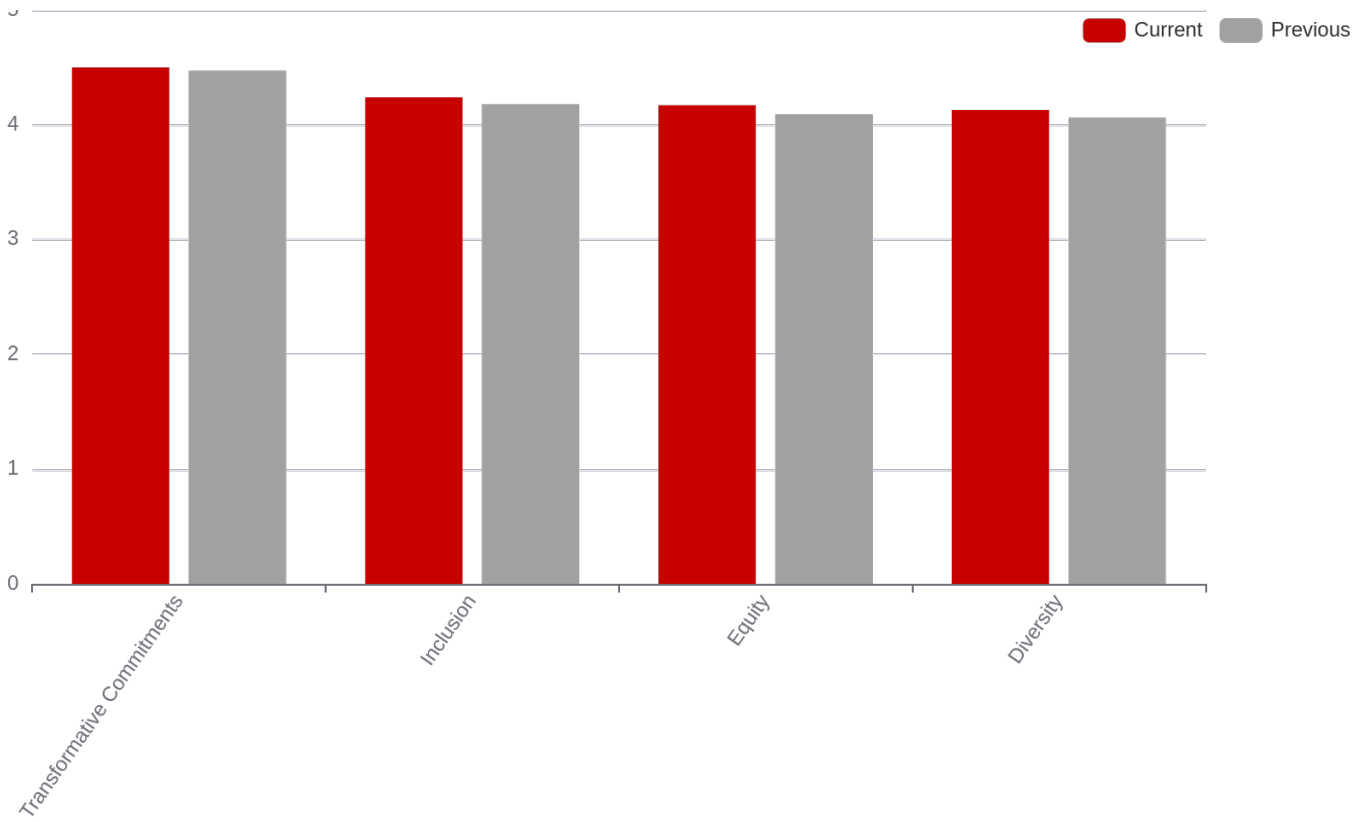


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.52 -0.02	SD: 0 (0.00%)	D: 4 (1.13%)	N: 14 (3.97%)	A: 129 (36.54%)	SA: 202 (57.22%)	NA: 4 (1.13%)
85. I am committed to achieving my potential through learning and growing.	4.50 -0.03	SD: 1 (0.28%)	D: 0 (0.00%)	N: 15 (4.25%)	A: 141 (39.94%)	SA: 195 (55.24%)	NA: 1 (0.28%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.47 -0.04	SD: 0 (0.00%)	D: 1 (0.28%)	N: 12 (3.40%)	A: 159 (45.04%)	SA: 181 (51.27%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.44 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 18 (5.10%)	A: 160 (45.33%)	SA: 175 (49.58%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.42 -0.01	SD: 0 (0.00%)	D: 1 (0.28%)	N: 16 (4.53%)	A: 168 (47.59%)	SA: 167 (47.31%)	NA: 1 (0.28%)
17. I embrace challenges as opportunities for growth.	4.37 -0.04	SD: 1 (0.28%)	D: 3 (0.85%)	N: 19 (5.38%)	A: 172 (48.73%)	SA: 158 (44.76%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.36 + 0.01	SD: 1 (0.28%)	D: 6 (1.70%)	N: 25 (7.08%)	A: 155 (43.91%)	SA: 166 (47.03%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.27 + 0.03	SD: 4 (1.13%)	D: 8 (2.27%)	N: 37 (10.48%)	A: 141 (39.94%)	SA: 161 (45.61%)	NA: 2 (0.57%)
36. My supervisor builds a culture of learning and growth.	4.02 + 0.05	SD: 8 (2.27%)	D: 19 (5.38%)	N: 63 (17.85%)	A: 130 (36.83%)	SA: 131 (37.11%)	NA: 2 (0.57%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.93 + 0.12	SD: 4 (1.13%)	D: 26 (7.37%)	N: 61 (17.28%)	A: 160 (45.33%)	SA: 102 (28.90%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.50 + 0.03
Inclusion	4.24 + 0.06
Equity	4.17 + 0.08
Diversity	4.13 + 0.07

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.	4.71 + 0.02	SD: 1 (0.28%) D: 0 (0.00%) N: 7 (1.98%) A: 83 (23.51%) SA: 260 (73.65%) NA: 2 (0.57%) A SA
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.66 = 0.00	SD: 0 (0.00%) D: 1 (0.28%) N: 9 (2.55%) A: 99 (28.05%) SA: 243 (68.84%) NA: 1 (0.28%) A SA
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.46 + 0.05	SD: 1 (0.28%) D: 1 (0.28%) N: 26 (7.37%) A: 130 (36.83%) SA: 193 (54.67%) NA: 2 (0.57%) N A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.17 + 0.06	SD: 3 (0.85%) D: 8 (2.27%) N: 47 (13.31%) A: 163 (46.18%) SA: 130 (36.83%) NA: 2 (0.57%) 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.	4.69 -0.01	SD: 0 (0.00%)	D: 2 (0.57%)	N: 6 (1.70%)	A: 91 (25.78%)	SA: 252 (71.39%)	NA: 2 (0.57%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.61 + 0.07	SD: 1 (0.28%)	D: 3 (0.85%)	N: 10 (2.83%)	A: 105 (29.75%)	SA: 233 (66.01%)	NA: 1 (0.28%)
100. I value the contributions of all team members.	4.56 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 10 (2.83%)	A: 135 (38.24%)	SA: 208 (58.92%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.43 + 0.04	SD: 2 (0.57%)	D: 3 (0.85%)	N: 22 (6.23%)	A: 138 (39.09%)	SA: 187 (52.97%)	NA: 1 (0.28%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.41 + 0.09	SD: 0 (0.00%)	D: 2 (0.57%)	N: 23 (6.52%)	A: 155 (43.91%)	SA: 173 (49.01%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.36 + 0.08	SD: 1 (0.28%)	D: 5 (1.42%)	N: 28 (7.93%)	A: 150 (42.49%)	SA: 169 (47.88%)	NA: 0 (0.00%)
115. Our organization is a safe place for people of color to work and be successful.	4.30 -0.02	SD: 3 (0.85%)	D: 9 (2.55%)	N: 37 (10.48%)	A: 131 (37.11%)	SA: 169 (47.88%)	NA: 4 (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.	4.27 + 0.03	SD: 4 (1.13%)	D: 8 (2.27%)	N: 35 (9.92%)	A: 146 (41.36%)	SA: 160 (45.33%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.26 -0.02	SD: 2 (0.57%)	D: 10 (2.83%)	N: 42 (11.90%)	A: 138 (39.09%)	SA: 161 (45.61%)	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.	4.18 + 0.08	SD: 2 (0.57%)	D: 8 (2.27%)	N: 33 (9.35%)	A: 191 (54.11%)	SA: 119 (33.71%)	NA: 0 (0.00%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.18 -0.07	SD: 1 (0.28%)	D: 12 (3.40%)	N: 56 (15.86%)	A: 135 (38.24%)	SA: 144 (40.79%)	NA: 5 (1.42%)

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.	4.16 + 0.08	SD: 3 (0.85%)	D: 8 (2.27%)	N: 48 (13.60%)	A: 165 (46.74%)	SA: 129 (36.54%)	NA: 0 (0.00%)
		N		A		SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.08 + 0.07	SD: 1 (0.28%)	D: 16 (4.53%)	N: 51 (14.45%)	A: 169 (47.88%)	SA: 116 (32.86%)	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.	4.06 + 0.07	SD: 2 (0.57%)	D: 11 (3.12%)	N: 58 (16.43%)	A: 175 (49.58%)	SA: 107 (30.31%)	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.	3.97 + 0.08	SD: 5 (1.42%)	D: 24 (6.80%)	N: 58 (16.43%)	A: 154 (43.63%)	SA: 112 (31.73%)	NA: 0 (0.00%)
		D	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.	3.92 + 0.14	SD: 3 (0.85%)	D: 23 (6.52%)	N: 69 (19.55%)	A: 160 (45.33%)	SA: 97 (27.48%)	NA: 1 (0.28%)
		D	N		A		SA
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.90 + 0.13	SD: 4 (1.13%)	D: 25 (7.08%)	N: 65 (18.41%)	A: 166 (47.03%)	SA: 93 (26.35%)	NA: 0 (0.00%)
		D	N		A		SA
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.89 + 0.06	SD: 3 (0.85%)	D: 24 (6.80%)	N: 68 (19.26%)	A: 172 (48.73%)	SA: 86 (24.36%)	NA: 0 (0.00%)
		D	N		A		SA

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

Equity

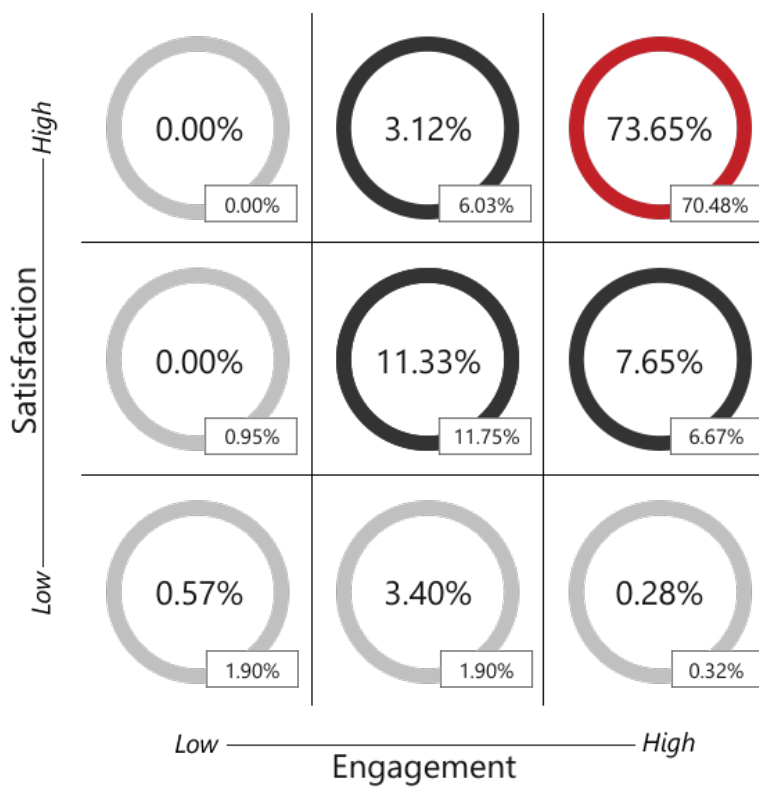
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.69 -0.01	SD: 0 (0.00%)	D: 2 (0.57%)	N: 6 (1.70%)	A: 91 (25.78%)	SA: 252 (71.39%)	NA: 2 (0.57%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.08 + 0.07	SD: 1 (0.28%)	D: 16 (4.53%)	N: 51 (14.45%)	A: 169 (47.88%)	SA: 116 (32.86%)	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.	3.98 + 0.10	SD: 1 (0.28%)	D: 15 (4.25%)	N: 72 (20.40%)	A: 165 (46.74%)	SA: 99 (28.05%)	NA: 1 (0.28%)
		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.	3.92 + 0.14	SD: 3 (0.85%)	D: 23 (6.52%)	N: 69 (19.55%)	A: 160 (45.33%)	SA: 97 (27.48%)	NA: 1 (0.28%)
		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.	4.69 -0.01	SD: 0 (0.00%)	D: 2 (0.57%)	N: 6 (1.70%)	A: 91 (25.78%)	SA: 252 (71.39%)	NA: 2 (0.57%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.36 + 0.08	SD: 1 (0.28%)	D: 5 (1.42%)	N: 28 (7.93%)	A: 150 (42.49%)	SA: 169 (47.88%)	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.	4.06 + 0.07	SD: 2 (0.57%)	D: 11 (3.12%)	N: 58 (16.43%)	A: 175 (49.58%)	SA: 107 (30.31%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.90 + 0.13	SD: 4 (1.13%)	D: 25 (7.08%)	N: 65 (18.41%)	A: 166 (47.03%)	SA: 93 (26.35%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.89 + 0.06	SD: 3 (0.85%)	D: 24 (6.80%)	N: 68 (19.26%)	A: 172 (48.73%)	SA: 86 (24.36%)	NA: 0 (0.00%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.86 + 0.08	SD: 4 (1.13%)	D: 31 (8.78%)	N: 62 (17.56%)	A: 169 (47.88%)	SA: 87 (24.65%)	NA: 0 (0.00%)

3x3



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71 + 0.09
4. I feel great pride in the work I do.	Pride	4.66 + 0.04
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.61 + 0.09
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.60 + 0.09
6. I seek opportunities to further my growth and development.	Training & Development	4.52 -0.02
5. I have at least one close friend at work.	Relationships	4.52 = 0.00
85. I am committed to achieving my potential through learning and growing.	Career Development	4.50 -0.03
92. I demonstrate effort in building a positive workplace culture.	Quality	4.49 -0.02
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.47 -0.01
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.47 -0.04
16. I seek new ways to achieve excellence in my role.	Innovation	4.47 + 0.01
46. I am satisfied being a part of our team.	Satisfaction	4.44 = 0.00
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.44 + 0.01
45. I feel great pride in the team of which I am a part.	Pride	4.44 + 0.02
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.42 -0.01
56. Our team actively responds when needs arise within our team.	Support-Equip	4.42 -0.01
12. I am highly committed to and energized by my work.	Engage-Inspire	4.39 + 0.04
60. I fit in well with our team.	Talent/Fit	4.38 -0.03
22. I support our organization's mission.	Mission Conscious	4.38 + 0.15

Question	Dimension	Mean
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.38 + 0.06
17. I embrace challenges as opportunities for growth.	Performance Planning	4.37 -0.04
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.37 + 0.02
53. I trust my teammates to follow through on projects.	Relationships	4.37 + 0.01
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.36 -0.03
78. I feel proud of and inspired by the success of others on my team.	Pride	4.36 + 0.01
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.34 -0.03
48. My teammates promote gratitude in our culture.	Recognition	4.33 + 0.02
66. I look forward to interacting with our team when I come to work.	Relationships	4.32 -0.06
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.32 + 0.01
59. Our team is very inspired by the work we do.	Mission Conscious	4.32 + 0.06
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.31 + 0.14
79. My teammates share important information with me.	Communication	4.31 -0.03
44. Our team effectively communicates with each other.	Communication	4.30 -0.02
51. Our team has open and trusting relationships.	Relationships	4.29 + 0.05
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.29 + 0.05
13. My work is fulfilling and enjoyable.	Satisfaction	4.29 -0.01

Question	Dimension	Mean
42. Our team encourages innovation.	Innovation	4.28 + 0.04
84. I would like to work at our organization long term.	Career Development	4.27 + 0.06
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.27 + 0.03
47. I am on a team that encourages each member to surpass expectations.	Quality	4.26 -0.01
55. Information is shared effectively within our team.	Communication	4.25 + 0.03
63. I am highly energized by the people I work with on our team.	Relationships	4.25 -0.07
70. I feel our organization is a great fit for me.	Talent/Fit	4.25 + 0.08
65. Our team members invest time developing relationships with each other.	Relationships	4.24 -0.05
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.24 + 0.08
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.22 + 0.12
14. I feel great pride in being a part of our organization.	Pride	4.22 + 0.12
25. My supervisor cares about me as a person.	Relationships	4.21 + 0.05
71. Our organization is committed to quality collaboration and excellence.	Quality	4.14 + 0.15
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.14 + 0.09
15. I am properly trained to achieve excellence in my work.	Training & Development	4.12 + 0.08
27. My supervisor and I have effective two-way communication.	Communication	4.12 + 0.11
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.11 + 0.13

Question	Dimension	Mean
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.10 = 0.00
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.10 + 0.12
35. My supervisor supports my personal and professional development.	Training & Development	4.09 + 0.08
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.09 + 0.12
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.09 -0.06
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.05 + 0.14
24. My supervisor effectively communicates his/her expectations.	Communication	4.04 + 0.03
34. My supervisor is actively responsive to my needs.	Support-Equip	4.03 + 0.11
36. My supervisor builds a culture of learning and growth.	Training & Development	4.02 + 0.05
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.02 + 0.24
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.02 + 0.08
20. I look forward to coming to work every day.	Satisfaction	4.02 + 0.01
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.01 + 0.13
32. I have an open and trusting relationship with my supervisor.	Relationships	3.99 + 0.10
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.99 + 0.11
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.98 + 0.19

Question	Dimension	Mean
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.97 + 0.15
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.96 + 0.10
29. My supervisor recognizes me for a job well done.	Recognition	3.96 + 0.08
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.95 + 0.17
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.95 + 0.05
73. My supervisor advocates for my role and career growth.	Career Development	3.93 + 0.11
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.93 + 0.03
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.93 + 0.12
83. Our organization encourages innovation.	Innovation	3.91 + 0.16
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.90 + 0.06
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.89 + 0.04
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.89 + 0.07
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.88 + 0.17
31. My supervisor inspires me to grow to new levels.	Relationships	3.86 + 0.07
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.84 + 0.09
74. I have the opportunity to express my career interests at our organization.	Career Development	3.81 + 0.03

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.78 + 0.01
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.77 + 0.14
77. Our organization selects the right people for the right job.	Talent/Fit	3.74 + 0.08
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.65 + 0.09
9. I have received meaningful recognition in the past 10 days.	Recognition	3.62 + 0.14
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.59 + 0.15
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.59 + 0.12



INSIGHTeX Growth Mindset & DEI

Hadley
Glen Ellyn SD 41

December 2024

Dimensions

Dimension	Mean
Pride	4.49 + 0.15
Engage-Inspire	4.41 + 0.27
Quality	4.39 + 0.16
Satisfaction	4.28 + 0.18
Innovation	4.22 + 0.29
Relationships	4.21 + 0.36
Continuous Improvement	4.20 + 0.32
Communication	4.17 + 0.38
Career Development	4.12 + 0.27
Performance Planning	4.11 + 0.33
Recognition	4.06 + 0.28
Talent/Fit	4.05 + 0.19
Mission Conscious	4.04 + 0.37
Training & Development	3.97 + 0.20
Support-Equip	3.95 + 0.50

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.	4.69 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 14 (24.14%)	SA: 42 (72.41%)	NA: 0 (0.00%)
45. I feel great pride in the team of which I am a part.	4.57 + 0.14	SD: 1 (1.72%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 14 (24.14%)	SA: 40 (68.97%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.41 + 0.10	SD: 0 (0.00%)	D: 1 (1.72%)	N: 0 (0.00%)	A: 31 (53.45%)	SA: 26 (44.83%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.28 + 0.24	SD: 0 (0.00%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 27 (46.55%)	SA: 24 (41.38%)	NA: 0 (0.00%)

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.78 + 0.19	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (22.41%)	SA: 45 (77.59%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.60 + 0.19	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 23 (39.66%)	SA: 35 (60.34%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.47 + 0.32	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 33 (56.90%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.12 + 0.29	SD: 0 (0.00%)	D: 2 (3.45%)	N: 7 (12.07%)	A: 31 (53.45%)	SA: 18 (31.03%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	4.10 + 0.36	SD: 1 (1.72%)	D: 1 (1.72%)	N: 7 (12.07%)	A: 31 (53.45%)	SA: 18 (31.03%)	NA: 0 (0.00%)

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.	4.53 + 0.10	SD: 0 (0.00%)	D: 2 (3.45%)	N: 1 (1.72%)	A: 19 (32.76%)	SA: 36 (62.07%)	NA: 0 (0.00%)
		A		SA			
92. I demonstrate effort in building a positive workplace culture.	4.41 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 30 (51.72%)	SA: 26 (44.83%)	NA: 0 (0.00%)
		A		SA			
47. I am on a team that encourages each member to surpass expectations.	4.38 + 0.29	SD: 2 (3.45%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 21 (36.21%)	SA: 32 (55.17%)	NA: 0 (0.00%)
		A		SA			
71. Our organization is committed to quality collaboration and excellence.	4.24 + 0.28	SD: 0 (0.00%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 29 (50.00%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		N	A			SA	

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.52 + 0.15	SD: 1 (1.72%)	D: 2 (3.45%)	N: 1 (1.72%)	A: 16 (27.59%)	SA: 38 (65.52%)	NA: 0 (0.00%)
		A		SA			
13. My work is fulfilling and enjoyable.	4.31 + 0.07	SD: 0 (0.00%)	D: 2 (3.45%)	N: 6 (10.34%)	A: 22 (37.93%)	SA: 28 (48.28%)	NA: 0 (0.00%)
		N	A			SA	
87. Overall, I am very satisfied with our organization as a place to work.	4.26 + 0.22	SD: 0 (0.00%)	D: 2 (3.45%)	N: 3 (5.17%)	A: 31 (53.45%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		A		SA			
20. I look forward to coming to work every day.	4.03 + 0.27	SD: 0 (0.00%)	D: 4 (6.90%)	N: 6 (10.34%)	A: 32 (55.17%)	SA: 16 (27.59%)	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					
16. I seek new ways to achieve excellence in my role.	4.47 + 0.03	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 23 (39.66%)	SA: 32 (55.17%)	NA: 0 (0.00%)
42. Our team encourages innovation.	4.29 + 0.27	SD: 1 (1.72%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 28 (48.28%)	SA: 25 (43.10%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.14 + 0.51	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 35 (60.34%)	SA: 17 (29.31%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	3.97 + 0.34	SD: 1 (1.72%)	D: 3 (5.17%)	N: 12 (20.69%)	A: 23 (39.66%)	SA: 19 (32.76%)	NA: 0 (0.00%)

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

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.60 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 15 (25.86%)	SA: 39 (67.24%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.48 + 0.09	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 22 (37.93%)	SA: 33 (56.90%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.47 + 0.12	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 19 (32.76%)	SA: 34 (58.62%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.47 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 27 (46.55%)	SA: 29 (50.00%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.47 + 0.17	SD: 0 (0.00%)	D: 2 (3.45%)	N: 2 (3.45%)	A: 21 (36.21%)	SA: 33 (56.90%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.45 -0.01	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 27 (46.55%)	SA: 29 (50.00%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.40 + 0.14	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 32 (55.17%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.40 + 0.14	SD: 0 (0.00%)	D: 2 (3.45%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 31 (53.45%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.40 + 0.03	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 32 (55.17%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.07 + 0.35	SD: 0 (0.00%)	D: 2 (3.45%)	N: 10 (17.24%)	A: 28 (48.28%)	SA: 18 (31.03%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	3.95 + 0.26	SD: 1 (1.72%)	D: 5 (8.62%)	N: 8 (13.79%)	A: 26 (44.83%)	SA: 18 (31.03%)	NA: 0 (0.00%)
31. My supervisor inspires me to grow to new levels.	3.67 + 0.44	SD: 2 (3.45%)	D: 6 (10.34%)	N: 14 (24.14%)	A: 23 (39.66%)	SA: 13 (22.41%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.64 + 0.45	SD: 3 (5.17%)	D: 5 (8.62%)	N: 12 (20.69%)	A: 28 (48.28%)	SA: 10 (17.24%)	NA: 0 (0.00%)

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.	3.52 + 0.43	SD: 5 (8.62%)	D: 6 (10.34%)	N: 13 (22.41%)	A: 22 (37.93%)	SA: 12 (20.69%)	NA: 0 (0.00%)
		SD	D	N	A	SA	NA

Continuous Improvement

Question	Mean	Distribution					
54. Our team continuously seeks ways to improve our performance.	4.43 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 25 (43.10%)	SA: 29 (50.00%)	NA: 0 (0.00%)
		N	A	SA			
21. I am committed to a growth mindset to achieve my potential.	4.41 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 28 (48.28%)	SA: 27 (46.55%)	NA: 0 (0.00%)
		A	SA				
52. I am on a team that continuously challenges me to grow and improve.	4.29 + 0.06	SD: 1 (1.72%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 24 (41.38%)	SA: 27 (46.55%)	NA: 0 (0.00%)
		N	A	SA			
69. I am part of an organization that continues to pursue excellence every day.	4.28 + 0.26	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 33 (56.90%)	SA: 21 (36.21%)	NA: 0 (0.00%)
		A	SA				
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.05 + 0.47	SD: 1 (1.72%)	D: 1 (1.72%)	N: 11 (18.97%)	A: 26 (44.83%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		N	A	SA			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.72 + 0.46	SD: 1 (1.72%)	D: 9 (15.52%)	N: 10 (17.24%)	A: 23 (39.66%)	SA: 15 (25.86%)	NA: 0 (0.00%)
		D	N	A	SA		

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.	4.52 + 0.15	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 23 (39.66%)	SA: 33 (56.90%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.50 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 25 (43.10%)	SA: 31 (53.45%)	NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.47 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 23 (39.66%)	SA: 31 (53.45%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.33 + 0.05	SD: 2 (3.45%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 25 (43.10%)	SA: 28 (48.28%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	3.84 + 0.30	SD: 1 (1.72%)	D: 5 (8.62%)	N: 10 (17.24%)	A: 28 (48.28%)	SA: 14 (24.14%)	NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	3.79 + 0.49	SD: 3 (5.17%)	D: 2 (3.45%)	N: 14 (24.14%)	A: 24 (41.38%)	SA: 15 (25.86%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	3.76 + 0.37	SD: 4 (6.90%)	D: 4 (6.90%)	N: 9 (15.52%)	A: 26 (44.83%)	SA: 15 (25.86%)	NA: 0 (0.00%)

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.	4.45 -0.03	SD: 1 (1.72%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 26 (44.83%)	SA: 30 (51.72%)	NA: 0 (0.00%)
		A			SA		
84. I would like to work at our organization long term.	4.40 + 0.27	SD: 0 (0.00%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 20 (34.48%)	SA: 31 (53.45%)	NA: 0 (0.00%)
		N	A		SA		
72. Our organization provides the experience and development for me to further my career here.	4.07 + 0.33	SD: 0 (0.00%)	D: 3 (5.17%)	N: 9 (15.52%)	A: 27 (46.55%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		N	A		SA		
73. My supervisor advocates for my role and career growth.	3.86 + 0.45	SD: 2 (3.45%)	D: 3 (5.17%)	N: 10 (17.24%)	A: 29 (50.00%)	SA: 14 (24.14%)	NA: 0 (0.00%)
		N	A		SA		
74. I have the opportunity to express my career interests at our organization.	3.81 + 0.33	SD: 1 (1.72%)	D: 4 (6.90%)	N: 12 (20.69%)	A: 29 (50.00%)	SA: 12 (20.69%)	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 + 0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 23 (39.66%)	SA: 32 (55.17%)	NA: 0 (0.00%)
		A			SA		
58. I am satisfied that our team performs up to our potential.	4.40 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 27 (46.55%)	SA: 27 (46.55%)	NA: 0 (0.00%)
		A			SA		
49. Our team effectively sets goals to further enhance our performance.	4.33 + 0.26	SD: 0 (0.00%)	D: 2 (3.45%)	N: 5 (8.62%)	A: 23 (39.66%)	SA: 28 (48.28%)	NA: 0 (0.00%)
		A			SA		
17. I embrace challenges as opportunities for growth.	4.29 -0.10	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 27 (46.55%)	SA: 25 (43.10%)	NA: 0 (0.00%)
		A			SA		
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.19 + 0.23	SD: 1 (1.72%)	D: 2 (3.45%)	N: 5 (8.62%)	A: 27 (46.55%)	SA: 23 (39.66%)	NA: 0 (0.00%)
		A			SA		
37. My supervisor motivates me to achieve my goals.	3.62 + 0.27	SD: 3 (5.17%)	D: 6 (10.34%)	N: 14 (24.14%)	A: 22 (37.93%)	SA: 13 (22.41%)	NA: 0 (0.00%)
		A			SA		
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.40 + 0.34	SD: 5 (8.62%)	D: 12 (20.69%)	N: 7 (12.07%)	A: 21 (36.21%)	SA: 12 (20.69%)	NA: 1 (1.72%)
		A			SA		

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.	4.53 + 0.27	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 22 (37.93%)	SA: 34 (58.62%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.43 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 27 (46.55%)	SA: 28 (48.28%)	NA: 0 (0.00%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.14 + 0.44	SD: 0 (0.00%)	D: 2 (3.45%)	N: 6 (10.34%)	A: 32 (55.17%)	SA: 18 (31.03%)	NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	3.66 + 0.29	SD: 3 (5.17%)	D: 7 (12.07%)	N: 10 (17.24%)	A: 25 (43.10%)	SA: 13 (22.41%)	NA: 0 (0.00%)
9. I have received meaningful recognition in the past 10 days.	3.55 + 0.36	SD: 2 (3.45%)	D: 16 (27.59%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 16 (27.59%)	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.	4.60 + 0.19	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 19 (32.76%)	SA: 37 (63.79%)	NA: 0 (0.00%)
60. I fit in well with our team.	4.53 + 0.09	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 18 (31.03%)	SA: 36 (62.07%)	NA: 0 (0.00%)
70. I feel our organization is a great fit for me.	4.33 + 0.22	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 28 (48.28%)	SA: 25 (43.10%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.24 + 0.44	SD: 1 (1.72%)	D: 2 (3.45%)	N: 6 (10.34%)	A: 22 (37.93%)	SA: 27 (46.55%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	3.89 + 0.11	SD: 0 (0.00%)	D: 6 (10.34%)	N: 10 (17.24%)	A: 23 (39.66%)	SA: 16 (27.59%)	NA: 3 (5.17%)
86. Our organization selects highly talented individuals when hiring.	3.74 -0.07	SD: 1 (1.72%)	D: 3 (5.17%)	N: 14 (24.14%)	A: 32 (55.17%)	SA: 8 (13.79%)	NA: 0 (0.00%)
77. Our organization selects the right people for the right job.	3.57 -0.10	SD: 1 (1.72%)	D: 6 (10.34%)	N: 18 (31.03%)	A: 25 (43.10%)	SA: 8 (13.79%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.49 + 0.06	SD: 4 (6.90%)	D: 6 (10.34%)	N: 15 (25.86%)	A: 22 (37.93%)	SA: 10 (17.24%)	NA: 1 (1.72%)

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.	4.40 + 0.12	SD: 0 (0.00%)	D: 1 (1.72%)	N: 6 (10.34%)	A: 20 (34.48%)	SA: 31 (53.45%)	NA: 0 (0.00%)
22. I support our organization's mission.	4.36 + 0.03	SD: 0 (0.00%)	D: 2 (3.45%)	N: 3 (5.17%)	A: 25 (43.10%)	SA: 28 (48.28%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00 + 0.31	SD: 1 (1.72%)	D: 0 (0.00%)	N: 10 (17.24%)	A: 34 (58.62%)	SA: 13 (22.41%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	3.86 + 0.49	SD: 1 (1.72%)	D: 5 (8.62%)	N: 10 (17.24%)	A: 27 (46.55%)	SA: 15 (25.86%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	3.58 + 0.28	SD: 3 (5.17%)	D: 4 (6.90%)	N: 18 (31.03%)	A: 21 (36.21%)	SA: 11 (18.97%)	NA: 1 (1.72%)

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 -0.06	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 20 (34.48%)	SA: 34 (58.62%)	NA: 0 (0.00%)
15. I am properly trained to achieve excellence in my work.	4.24 = 0.00	SD: 0 (0.00%)	D: 5 (8.62%)	N: 5 (8.62%)	A: 19 (32.76%)	SA: 29 (50.00%)	NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	3.88 + 0.36	SD: 2 (3.45%)	D: 2 (3.45%)	N: 12 (20.69%)	A: 27 (46.55%)	SA: 15 (25.86%)	NA: 0 (0.00%)
30. My supervisor encourages opportunities for my growth and development.	3.86 + 0.25	SD: 2 (3.45%)	D: 3 (5.17%)	N: 10 (17.24%)	A: 29 (50.00%)	SA: 14 (24.14%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	3.74 + 0.39	SD: 2 (3.45%)	D: 6 (10.34%)	N: 12 (20.69%)	A: 23 (39.66%)	SA: 15 (25.86%)	NA: 0 (0.00%)
81. Our organization provides the "right" training for me to excel in my role.	3.60 + 0.23	SD: 3 (5.17%)	D: 6 (10.34%)	N: 14 (24.14%)	A: 23 (39.66%)	SA: 12 (20.69%)	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.	4.55 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 22 (37.93%)	SA: 34 (58.62%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.52 + 0.06	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 23 (39.66%)	SA: 33 (56.90%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.07 + 0.03	SD: 0 (0.00%)	D: 3 (5.17%)	N: 10 (17.24%)	A: 25 (43.10%)	SA: 20 (34.48%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	3.88 + 0.34	SD: 2 (3.45%)	D: 4 (6.90%)	N: 9 (15.52%)	A: 27 (46.55%)	SA: 16 (27.59%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.81 + 0.64	SD: 3 (5.17%)	D: 2 (3.45%)	N: 14 (24.14%)	A: 22 (37.93%)	SA: 16 (27.59%)	NA: 1 (1.72%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.69 -0.12	SD: 1 (1.72%)	D: 8 (13.79%)	N: 11 (18.97%)	A: 26 (44.83%)	SA: 12 (20.69%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	3.67 + 0.39	SD: 2 (3.45%)	D: 5 (8.62%)	N: 14 (24.14%)	A: 25 (43.10%)	SA: 11 (18.97%)	NA: 1 (1.72%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.40 + 0.53	SD: 3 (5.17%)	D: 9 (15.52%)	N: 13 (22.41%)	A: 23 (39.66%)	SA: 7 (12.07%)	NA: 3 (5.17%)

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

Top Items

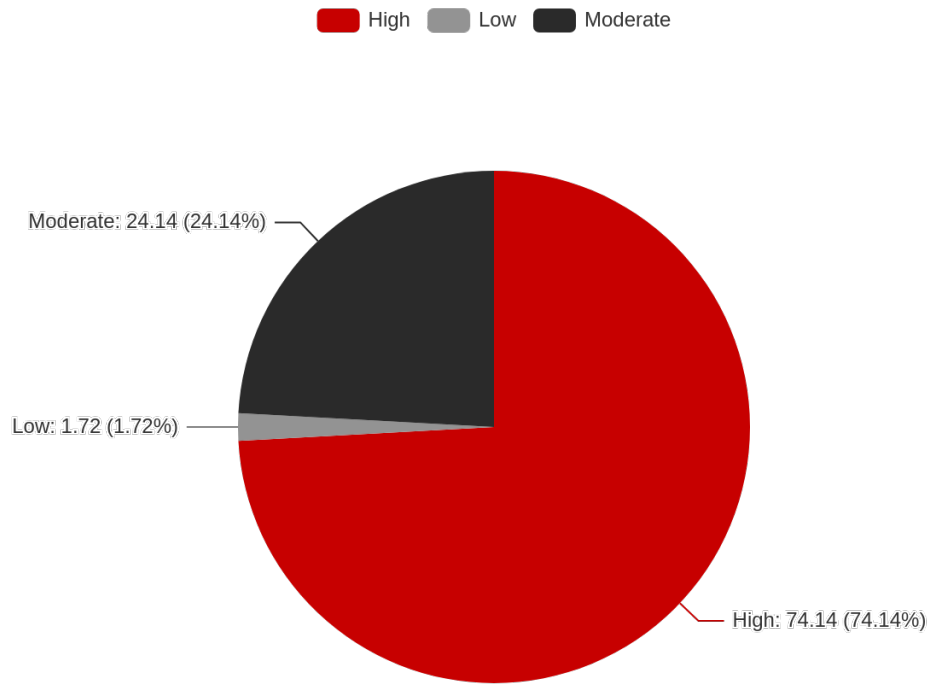
Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.78 + 0.19	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (22.41%)	SA: 45 (77.59%)	NA: 0 (0.00%)
		A		SA			
4. I feel great pride in the work I do.	4.69 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 14 (24.14%)	SA: 42 (72.41%)	NA: 0 (0.00%)
		A		SA			
5. I have at least one close friend at work.	4.60 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 15 (25.86%)	SA: 39 (67.24%)	NA: 0 (0.00%)
		N	A		SA		
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.60 + 0.19	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 19 (32.76%)	SA: 37 (63.79%)	NA: 0 (0.00%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.60 + 0.19	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 23 (39.66%)	SA: 35 (60.34%)	NA: 0 (0.00%)
		A		SA			

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

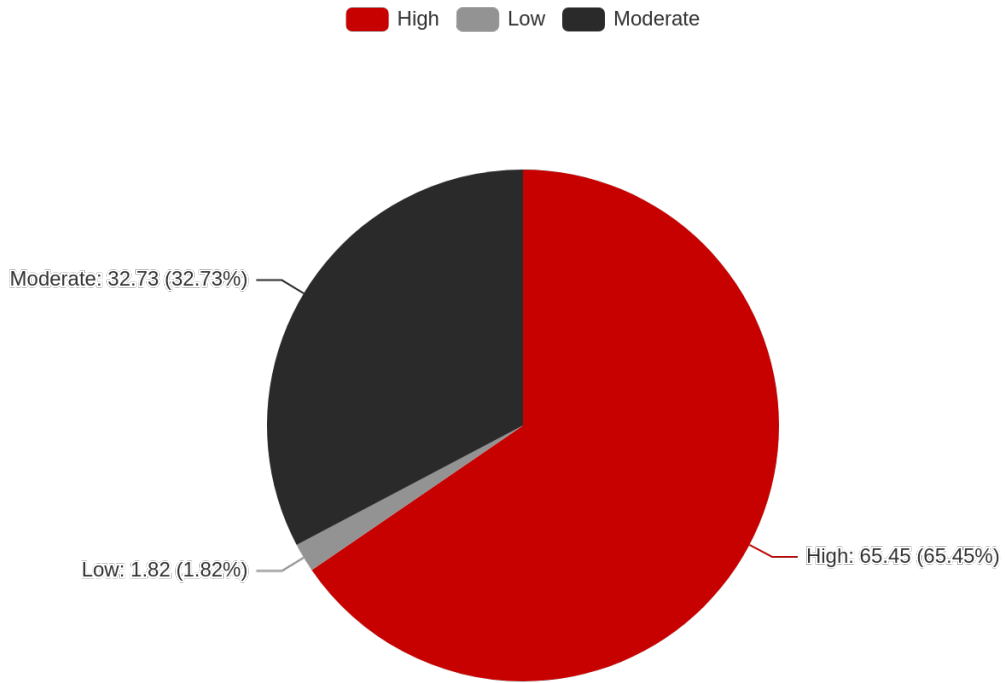
Bottom Items

Question	Mean	Distribution					
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.40 + 0.34	SD: 5 (8.62%)	D: 12 (20.69%)	N: 7 (12.07%)	A: 21 (36.21%)	SA: 12 (20.69%)	NA: 1 (1.72%)
		SD	D	N	A	SA	
28. I am provided the opportunity to spend quality time with my supervisor.	3.40 + 0.53	SD: 3 (5.17%)	D: 9 (15.52%)	N: 13 (22.41%)	A: 23 (39.66%)	SA: 7 (12.07%)	NA: 3 (5.17%)
			D	N	A	SA	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.49 + 0.06	SD: 4 (6.90%)	D: 6 (10.34%)	N: 15 (25.86%)	A: 22 (37.93%)	SA: 10 (17.24%)	NA: 1 (1.72%)
		SD	D	N	A	SA	
32. I have an open and trusting relationship with my supervisor.	3.52 + 0.43	SD: 5 (8.62%)	D: 6 (10.34%)	N: 13 (22.41%)	A: 22 (37.93%)	SA: 12 (20.69%)	NA: 0 (0.00%)
		SD	D	N	A	SA	
9. I have received meaningful recognition in the past 10 days.	3.55 + 0.36	SD: 2 (3.45%)	D: 16 (27.59%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 16 (27.59%)	NA: 0 (0.00%)
			D	N	A	SA	

Current Growth Mindset Chart



Previous Growth Mindset Chart

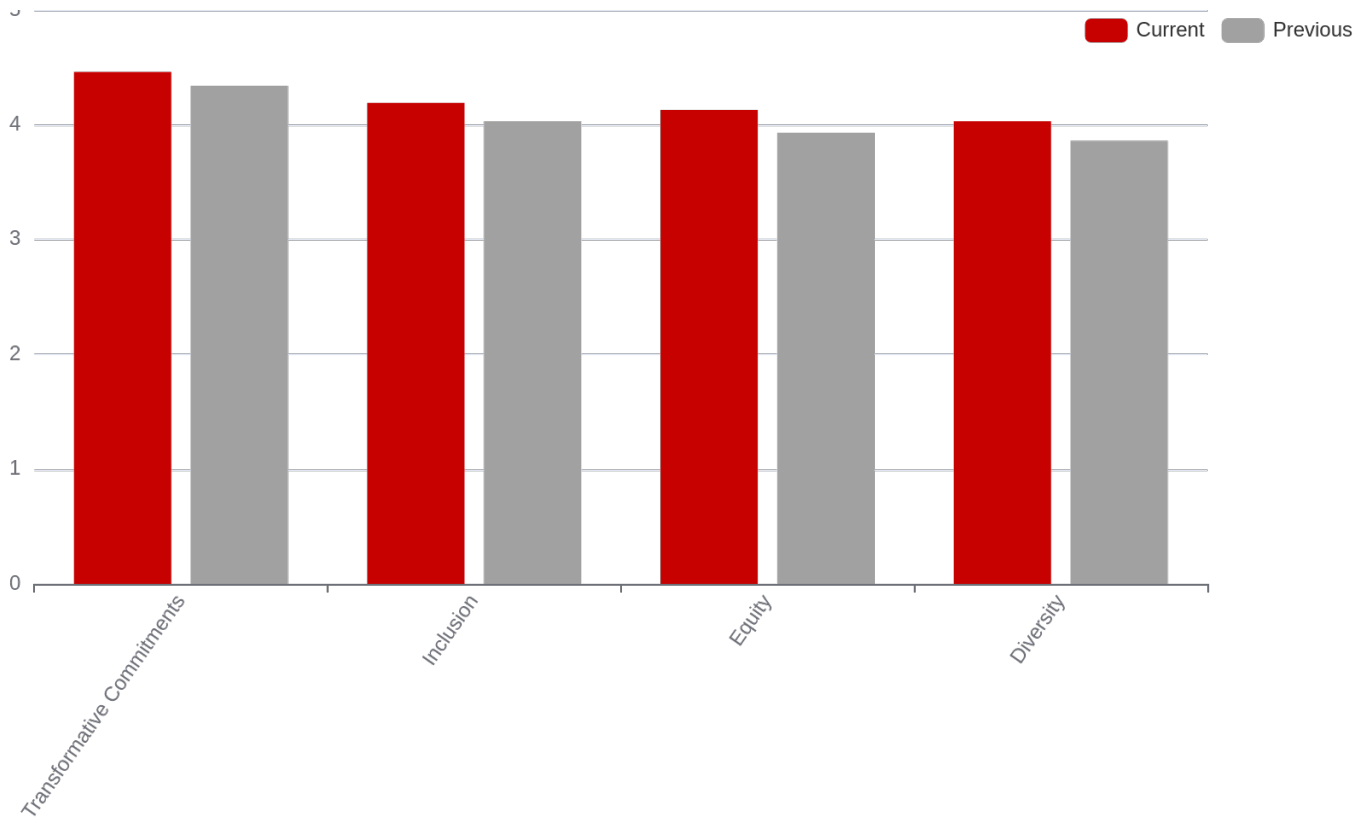


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.50 -0.06	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 20 (34.48%)	SA: 34 (58.62%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.45 -0.03	SD: 1 (1.72%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 26 (44.83%)	SA: 30 (51.72%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.45 -0.01	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 27 (46.55%)	SA: 29 (50.00%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.43 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 27 (46.55%)	SA: 28 (48.28%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.41 + 0.10	SD: 0 (0.00%)	D: 1 (1.72%)	N: 0 (0.00%)	A: 31 (53.45%)	SA: 26 (44.83%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.41 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 28 (48.28%)	SA: 27 (46.55%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.29 + 0.06	SD: 1 (1.72%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 24 (41.38%)	SA: 27 (46.55%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.29 -0.10	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 27 (46.55%)	SA: 25 (43.10%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	3.74 + 0.39	SD: 2 (3.45%)	D: 6 (10.34%)	N: 12 (20.69%)	A: 23 (39.66%)	SA: 15 (25.86%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.72 + 0.46	SD: 1 (1.72%)	D: 9 (15.52%)	N: 10 (17.24%)	A: 23 (39.66%)	SA: 15 (25.86%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.46 + 0.12
Inclusion	4.19 + 0.16
Equity	4.13 + 0.20
Diversity	4.03 + 0.17

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.	4.69 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.72%) A: 16 (27.59%) 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.	4.65 -0.03	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.72%) A: 18 (31.03%) SA: 38 (65.52%) NA: 1 (1.72%)
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.47 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 4 (6.90%) A: 23 (39.66%) 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.	4.05 + 0.36	SD: 0 (0.00%) D: 3 (5.17%) N: 9 (15.52%) A: 28 (48.28%) SA: 18 (31.03%) NA: 0 (0.00%)

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.	4.61 -0.07	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 17 (29.31%)	SA: 38 (65.52%)	NA: 1 (1.72%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.57 + 0.08	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 16 (27.59%)	SA: 38 (65.52%)	NA: 0 (0.00%)
100. I value the contributions of all team members.	4.55 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 24 (41.38%)	SA: 33 (56.90%)	NA: 0 (0.00%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.48 + 0.05	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 22 (37.93%)	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 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 24 (41.38%)	SA: 30 (51.72%)	NA: 0 (0.00%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.31 + 0.11	SD: 0 (0.00%)	D: 2 (3.45%)	N: 5 (8.62%)	A: 24 (41.38%)	SA: 27 (46.55%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.28 + 0.19	SD: 0 (0.00%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 29 (50.00%)	SA: 23 (39.66%)	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 + 0.33	SD: 0 (0.00%)	D: 2 (3.45%)	N: 4 (6.90%)	A: 29 (50.00%)	SA: 23 (39.66%)	NA: 0 (0.00%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.26 + 0.11	SD: 0 (0.00%)	D: 1 (1.72%)	N: 9 (15.52%)	A: 22 (37.93%)	SA: 26 (44.83%)	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.	4.14 + 0.23	SD: 0 (0.00%)	D: 3 (5.17%)	N: 6 (10.34%)	A: 29 (50.00%)	SA: 20 (34.48%)	NA: 0 (0.00%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.12 + 0.03	SD: 0 (0.00%)	D: 3 (5.17%)	N: 9 (15.52%)	A: 24 (41.38%)	SA: 22 (37.93%)	NA: 0 (0.00%)

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.	4.09 + 0.33	SD: 0 (0.00%)	D: 2 (3.45%)	N: 10 (17.24%)	A: 27 (46.55%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		N		A		SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.09 + 0.22	SD: 0 (0.00%)	D: 2 (3.45%)	N: 10 (17.24%)	A: 27 (46.55%)	SA: 19 (32.76%)	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.	3.97 + 0.47	SD: 0 (0.00%)	D: 6 (10.34%)	N: 8 (13.79%)	A: 26 (44.83%)	SA: 18 (31.03%)	NA: 0 (0.00%)
		D	N	A		SA	
115. Our organization is a safe place for people of color to work and be successful.	3.93 + 0.08	SD: 2 (3.45%)	D: 5 (8.62%)	N: 7 (12.07%)	A: 24 (41.38%)	SA: 19 (32.76%)	NA: 1 (1.72%)
		D	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.	3.86 + 0.27	SD: 1 (1.72%)	D: 3 (5.17%)	N: 13 (22.41%)	A: 27 (46.55%)	SA: 14 (24.14%)	NA: 0 (0.00%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.74 + 0.15	SD: 3 (5.17%)	D: 6 (10.34%)	N: 9 (15.52%)	A: 25 (43.10%)	SA: 15 (25.86%)	NA: 0 (0.00%)
		D	N	A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.66 + 0.25	SD: 1 (1.72%)	D: 10 (17.24%)	N: 9 (15.52%)	A: 26 (44.83%)	SA: 12 (20.69%)	NA: 0 (0.00%)
		D	N	A		SA	

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

Equity

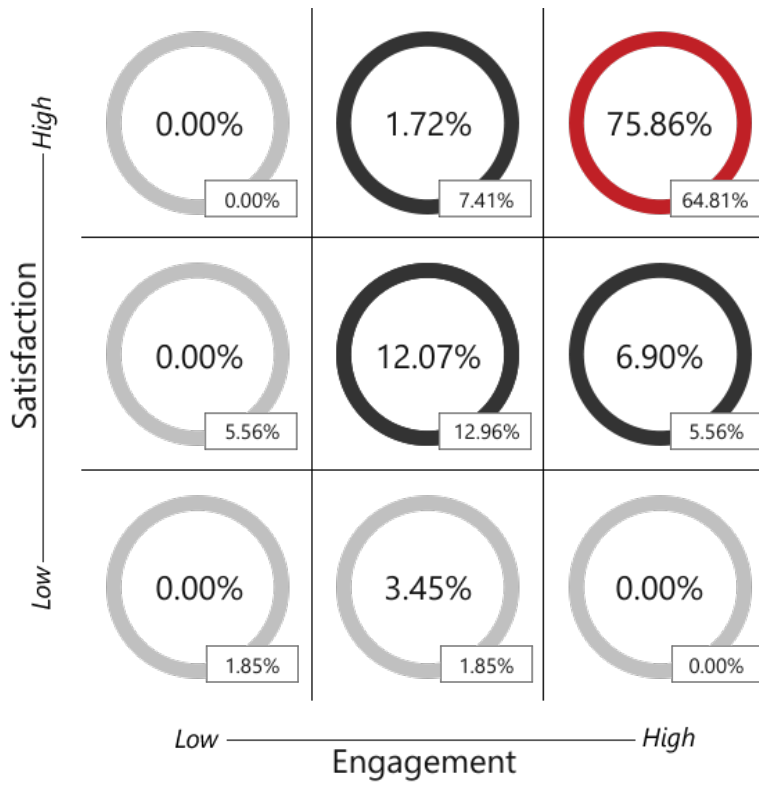
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.61 -0.07	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 17 (29.31%)	SA: 38 (65.52%)	NA: 1 (1.72%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.09 + 0.22	SD: 0 (0.00%)	D: 2 (3.45%)	N: 10 (17.24%)	A: 27 (46.55%)	SA: 19 (32.76%)	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.	3.98 + 0.37	SD: 0 (0.00%)	D: 4 (6.90%)	N: 11 (18.97%)	A: 25 (43.10%)	SA: 18 (31.03%)	NA: 0 (0.00%)
		D	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.	3.86 + 0.27	SD: 1 (1.72%)	D: 3 (5.17%)	N: 13 (22.41%)	A: 27 (46.55%)	SA: 14 (24.14%)	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.	4.61 -0.07	SD: 0 (0.00%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 17 (29.31%)	SA: 38 (65.52%)	NA: 1 (1.72%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.48 + 0.05	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 22 (37.93%)	SA: 33 (56.90%)	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.	4.09 + 0.33	SD: 0 (0.00%)	D: 2 (3.45%)	N: 10 (17.24%)	A: 27 (46.55%)	SA: 19 (32.76%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.74 + 0.15	SD: 3 (5.17%)	D: 6 (10.34%)	N: 9 (15.52%)	A: 25 (43.10%)	SA: 15 (25.86%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.66 + 0.25	SD: 1 (1.72%)	D: 10 (17.24%)	N: 9 (15.52%)	A: 26 (44.83%)	SA: 12 (20.69%)	NA: 0 (0.00%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.62 + 0.31	SD: 2 (3.45%)	D: 11 (18.97%)	N: 8 (13.79%)	A: 23 (39.66%)	SA: 14 (24.14%)	NA: 0 (0.00%)

3x3



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.78 + 0.19
4. I feel great pride in the work I do.	Pride	4.69 + 0.10
5. I have at least one close friend at work.	Relationships	4.60 -0.03
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.60 + 0.19
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.60 + 0.19
45. I feel great pride in the team of which I am a part.	Pride	4.57 + 0.14
56. Our team actively responds when needs arise within our team.	Support-Equip	4.55 + 0.08
48. My teammates promote gratitude in our culture.	Recognition	4.53 + 0.27
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.53 + 0.10
60. I fit in well with our team.	Talent/Fit	4.53 + 0.09
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.52 + 0.06
44. Our team effectively communicates with each other.	Communication	4.52 + 0.15
46. I am satisfied being a part of our team.	Satisfaction	4.52 + 0.15
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.50 + 0.18
6. I seek opportunities to further my growth and development.	Training & Development	4.50 -0.06
79. My teammates share important information with me.	Communication	4.50 + 0.15
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.48 + 0.09
16. I seek new ways to achieve excellence in my role.	Innovation	4.47 + 0.03

Question	Dimension	Mean
51. Our team has open and trusting relationships.	Relationships	4.47 + 0.17
53. I trust my teammates to follow through on projects.	Relationships	4.47 + 0.05
12. I am highly committed to and energized by my work.	Engage-Inspire	4.47 + 0.32
55. Information is shared effectively within our team.	Communication	4.47 + 0.16
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.47 + 0.12
85. I am committed to achieving my potential through learning and growing.	Career Development	4.45 -0.03
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.45 -0.01
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.43 + 0.04
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.43 + 0.13
92. I demonstrate effort in building a positive workplace culture.	Quality	4.41 -0.03
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.41 + 0.11
78. I feel proud of and inspired by the success of others on my team.	Pride	4.41 + 0.10
66. I look forward to interacting with our team when I come to work.	Relationships	4.40 + 0.03
59. Our team is very inspired by the work we do.	Mission Conscious	4.40 + 0.12
63. I am highly energized by the people I work with on our team.	Relationships	4.40 + 0.14
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.40 + 0.10
84. I would like to work at our organization long term.	Career Development	4.40 + 0.27

Question	Dimension	Mean
65. Our team members invest time developing relationships with each other.	Relationships	4.40 + 0.14
47. I am on a team that encourages each member to surpass expectations.	Quality	4.38 + 0.29
22. I support our organization's mission.	Mission Conscious	4.36 + 0.03
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.33 + 0.05
70. I feel our organization is a great fit for me.	Talent/Fit	4.33 + 0.22
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.33 + 0.26
13. My work is fulfilling and enjoyable.	Satisfaction	4.31 + 0.07
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.29 + 0.06
17. I embrace challenges as opportunities for growth.	Performance Planning	4.29 -0.10
42. Our team encourages innovation.	Innovation	4.29 + 0.27
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.28 + 0.26
14. I feel great pride in being a part of our organization.	Pride	4.28 + 0.24
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.26 + 0.22
71. Our organization is committed to quality collaboration and excellence.	Quality	4.24 + 0.28
15. I am properly trained to achieve excellence in my work.	Training & Development	4.24 = 0.00
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.24 + 0.44
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.19 + 0.23

Question	Dimension	Mean
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.14 + 0.44
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.14 + 0.51
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.12 + 0.29
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.10 + 0.36
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.07 + 0.35
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.07 + 0.33
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.07 + 0.03
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.05 + 0.47
20. I look forward to coming to work every day.	Satisfaction	4.03 + 0.27
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.00 + 0.31
83. Our organization encourages innovation.	Innovation	3.97 + 0.34
25. My supervisor cares about me as a person.	Relationships	3.95 + 0.26
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.89 + 0.11
35. My supervisor supports my personal and professional development.	Training & Development	3.88 + 0.36
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.88 + 0.34
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.86 + 0.25

Question	Dimension	Mean
73. My supervisor advocates for my role and career growth.	Career Development	3.86 + 0.45
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.86 + 0.49
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.84 + 0.30
74. I have the opportunity to express my career interests at our organization.	Career Development	3.81 + 0.33
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.81 + 0.64
27. My supervisor and I have effective two-way communication.	Communication	3.79 + 0.49
24. My supervisor effectively communicates his/her expectations.	Communication	3.76 + 0.37
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.74 -0.07
36. My supervisor builds a culture of learning and growth.	Training & Development	3.74 + 0.39
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.72 + 0.46
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.69 -0.12
34. My supervisor is actively responsive to my needs.	Support-Equip	3.67 + 0.39
31. My supervisor inspires me to grow to new levels.	Relationships	3.67 + 0.44
29. My supervisor recognizes me for a job well done.	Recognition	3.66 + 0.29
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.64 + 0.45
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.62 + 0.27

Question	Dimension	Mean
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.60 + 0.23
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.58 + 0.28
77. Our organization selects the right people for the right job.	Talent/Fit	3.57 -0.10
9. I have received meaningful recognition in the past 10 days.	Recognition	3.55 + 0.36
32. I have an open and trusting relationship with my supervisor.	Relationships	3.52 + 0.43
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.49 + 0.06
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.40 + 0.53
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.40 + 0.34

Board Report

Date: December 16, 2024
Title: Board Policy Revisions First Reading
Submitted by: Dr. Jeff McHugh, Superintendent

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: The Board of Education Policy Committee examines the policy manual on a regular basis for revisions and updates that are necessary based on changes in Illinois, Federal law, or to reflect the District's current practices.

Discussion: PRESS stands for Policy Reference Education Subscription Service which is used to maintain and update the District 41 Board of Education Policy Library. Updates are issued multiple times of year and reflect changes in laws passed in the General Assembly that affect school boards and/or quality assurance five-year review. In addition, policy materials are conducted on an on-going basis. All materials are reviewed and revised to the current version of PRESS or in alignment with District practices and are reviewed by District Administration during the review process.

PRESS Issue 115: Five-Year Reviews

Issue 115 included recommendations based on PRESS Editors 5-Year reviews. The following materials are updated due to Administrative recommendations, PRESS Editor quality assurance review, legislation, administrative rule and/or continuous improvement changes, including subscriber feedback.

- 2:125, Board Member Compensation; Expenses
- 2:160, Board Attorney
- 2:160-E, Checklist for Selecting a Board Attorney
- 5:20-E, Resolution to Prohibit Sexual Harassment-NEW
- 5:30-AP4, Fingerprint-Based Criminal History Record Information Security-NEW
- 5:35-AP2, Employee Records Required by the Fair Labor Standards Act
- 5:35-AP3, Compensable Work Time for Non-Exempt Employees Under the FLSA
- 5:35-AP4, Fair Labor Standards Act 12-Step Compliance Checklist
- 5:35-E, Volunteer Agreement Executed by a Non-Exempt Employee -NEW
- 5:120-E, Code of Ethics for Illinois Educators -NEW
- 5:180, Temporary Illness or Temporary Incapacity
- 5:250-AP, School Visitation Leave
- 5:285, Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers
- 5:310, Compensatory Time-Off
- 5:310-E, Agreement to Receive Compensatory Time-Off -NEW
- 6:140-AP, Education of Homeless Children-REWRITTEN
- 7:250-AP1, Measures to Control the Spread of Head Lice at School — **removed for additional review**
- 7:280-AP, Managing Students with Communicable or Infectious Diseases
- 7:280-E2, Reporting and Exclusion Requirements for Common Communicable Diseases
- 8:25-AP, Advertising and Distributing Materials in School Provided by Non-School Related Entities

Other

All policies are reviewed and edited for punctuation once final and approved by the board.

Recommendation: This report is for discussion only. The recommendations will be presented for action at the January 13, 2025 board meeting.

School Board

Board Member Compensation; Expenses

Board Member Compensation Prohibited

School Board members provide volunteer service to the community and may not receive compensation for services, except that a Board member serving as the Board Secretary may be paid an amount up to the statutory limit if the Board so provides.

Roll Call Vote

All Board member expense requests for travel, meals, and/or lodging must be approved by roll call vote at an open meeting of the Board.

Regulation of School District Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses in the District by resolution. No later than approval of the annual budget and when necessary, the Superintendent will recommend a maximum allowable reimbursement amount for expenses to be included in the resolution. The recommended amount should be based upon the District's budget and other financial considerations.

Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the Board member, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event.

Exceeding the Maximum Allowable Reimbursement Amount(s)

All requests for expense advancements, reimbursements, and/or purchase orders that exceed the maximum allowable reimbursement amount set by the Board may only be approved by it when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Advancements

The Board may advance to its member's actual and necessary expenses to be incurred while attending:

1. Meetings sponsored by the Illinois State Board of Education or by the Regional Superintendent of Schools;
2. County or regional meetings and the annual meeting sponsored by any school board association complying with Article 23 of the School Code; and
3. Meetings sponsored by a national organization in the field of public school education.

Expense advancement requests must be submitted to the Superintendent or designee on the Board's standardized estimated expense approval form. After spending expense advancements, Board members must use the Board's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. A Board member must return to the District any portion of an expense advancement not used. If an expense advancement is not requested, expense reimbursements may be issued by the Board to its members for the activities listed in numbers one through three, above, along with registration fees or tuition for a course(s) that allowed compliance with the mandatory trainings described in policy 2:120, *Board Member Development* and other professional development opportunities that are encouraged by the School Code (see the Reimbursements and Purchase Orders subhead, below). Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursement is not guaranteed and, when possible, Board members should seek pre-approval of expenses by providing an estimation of expenses on the Board's standardized estimated expense approval form, except in situations when the expense is diminutive. When pre-approval is not sought, Board members must seek reimbursement on the Board's standardized expense reimbursement form. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Credit and Procurement Cards

Credit and procurement cards shall not be issued to Board members.

Standardized Expense Form(s) Required

All requests for expense advancement, reimbursement, and/or purchase orders in the District must be submitted on the appropriate itemized, signed standardized form(s). The form(s) must show the following information:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and office of the Board member who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement or reimbursement will be or was expended.
4. The nature of the official business conducted when the expense advancement or reimbursement will be or was expended.

Types of Official Business for Expense Advancements, Reimbursements, and Purchase Orders

1. Registration. When possible, registration fees will be paid by the District in advance.
2. Travel. The least expensive method of travel will be used, providing that no hardship will be caused to the Board member. Board members will be reimbursed for:
 - a. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Copies of airline tickets must be attached to the expense form.
 - b. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
 - c. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
 - d. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
 - e. Taxis, airport limousines, or other local transportation costs.
3. Meals. Meals charged to the School District should represent mid-fare selections for the hotel/meeting facility or general area, consistent with the maximum allowable reimbursement amount set by the Board. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.
4. Lodging. Board members should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Board members should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

5. Miscellaneous Expenses. Board members may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

Additional Requirements for Travel Expenses Charged to Federal and State Grants

~~5.~~ All Board member expenses for travel charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act (30 ILCS 708/) must comply with Board policy 5:60, Expenses, and its implementing procedures. Travel expenses include costs for transportation, lodging, meals, and related items

LEGAL REF.: 105 ILCS 5/10-20 and 5/10-22.32.
30 ILCS 708/, Government Accountability and Transparency Act
~~Local Government Travel Expense Control Act, 50 ILCS 150/, Local Government Travel Expense Control Act-~~

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:120 (Board Member Development), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 5:60 (Expenses)

Reviewed: _____ October 20, 2003; January 18, 2011, February 11, 2013, November 21, 2016
Adopted: _____ November 17, 2003
Revision Adopted: _____ February 7, 2011, February 25, 2013, December 5, 2016

School Board

Exhibit - Checklist for Selecting a Board Attorney

The School Board selects and retains the Board Attorney(s). The Board may use this checklist for guidance when it selects and retains attorney(s) and/or law firms for legal services. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorneys/law firms, but it can be adapted for an application process, if the Board seeks an in-house attorney. For more information, call the [III. Association of School Board's \(IASB\) IASB](http://www.iasb.com/whatis/staff.cfm) Office of General Counsel; see its current phone numbers at <http://www.iasb.com/whatis/staff.cfm>

☐ Determine what type of legal services the District needs.

1. Review Board policy 2:160, *Board Attorney*. **Note:** Critically analyze whether the District's legal needs are best served by in-house attorney(s) or outside attorney(s)/law firms. Many districts use a combination of these services. Many districts also use multiple attorney(s)/law firms for their specialties, e.g., different law firms for bond counsel, special education, or labor law. ~~Some boards also approve a panel of attorneys and allow the administration to choose which attorney to use. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorney(s)/law firms, but it can be adapted for an application process, which would better fit if the Board seeks an in-house attorney.~~
2. Consider the following factors to analyze the type(s) of legal services needed for the District including, but are not limited to:
 - District's size;
 - Any past and current experiences with legal matters;
 - Complexity of the District's legal needs;
 - Availability of expertise; and
 - Cost of outside fees compared to internal staff expenses for an in-house arrangement.

☐ Develop a list of qualifications necessary for providing quality legal services to the District.

1. Review [Board](#) policy 4:60, *Purchases and Contracts*. **Note:** While State law exempts hiring an attorney from bidding requirements (105 ILCS 10-20.21(a)), the Board may want to review its procurement processes and align contracts for legal services to its non-bidding-related standards for purchases, e.g., avoiding favoritism, staying within the District's budget, etc.
2. Develop the list of qualifications. The major qualifications include, but are not limited to:
 - Licensed to practice law in Illinois and in good standing with the Illinois Attorney Registration and Disciplinary Commission (ARDC) (see checklist item *Conduct a reference check and other background investigations*, below)
 - Member of the District's assigned United States district court and the Seventh Circuit Court of Appeals
 - Substantive knowledge and experience in the legal areas matching District's needs, e.g., bidding, civil rights, collective bargaining, education reform, employment law, Freedom of Information Act, Open Meetings Act, other records laws, special education, student rights, etc. **Note:** This list of knowledge and experience must be created by the District's identified needs and may change from time to time.
 - Experience in all aspects of contract, employment, and school law
 - Experience that meets the District's needs, including litigation experience in State and federal courts
 - Membership in professional associations, such as, the Illinois Council of School Attorneys (ICSA) and education law sections of bar associations, etc.
 - Demonstrated knowledge of and ability to apply professional responsibility rules
 - Accessibility for the District's identified needs, e.g., evening Board meetings, phone calls, etc.

- Ability to declare that representation of the District will be to the exclusion of all other clients having potential conflicts with the District's interests
- When additional qualifications apply, ~~these~~ list those qualifications for providing legal services. This may include specialties such as bond counsel, etc.

Develop the RFP.

1. Insert the list of qualifications that the Board developed.
2. Include the following information:
 - The deadline for responses to be submitted
 - The location (address or email) where responses should be sent
 - A statement that the Board is soliciting proposals from qualified lawyers and law firms to provide legal services to the School District
 - Significant information about the District. See Board policy 1:30, *School District Philosophy*, for the District's mission statement that is specific to the community's goals.
 - The scope of work, e.g., "The Board Attorney will provide legal advice concerning *[typical duties, specific duties, excluded duties]*."
 - Qualifications
 - Details about interviews and presentations
3. Specify what responders must include in their responses, such as the following:
 - Cover letter, complete name, address, and legal structure (if the responder is a law firm)
 - The individuals who prepared the response, including their titles
 - If different from above, the identity of and directory information for the individuals who have authority to answer questions regarding the submitted proposal
 - A proposed fee schedule, e.g., "Respondents may combine set fees and hourly fees. If hourly fees are proposed, please provide the minimum time increment for billing purposes. If a retainer agreement is proposed, please specifically describe options."
 - A summary of the responder's relevant experience representing public schools
 - A writing sample
 - An assurance that the responder meets the RFP's qualifications
 - References including current or past clients

Announce the RFP.

1. Title the announcement. **Note:** How and where the RFP is announced are at the Board's sole discretion. The Board may want to announce the RFP during an open meeting, post it on the District's website, mail it to local law firms, and/or place it in the local newspaper(s) or other legal publications. A directory of those lawyers belonging to the Council of School Attorneys (ICSA) is on the IASB website, www.iasb.com. A printed copy is available upon request. Inclusion in the directory does not represent an IASB endorsement. Some attorneys who practice school law do not belong to ICSA. Other online sources, such as the Illinois State Bar Association, also maintain directories of information about attorneys. The Board may want to title the announcement "The *[Insert District's name]* School Board Requests Proposals to Provide Legal Services."
2. Announce that the Board seeks an attorney or law firm to serve as its Board Attorney.
3. Inform the reader that the attorney or law firm selected will serve from the date of appointment to *[date]*. The length of the appointment is at the Board's discretion.
4. State the School District's philosophy or mission statement.
5. Insert the RFP location and contact information with the beginning date and time.

6. Tell prospective responders that completed RFPs must be returned [*by certain time and date*] to [*name and title of person receiving applications*].

□ **Receive and manage responses to the RFP.**

1. Review [Board](#) policy 2:110, *Qualifications, Term, and Duties of Board Officers*. The Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent's secretary if the Board determines that it is more convenient. Who accepts applications is at the Board's sole discretion and should be decided by the Board prior to posting the RFP announcement
2. The Board will discuss, at an open meeting, its process to review the applications and who will contact RFP responders for an interview.
3. The designated person will contact RFP responders for interviews.

□ **Develop interview questions.**

1. Interview questions are at the Board's discretion.
2. A prospective attorney or law firm to fill the Board Attorney position may raise other specific issues that the Board will want to cover during an interview.
3. The following non-exhaustive list of interview questions may help the Board tailor its questions toward finding an attorney or law firm with an approach to the role of the Board Attorney that the Board desires:
 - What do you see as your role as Board Attorney?
 - How many other school districts do you currently represent?
 - What kind of legal services do you provide to your school clients? Please explain how your other experience is relevant to this position.
 - How many years of experience does your firm (or, the attorney) have? How long have you been practicing law? How long have you been representing school districts?
 - What methods will you use to ensure all members of the Board, which is your client, remain informed? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of policy 2:160, *Board Attorney*.
 - How would you manage a situation in which the Board feels strongly about its position but you believe that position is not legally supportable? The *Ill. Rules of Professional Conduct*, at www.illinoiscourts.gov/supremecourt/rules/art_viii/default_new.asp, require attorneys to represent the Board in its capacity as the governing body for the District. The responders should be discussing these rules, specifically Rule 1.7 (Conflict of Interest: Current Clients) and Rule 1.13 (Organization as Client), among others, in their answers to this question. See also, [sample PRESS](#)-policy 2:160, *Board Attorney*.
 - How would you manage a situation in which the Board's interest may be or become adverse to one or more of its members? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of [sample](#) policy 2:160, *Board Attorney*.
 - How would you manage a situation in which the Board and Superintendent are in conflict? How about a divided Board? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of [sample](#) policy 2:160, *Board Attorney*.
 - If the Board did something that you had advised against, could you still defend the Board's action? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of [sample](#) policy 2:160, *Board Attorney*.
 - Will you try to shape Board decisions or do you have a *whatever the Board decides philosophy*? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of [sample](#) policy 2:160, *Board Attorney*.
 - Do you give clients specific recommendations or do you advise them of the available options and let the client decide? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of [sample](#) policy 2:160, *Board Attorney*.
 - Do you provide your school Board clients with any updating services gratis?

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- How do you keep your Board clients apprised of litigation and other legal matters you are handling for them?
 - Will you be handling this business personally (i.e., will you delegate to your associates or partners)?
 - Can anyone else in your firm handle our inquiries when you are unavailable?
 - How do you keep current on school law?
 - When do you tell your school clients to contact you regarding a matter with possible legal repercussions?
 - Have you represented a school district in a matter involving the rights of disabled students? ...involving disabled employees? ... involving a student expulsion? ... involving a teacher dismissal? ... involving an employee's contract or dismissal? ... involving a building contract or bidding matter? ... Can you tell us about that case?
 - How do you bill? How are you to be paid? Please explain your rates and/or fees. The subject of billing should cover whether the attorney or law firm prepares a budget for representation and its method for billing in detail, including the date and time, what work was performed, and who worked on the project, along with expenses.
 - Did you bring a written agreement for legal services or a retainer agreement? If yes, please review it for us now. If not, please explain the options for a written agreement for legal services.
- Develop an interview protocol.** Interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(1).
1. The Board President will lead the Board as it interviews responders to its RFP (see 105 ILCS 5/10-13 stating that the Board President presides at all meetings and Board policy 2:110, Qualifications, Term, and Duties of Board Officers.
 2. The Board may also want to consider allowing an equal amount of time for each interview.
 3. Discuss the following items with each responder during the interview:
 - Introduce Board members to the responder.
 - Describe the Board's interview process, selection process, and ask the responder if he or she has questions about the Board's process for selecting its attorney.
 - Describe the District's philosophy or mission statement.
 - Describe the Board Attorney position by reviewing the RFP.
 - Begin asking the interview questions. (See *Develop interview questions*, above).
 - Ask the responder whether he or she has any questions for the Board.
 - Thank the responder and inform him or her when the Board expects to make its decision and how the responder will be contacted regarding the Board's decision.
- Conduct a reference check and other background investigation(s).**
1. The Board President may perform this check or direct the Superintendent to:
 - Check the ARDC's master roll of attorneys as "Authorized to Practice Law." To do this, enter the attorney's name into the ARDC's registration and public disciplinary records database at: <https://www.iardc.org/Lawyer/Searchwww.iardc.org/lawyersearch.asp>.
 - Click on the attorney's name to review whether any disciplinary actions are pending or resolved; current and prior actions will appear at the bottom of the screen.
 - If disciplinary actions are listed, ask the attorney or law firm for more information.
 2. There are other online attorney review services available. These services may be overly subjective and/or the attorney may have control over the content in these services. Always check with the ARDC.
 3. Call references provided by the responder.
- Enter into a written contract with the selected attorney or law firm.**
1. All *agreements for legal services* should be in writing. At minimum, the agreement should provide the fee arrangement and the scope of services. *Agreements for legal services* and individual billing statements form

the Board Attorney are subject to disclosure pursuant to a Freedom of Information Act request (PAC-14-002).

2. Discuss the fee arrangements with the responder and decide:
 - Whether to enter into a fee arrangement or a retainer agreement. Note: Attorneys typically bill by a pre-determined percentage of the hour, e.g., in one-tenth of an hour increments. Many districts enter into a retainer agreement for legal services that requires them to pay the attorney a pre-determined fee every month. In return, the attorney provides a pre-determined amount of legal services whenever the district needs him or her. Districts find this useful because (1) they can budget for legal expenses, (2) legal advice is available up to the pre-determined amount for lower fees, and (3) this arrangement often provides for an enhanced, long-term relationship with the attorney.
 - The appropriate scope of services.
3. Review the written contract (*Agreement for Legal Services*) for these provisions:
 - Fee arrangement.
 - Scope of services.
 - Who will be providing legal services?
 - A statement that the Board controls all legal decisions.
 - A statement that the attorney and his or her law firm have no conflicts of interest or, if a conflict exists, that the Board understands the conflict and waives it.
 - Board's right to terminate the services of the attorney and law firm at any time for any reason.
4. Approve the *Agreement for Legal Services* during an open Board meeting.

Announce the appointment to District staff and community.

1. The contents of the announcement and length of time it is displayed are at the Board's sole discretion.
2. The Board may want to consider announcing during an open meeting. See Board policy 8:10, *Connection with the Community*.
3. The Board may want to include the following information in its announcement:
 - The Board appointed [attorney's name or law firm name] as the Board Attorney.
 - The appointment will begin on [date] for [length of time].
 - The Board previously established qualifications for the Board Attorney in a careful and thoughtful manner. [Attorney or law firm's name] meets these qualifications and has demonstrated the willingness to accept its duties and responsibilities. [Attorney or law firm's name] brings a clear understanding of the demands and expectations of the Board Attorney position along with a constructive attitude toward the challenge.

Reviewed: October 26, 2015
Adopted: November 9, 2015
Revision Adopted:

School Board

Administrative Procedure - Protocols for Record Preservation and Development of Retention Schedules

Legal Citations

Each legal requirement in this procedure is followed by a citation to the controlling rule and/or statute. ~~Citations in parenthesis indicate the location of a named law.~~ For additional clarification regarding a requirement, the cited law should be reviewed.

Actor	Action
All Staff Members and School Board Members	<p>Maintain all records, as defined and required in the Ill. Local Records Act (LRA). No public record shall be destroyed except as allowed by the LRA.</p> <p><i>“Public record means any book, paper, map, photograph, born-digital electronic material, digitized electronic material, electronic material with a combination of digitized and born-digital material, or other official documentary material, regardless of physical form or characteristics, made, produced, executed or received by any agency or officer pursuant to law or in connection with the transaction of public business and preserved or appropriate for preservation by such agency or officer, or any successor thereof, as evidence of the organization, function, policies, decisions, procedures, or other activities thereof, or because of the informational data contained therein.”</i> 50 ILCS 205/3.</p> <p>Do not destroy any District record, no matter its form, if it is subject to a litigation hold. F.R.C.P. 37(e).</p> <p>In federal lawsuits there is an automatic discovery of virtually all types of electronically created or stored data that might be relevant. Attorneys will generally notify their clients at the beginning of a legal proceeding to not destroy any electronic records that might be relevant. The receipt of a <i>litigation hold</i> or preservation letter from the Board’s attorney requires all potentially relevant electronic information to be identified, located, and preserved. This includes all email, e-documents, the tapes and servers of discarded systems, and backup data stored elsewhere.</p> <p>Whenever disposing of materials containing <i>personal information</i>, render the <i>personal information</i> unreadable, unusable, and undecipherable. 815 ILCS 530/40; 44 Ill.Admin.Code §4000.40(b).</p> <p>The Personal Information Protection Act (815 ILCS 530/) contains mandates for disposing of materials containing personal information (<i>personal information</i> is defined in 815 ILCS 530/5 as either of the following: (1) an individual’s first name or first initial and last name combined with any of the following data elements, when either the name or data elements are not encrypted/redacted or are encrypted/redacted but the keys to unencrypt/unredact or otherwise read the name or data elements have been acquired without authorization through a security breach: social security number, driver’s license number or State identification card number, financial account information, medical information, health insurance information, or unique biometric data; or (2) user name or email address, combined with a password or security question and answer that would permit access to an online account, when any of these data elements are not encrypted/redacted or are encrypted/redacted but the keys to unencrypt/unredact or otherwise read the data elements have been acquired without authorization through a security breach). The Ill. Attorney General</p>

Actor	Action
	<p>is authorized to impose a fine and bring court action for noncompliance. 815 ILCS 530/40.</p> <p><u>Whenever disposing of materials containing social security numbers that do not otherwise qualify as personal information under 815 ILCS 530/40, follow administrative procedure 4:15-API, Protecting the Privacy of Social Security Numbers. The Superintendent, Human Resources Administrator, and their respective designees must follow administrative procedure 5:30-AP4, Fingerprint-Based Criminal History Record Information Security, when disposing of criminal history record information (CHRI).</u></p>
Superintendent	<p>Assign the following activities to the Records Custodian and Head of Information Technology (IT):</p> <ol style="list-style-type: none"> 1. Develop and maintain a protocol for preserving and categorizing District records; 2. Develop and maintain a record retention and destruction schedule; and 3. Develop protocols to implement a litigation hold.
Records Custodian and Head of IT	<ol style="list-style-type: none"> 1. Develop and maintain a protocol for preserving and categorizing District records. <p>Develop and maintain a list of all District records organized in categories and sub-categories, e.g., records relating to business, students, personnel, board meetings, etc. Align this list with the list of District records required by the Freedom of Information Act. 5 ILCS 140/5.</p> <p>Paper records may be easier to locate than electronic records. Electronic records will potentially exist in all of the available clouds, servers, tapes, hard drives, computers, and similar types of electronic devices (e.g., laptops, tablets, smart phones, voicemail, etc.).</p> <p>Prepare a description of how District records stored by means of electronic data processing may be obtained in a form understandable to persons lacking computer knowledge. 5 ILCS 140/5; 44 Ill.Admin.Code §4000.70, <i>Digital Reproduction</i>; 44 Ill.Admin.Code §4000.80, <i>Management of Electronic Records</i>.</p> <p>Such a description may include contact information for a person who can aid in obtaining records stored electronically.</p> <p>Provide for keeping only <i>records</i> and destroying non-records. Avoid filing non-record material with records. Determine what is a non-record, e.g., identical copies of documents maintained in the same file; extra copies of printed or processed materials (official copies of which are retained by the office); blank forms; and personal communications.</p> <p>The goal is to control excessive accumulation of material. Non-record material may be destroyed at any time. 50 ILCS 205/9.</p> <p>Absent a litigation hold, email must be retained only when it contains: (1) evidence of the District’s organization, function, policies, procedures, or activities, or (2) informational data appropriate for preservation. 50 ILCS 205/3. Email that is conversational, personal, or contains brainstorming may generally be deleted.</p> <p>A consistent email retention process policy for use across the District ensures that the necessary emails are being retained and emails that are not required to be preserved are purged on a regular basis.</p>

Actor	Action
	<p>Determine whether each sub-category of documents should be reproduced by photography (44 Ill.Admin.Code §4000.60), microphotographic and electronic microimaging processes (44 Ill.Admin.Code §4000.50), or digitized electronic format (44 Ill.Admin.Code §4000.70).</p> <p>Any public record may be reproduced in a microfilm or digitized electronic format and the analog/paper version destroyed, provided: (a) the records are reproduced on “a durable medium that accurately and legibly reproduces the original record in all details,” and “that does not permit additions, deletions, or changes to the original document images,” and “if electronic, that are retained in a trustworthy manner so that the records...are accessible and usable for subsequent reference at all times when the information must be retained,” (b) the reproduction is retained for the prescribed retention period, and (c) the Local Records Commission is notified when the original record is disposed of and also when the reproduced record is disposed of. 50 ILCS 205/7.</p> <p>Use the Ill. Secretary of State publication Guidelines for Using Electronic Records (www.cyberdriveillinois.com/departments/archives/records_management/electrecs.html) and 44 Ill.Admin.Code §§4000.APPENDIX A <i>Sustainable File Formats for Electronic Records - A Guide for Government Agencies</i> (www.ilga.gov/commission/jcar/admincode/044/04404000ZZ9996aR.html), 4000.APPENDIX B <i>Reliable Storage Media for Electronic Records - A Guide for Government Agencies</i> (www.ilga.gov/commission/jcar/admincode/044/04404000ZZ9996BR.html).</p> <p>Identify and index the location of each category and sub-category of District records. Organize electronic record and data storage.</p> <p>The goal is to ensure that all documents, including electronically created ones, are retained for the required timeframes and are easy to retrieve and produce if necessary.</p> <p>2. Develop and maintain a record retention and destruction schedule for submission to the Superintendent and eventually to the Local Records Commission.</p> <p>Prepare a list of public records that: (1) are not needed for current business, and (2) do not have sufficient administrative, legal, or fiscal value to warrant their further preservation. Stated differently, identify records that have no administrative, legal, or fiscal value, as this is the criteria the Commission uses to determine whether or not to authorize the records’ destruction.</p> <p>Records that have no administrative, legal, or fiscal value may be destroyed according to provisions in the LRA. 50 ILCS 205/10.</p> <p>Prepare a schedule for record destruction by identifying the length of time a record category or series warrants retention after it has been received or produced by the District.</p> <p>The ultimate goal is to obtain permission to destroy unnecessary public records. The Local Records Commission must approve the destruction of any public record. 50 ILCS 205/7; 44 Ill.Admin.Code Part 4000 (Local Records Commission for agencies comprising counties of less than 3,000,000 inhabitants); 44 Ill.Admin.Code Part 4500 (Local Records Commission of Cook County). See the Archives Department on the Secretary of State’s website: https://www.ilsos.gov/departments/archives/home.htmlwww.cyberdriveillinois.com/departments/archives/databa265/home.html</p>

Actor	Action
	<p>44 Ill.Admin.Code Part 4000.30 details the procedures for compiling and submitting lists and schedules of records for disposal.</p> <p>The School Code and other statutes (e.g., statutes of limitations) contain mandatory retention timelines. The Board attorney should be consulted.</p> <p>The e-discovery rules provide a safe harbor for parties during a lawsuit that cannot provide information because it was destroyed as a result of routine practices. F.R.C.P. 37(e).</p> <p>3. Develop protocols to implement a litigation hold.</p> <p>Understand what a <i>litigation hold</i> is.</p> <p>A litigation hold refers to the notification made by the Board’s attorney telling the District to preserve all information that may be relevant to current or anticipated litigation. While it may occur anytime in the legal process, it will usually occur during discovery, the pretrial phase of a lawsuit designed to compel the exchange of information between parties. A litigation hold triggers the need to immediately suspend destruction of electronic and other records relevant to the current or potential claim. F.R.C.P. 37(e).</p> <p>Specify how to implement a litigation hold, i.e.:</p> <ul style="list-style-type: none"> ● Who can trigger a litigation hold? ● How is a litigation hold communicated? ● Who should gather the records? ● What records are subject to a litigation hold and who determines this? ● In what format should records be gathered? ● Where should records be gathered? <p>Identify how to implement a litigation hold for all IT systems, including backup tapes, to ensure they are not deleted or overwritten as part of the normal tape rotation process.</p> <p>Prepare a map of potentially relevant data and otherwise assist the Board attorney in locating all potentially relevant information.</p>
Superintendent	<p>Submit new or revised record retention and destruction lists and schedules to the Local Records Commission for approval.</p> <p>Disseminate the record retention schedule, along with instructions, to all affected staff members and Board members.</p> <p>Immediately inform the Records Custodian and Head of IT whenever a record must be preserved because: (1) it may be relevant to present or future litigation, or (2) the Board Attorney has notified the District to preserve a record, including electronic information (<i>litigation hold</i>).</p> <p>Authorize and/or order the destruction of District records after ensuring that the following steps have been performed:</p> <ol style="list-style-type: none"> 1. The Local Records Commission approved a schedule for continuing authority to destroy District records after the expiration of the applicable period. 2. Any record is retained and removed from the disposal list if it is or may be evidence in litigation, or is otherwise subject to a <i>litigation hold</i>. 3. Thirty days prior to disposal or destruction of any records, regardless of physical format or characteristics, submit a Local Records Disposal Certificate to the Commission and dispose only after a copy of that certificate has been reviewed and approved by the Chairman and returned to the District. The original copy of that Local Records Disposal Certificate is kept in the files of the Commission, and the

Actor	Action
	<p>duplicate copy approved and returned by the Chairman must be retained by the District. 44 Ill.Admin.Code §§4000.40(c), 4500.40(c).</p> <p>4. In the case of records with scheduled retention of less than one year, a single Local Records Disposal Certificate for more than one disposal event within a given year may be used. Local Records Disposal Certificates submitted with this intent must include a schedule of proposed records disposal in addition to the normally required information. The District must wait to dispose of records until receipt of approval from the Commission, as required in number 3, above. 44 Ill.Admin.Code §§4000.40(d), 4500.40(d).</p> <p>5. For records that have been damaged by water, fire, smoke, insects or vermin, mold or some other natural disaster that poses a health or safety risk to employees, the District may apply to the Commission for permission to dispose of those records ahead of their scheduled disposal date. The request must include a Local Records Disposal Certificate accompanied by the District’s explanation of why the records need early disposal. The Commission may grant the request only after physically reviewing the damaged records. 44 Ill.Admin.Code §§4000.40(e), 4500.40(e).</p>
<p>Links to Web-based Record Management Resources:</p> <p>Cook County Local Records Commission Meetings</p> <p>Cook County Local Records Commission Rules (44 Ill.Admin.Code Part 4500)</p> <p>Downstate Local Records Commission Meetings</p> <p>Rules of the Downstate Local Records Commission (44 Ill.Admin.Code Part 4000)</p> <p>Ill. School Student Records Act (105 ILCS 10/, amended by P.A. 101-161, eff. 1-1-20)</p> <p>Local Records Act (50 ILCS 205/)</p> <p>Local Records Disposal Certificate</p>	

LEGAL REF.: Federal Rules of Civil Procedure, Rules 16, 26 and 37.
 5 ILCS 140/, Freedom of Information Act.
 50 ILCS 205/, Local Records Act.
 105 ILCS 10/, Ill. School Student Records Act.
 815 ILCS 530/, Personal Information Protection Act.
 820 ILCS 40/, Ill. Personnel Record Review Act.
 44 Ill.Admin.Code Part 4000, Local Records Commission.
 44 Ill.Admin.Code Part 4500, Cook County Local Records Commission.

Review:
 Approved: July 31, 2023
 Revisions Approved:

General Personnel

Exhibit - Resolution to Prohibit Sexual Harassment

WHEREAS, Section 10-20 of the School Code (105 ILCS 5/10-20) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 1-5 of the State Officials and Employees Ethics Act (5 ILCS 430/1-5) includes school districts within the definition of a *governmental entity*;

WHEREAS, Section 5-65 of the State Officials and Employees Ethics Act (5 ILCS 430/5-65) provides that all persons have a right to work in an environment free from sexual harassment;

WHEREAS, Section 70-5 of the State Officials and Employees Ethics Act (5 ILCS 430/70-5) requires governmental entities to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment which, at a minimum, includes: (1) a prohibition on sexual harassment; (2) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under the Act, the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/); (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report; and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official;

THEREFORE, BE IT RESOLVED, by the Board of Education of [insert name], [insert county] County, Illinois, as follows:

Section 1: The Board adopts Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, attached as Exhibit A, which collectively contain the following: (1) a prohibition on sexual harassment; (2) detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Ill. Human Rights Act; and (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report, and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official.

Section 2: Any prior versions of Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, adopted by the Board are superseded by this Resolution.

Adopted this ____ day of _____, 20__.

Attested by: _____, Board President

Attested by: _____, Board Secretary

Review:

Approved:

Revisions Approved

NEW

General Personnel

Administrative Procedure - Fingerprint-Based Criminal History Record Information Security

The District is required by State law to conduct fingerprint-based criminal history record checks on applicants for employment. See administrative procedure 5:30-AP2, *Investigations*, for the procedures to be followed in carrying out such checks. This procedure outlines the District's responsibility to safeguard applicants' criminal justice information (CJI), including Criminal History Records Information (CHRI), received from the Federal Bureau of Investigation (FBI), whether the information is received directly from the FBI or through the Ill. State Police (ISP) or a live scan vendor pursuant to an existing Outsourcing Management Control Agreement. This procedure is based on the *FBI Criminal Justice Information Services (CJIS) Security Policy* (CJIS Security Policy) available at: <https://le.fbi.gov/cjis-division/cjis-security-policy-resource-center> (see Appendix J, Noncriminal Justice Agency Supplemental Guidance) and ISP's generic template titled *Criminal History Record Information Proper Access, Use, and Dissemination Procedures*. The FBI's CJIS Security Policy provides a minimum set of security requirements for access to FBI CJIS Division systems and information and to protect and safeguard CJI.

Glossary of Terms

These definitions are based on those provided in the FBI CJIS Security Policy.

Criminal Justice Information (CJI) — All data provided through the FBI CJIS, including, but not limited to, biometric, identity history, person, organization, property (when accompanied by any personally identifiable information), and case/incident history data.

Criminal History Records Information (CHRI) — A subset of CJI that includes identifiable descriptions of arrests, detentions, indictments, information, or other formal criminal charges, and any disposition arising therefrom, including acquittal, sentencing, correctional supervision, and release. For purposes of this procedure, CHRI is interchangeable with CJI.

Authorized Personnel — District employee(s) who have been appropriately vetted through a national fingerprint-based record check and have been granted access to CJI. For purposes of this procedure, Authorized Personnel includes the Superintendent, Human Resources Administrator, Head of Information Technology, and their respective designees.

Electronic Media — Any form of electronic storage media such as a memory device in a laptop or computer (hard drive) or mobile device; and any removable, transportable electronic media, such as magnetic tape or disk, optical disk, flash drive, external hard drive, or digital memory card.

Physical Media — Media in printed form, including, but is not limited to, printed documents, printed imagery, and printed facsimile.

Remote Access — Any temporary access to the District's information system by a user (or an information system) communicating temporarily through an external, non-District controlled network (e.g., the Internet).

Actor	Action
Superintendent or Human Resources Administrator	If the District utilizes a live scan vendor, ensures the District has entered in an outsourcing agreement with the vendor that incorporates appropriate FBI security and management control outsourcing standards to protect CHRI. See https://www.fbi.gov/file-repository/compact-council-security-and-management-control-outsourcing-standard-for-non-channelers.pdf/view or www.fbi.gov/file-repository/compact-council-security-and-management-control-outsourcing-standard-for-channelers.pdf/view , depending on the status of the vendor (channelers are contractors selected by the FBI that have a direct connection to the FBI's identification system, see

Actor	Action
	<p>www.fbi.gov/how-we-can-help-you/more-fbi-services-and-information/compact-council/list-of-approved-channelers). For a list of live scan vendors in Illinois, see https://idfprapps.illinois.gov/licenselookup/fingerprintlist.asp.</p> <p><u>Point of Contact</u> Designates employee(s) to serve as the District's Point of Contact (POC), who serves as the primary point of contact with the ISP regarding the District's handling of CJI. Ensures the District has applicable agreement(s) in place necessary to access CJI, e.g., an interagency user agreement with the ISP.</p> <p><u>Physical Security</u> Designates a secure location within the District with physical and personnel security controls sufficient to protect CHRI and associated information system(s), including the following:</p> <ol style="list-style-type: none"> 1. The location shall be prominently posted and physically separate from non-secure locations. 2. Only Authorized Personnel will have access to the physically secure location. 3. The District is able to control all access points and verify individual access authorizations before granting access. 4. The device(s) that displays CHRI is positioned in such a way as to prevent unauthorized individuals from accessing and/or viewing it. 5. CHRI on physical media is always stored in a locked cabinet/drawer/container at the District Office which is only accessible to Authorized Personnel. Physical media is not removed from the secure location area except for purposes of sanitization/disposal. <p><u>Media Protection and Transport</u> Ensures controls are in place to protect electronic and physical media containing CHRI while at rest, stored, or actively being accessed, as well as during transport outside of secure areas to prevent inadvertent or inappropriate disclosure and use. Only Authorized Personnel may transport electronic media or physical media containing CHRI. If physical and personnel restrictions are not feasible, directs the Head of Information Technology to ensure CHRI is encrypted per the CJIS Security Policy (pg. 160, see SC-13).</p> <p><u>Sanitization and Disposal of CHRI</u> Properly sanitizes or disposes of (or designates Authorized Personnel to sanitize or dispose of) physical or electronic media containing CHRI in accordance with the District's record retention schedule. Physical media will be destroyed by one of the following methods:</p> <ol style="list-style-type: none"> 1. Shredding using District-issue shredders. 2. Placement in locked shredding bins for a private District contractor to come on-site and shred, witnessed by Authorized Personnel. 3. Incineration using District incinerators or witnessed by Authorized Personnel onsite at a District or contractor incineration site, if conducted by non-authorized personnel. <p>Electronic media will be disposed of by one of the following methods:</p> <ol style="list-style-type: none"> 1. Overwriting at least three times (using a program to write onto the location of the media where the file to be sanitized is located) 2. Degaussing (magnetic erasure of data from magnetic media)

Actor	Action
	<p>3. Physical destruction. (crushing, disassembling, etc., ensuring that the platters have been physically destroyed so that no data can be pulled).</p> <p><u>Misuse of CHRI</u> In the event of misuse of CHRI by a District employee, issues discipline to the employee (such as loss of access privileges) or recommends discipline to the Board up to and including termination and/or refers the matter to law enforcement. See Board policies 5:200, <i>Terms and Conditions of Employment and Dismissal</i>, 5:240, <i>Suspensions</i>, and 5:290, <i>Employment Termination and Suspensions</i>.</p>
Head of Information Technology	<p>Assists the Superintendent and Human Resources Administrator as requested to implement appropriate controls for access to CHRI within the District.</p> <p><u>Account Management</u> Manages information system accounts, including establishing, activating, modifying, reviewing, disabling, and removing accounts.</p> <p>Validates information system accounts at least annually and documents the validation process.</p> <p>Monitors electronic system log access to CHRI on a weekly basis for indications of inappropriate or usual activity.</p> <p><u>Remote Access and Personally Owned Devices</u> Authorizes, monitors, and controls all methods of remote access to the information systems that can access, process, transmit, and/or store CJI.</p> <p>Employs automated mechanisms to facilitate the monitoring and control of remote access methods and control all remote accesses through managed access control points.</p> <p>Permits remote access for privileged functions only for compelling operational needs and documents the rationale for such access in the security plan for the information system.</p> <p>If the District permits Authorized Personnel to use personal devices to access, process, store, or transmit CHRI, establishes and documents the specific terms and conditions for personal device use consistent with the requirements in Section 5.13 of the CJIS Security Policy (pg. 173-179).</p> <p><u>Sanitization and Disposal of CHRI</u> Ensures that Information Technology systems that have been used to process, store, or transmit CHRI may not be released from the District's control until the equipment and has been sanitized and all stored information has been cleared using one of the methods authorized in this procedure.</p> <p><u>Security Incidents</u> Assists the POC with the reporting of any security incidents to ISP. When feasible, employs automated mechanisms to assist in the reporting of security incidents.</p>

Actor	Action
District Point of Contact (POC)	<p>Communicates as needed with the ISP regarding audits, District personnel changes, training, and security.</p> <p>Disseminates information security alerts and other communications from ISP to all Authorized Personnel.</p> <p>If applicable, identifies who is using live scan hardware, software, and firmware and ensures no unauthorized individuals or processes have access to the same. Identifies and documents how the equipment is connected to the ISP system.</p> <p>Ensures appropriate security measures to protect CHRI are in place and working as expected.</p> <p>Maintains a list of Authorized Personnel that is updated annually and when new users are registered or off boarded.</p> <p>Annually reviews all information system accounts to ensure that access and account privileges align with job functions, need-to-know, and employment status on systems that contain CHRI.</p> <p>Maintains a log for access to any physical files containing CHRI and monitors the log on a weekly basis for indications of inappropriate or unusual activity.</p> <p>Maintains Security Awareness Training Certificates for all Authorized Personnel.</p> <p>Informs all Authorized Personnel of the procedures for reporting security events and weaknesses that might have an impact on the security of CHRI. Ensures the ISP's Information Security Officer is promptly informed of any security incidents by contacting ISP.LEADSISO@illinois.gov.</p> <p>Upon an Authorized Person's separation from District employment, terminates that individual's access to systems or physical areas where CHRI is accessible.</p>
Authorized Personnel	<p>Completes Basic Security Awareness Training within six months of initial assignment and every two years thereafter as required under Section 5.2 of the CJIS Security Policy, as well as any other role-based training that may be required under the CJIS Security Policy (pgs. 11-16). Security Awareness Training is available at: https://www.cjisonline.com/. Submits Security Awareness Training Certificates to the POC.</p> <p>Complies with the District's established controls for access and handling of CHRI.</p> <p>Positions documents or other physical media containing CHRI and any devices through which CHRI is viewed in such a manner to prevent authorized persons from accessing or viewing the CHRI.</p> <p>Only communicates CHRI in secure, private areas. Takes extreme care to prevent overhearing or interception of communication.</p> <p>Unless authorized by the District under specific terms and conditions, never uses a personal device (computer, smartphone, tablet, flash drive, etc.) to access, view, process, store or transmit CHRI.</p> <p>Never uses a publicly accessible computer to access, process, store, or transmit CHRI.</p> <p>Promptly reports to the POC any security incidents or weaknesses associated with the District's information systems of which he or she becomes aware.</p>

Review:
Approved:
Revisions Approved

General Personnel

Exhibit - Volunteer Agreement Executed by a Non-Exempt Employee

I would like to serve as a volunteer for the School District. I understand that:

1. I may **not** volunteer to perform a job that is the same or similar job for which I am employed.
2. My time and service as a volunteer are given without promise, expectation, or receipt of any form of compensation.
3. My volunteer services are not being performed in the course and scope of my regular employment and are not in any way required by the School District.
4. Either the District or I may terminate my volunteer services at any time for any reason. My withdrawal will not affect my continued employment with the School District.

This agreement will continue in force until terminated by either the employee or School District.

Volunteer Signature

Date

Supervisor

Date

Reviewed:
Adopted:
Revisions Adopted:

General Personnel

Administrative Procedure - Employee Records Required by the Fair Labor Standards Act

Important - School officials should contact the Board Attorney for application of the Fair Labor Standards Act (FLSA) to specific situations. The information contained in this procedure, and any information provided in the hyperlinks contained in it, should be confirmed with the Board Attorney before its application to a specific situation.

This table contains the FLSA recordkeeping requirements as described in www.dol.gov/whd/regs/compliance/whdfs21.htm.

Actor	Action
Business office working with supervisors of non-exempt employees	<p>Keep the following records concerning non-exempt employees for 3<u>three</u> years:</p> <ol style="list-style-type: none"> 1. Full name and social security number and, on the same record, any symbol that might be used in place of the employee's name on any time, work or payroll records; 2.<u>1.</u> A<u>Home address</u>address, <u>Address</u>, including zip code; 3.<u>2.</u> Date of birth, if under age 19; 4.<u>3.</u> Sex and Gender and the employee's occupation; 5.<u>4.</u> Time of day and day of week on which the employee's workweek begins; 6.<u>5.</u> Explain: i) the hourly rate of pay for any workweek when overtime is due; ii) the basis on which wages are paid; and iii) the amount and nature of each payment that is excluded from the regular rate; 7. Hours worked by the employee each workday and the total hours each workweek; 8.<u>6.</u> Total <u>hours worked each workweek,</u> daily or weekly straight time earnings, excluding overtime pay; <u>7.</u> <u>Basis on which employee's wages are paid (e.g.\$9 per hour or \$440 a week)</u> <u>8.</u> <u>Regular hourly pay rate</u> <u>9.</u> <u>Total daily or weekly straight-time earnings</u> 9.<u>10.</u> <u>Total pay for overtime earnings for a workweek</u>hours; 10.<u>11.</u> <u>All Total</u> additions to or deductions from <u>the employee's wages</u>paid each pay period; 11. Total wages paid each pay period;and <u>12.</u> Date of payment and the pay period covered by the payment.
Business office working with supervisors of exempt employees	<p><u>Concerning exempt employees, Kkeep for at least three years, the following records concerning exempt employees for 3 years - the records listed in numbers 1-5, and 13-14<u>11, and 12</u> above and a record showing the basis on which the exempt employee's wages are paid. (e.g., salary basis of \$x per pay period). 29 C.F.R. §516.3.</u></p>

<u>Business office</u>	<ol style="list-style-type: none"> 1. <u>Payroll records must be kept for at least three years. 29 C.F.R. §516.5(a).</u> 2. <u>Records on which wage computations are based must be kept for at least two years, i.e., time cards and piece work tickets, wage rate tables, work and time schedules, and records of additions to or deductions from wages. 29 C.F.R. §516.6.</u> 3. <u>Collective bargaining agreements and individual employment contracts must be kept for at least three years (when an agreement is not in writing, prepare and retain a written memorandum summarizing it). 29 C.F.R. §516.5(b). DraftAction Actor</u> 4. <u>Certificates and notices must be kept for at least three years. 29 C.F.R. §516.5(b).</u>
Building Principal	<u>Display an official poster outlining the provisions of FLSA, available at no cost from local offices of the Wage and Hour Division and tollfree, by calling 1-866-487-9243. This poster is also available electronically for downloading and printing at: www.dol.gov/whd/regs/compliance/whd_fs.pdf Keep records regarding the posting of notices for at least 3 years. 29 C.F.R. §516.5(b).</u> Keep records regarding the posting of notices.

Reviewed: _____ May 17, 2004, August 2, 2010
 Adopted: _____ August 23, 2004
 Revisions Adopted:

General Personnel

Administrative Procedure - Compensable Work Time for Non-Exempt Employees Under the FLSA

Important - School officials should contact the Board Attorney for application of the Fair Labor Standards Act (FLSA) to specific situations. The information contained in this procedure, and any information provided in the hyperlinks contained in it, should be confirmed with the Board Attorney before its application to a specific situation.

Resources

Overview — <https://www.dol.gov/agencies/whd/flsa>

For help determining whether time spent on work-related activities is compensable as “hours worked,” see the U.S. Dept. of Labor’s FLSA Hours Worked Advisor.

Volunteers — https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/FOH_Ch10.pdf.

Compensable Time Defined for Non-Exempt Employees

The amount of pay due an employee cannot be determined without knowing the total number of hours actually worked by that employee in each workweek. An employee must be paid for all of the time considered to be hours worked, and all time that is hours worked must be counted when determining overtime.

Non-Exempt Employee - The term non-exempt employee refers to employees who are not exempt from the overtime provisions in the wage and hour laws. See administrative procedure 5:35-AP1, Fair Labor Standards Act Exemptions.

Hours Worked - Non-exempt employees must be compensated for all hours worked in a workweek. In general, hours worked include:

- All the time an employee must be on duty;
- All the time an employee must be on the employer’s premises;
- All the time an employee must be at any other prescribed place of work; and
- Any additional time the employee is allowed (i.e., “suffered or permitted”) to work. (commonly referred to as “working off the clock”)

Suffered or Permitted to Work - If an employer knows or has reason to know that a non-exempt employee is continuing to work, it is considered work time. 29 C.F.R. §785.11.

This includes allowing employees to work at home (e.g., as when a Building Principal’s secretary calls for substitutes early in the morning). 29 C.F.R. §785.12.

If an employee works additional straight time (at the regular rate of pay) or overtime hours without authorization, that employee must still be compensated but may be disciplined for violating School Board policy.

Volunteering to Perform Regular Work - Non-exempt employees may not volunteer to perform their regular work duties off-the-clock and without compensation. 29 U.S.C. §203(e)(4)(A). They must be paid even if the employee offers to do the work on his or her “own time.” Employees may not waive wage and hour law requirements. FLSA requirements.

Volunteering to Perform Services that Are Not the Same as Regular Work - Non-exempt employees may volunteer to perform services under these conditions:

1. The volunteer services are not the same as or similar to the employee's regular work duties,
2. The employee offers the services freely and without coercion, direct or implied, and
3. The employee provides the services without promise of compensation although a volunteer may be paid "expenses, reasonable benefits, or a nominal fee to perform such services." 29 U.S.C. §203(e)(4)(A), 29 C.F.R. §553.101 and 103.

A fee is not nominal if it is a substitute for compensation or tied to productivity. 29 C.F.R. §553.106(e). While the specific circumstances in each case must be analyzed, the District will generally limit nominal pay to employees for volunteer services to no more than 20% of what the District would otherwise pay to hire an employee for the same services. See Wage and Hour Division (WHD) Opinion Letters FLSA 2005-51 (11-10-05); FLSA 2006-28 (8-7-06); and FLSA 2006-28 (10-7-06). See also WHD Opinion Letters FLSA 2004-6 (7-14-04); for an example of a nonexempt school employee serving as a volunteer athletic coach. U.S. Dept. of Labor WHD opinion letters are available at: <http://www.dol.gov/agencies/whd/opinion-letters/request/existing-guidance>.

Examples of Hours Worked for Non-Exempt Employees

Meal periods, unless the employee is completely relieved of all duties and free to leave the duty post for at least 30 minutes. Teacher aides who must supervise students during their lunch are not considered relieved of duties. Employees who eat at their desk and answer phones or otherwise perform work are not considered relieved of duties.

Attendance at in-services, meetings, or lectures unless: (1) attendance is outside the employee's regular working hours, (2) attendance is voluntary, (3) the activity is not related to the employee's job, and (4) the employee performs no productive work for the District.

Coffee breaks or rest periods of 20 minutes or less.

Work done at home if the supervisor knows or should have known that such work was done.

Work done before or after regular hours or on weekends.

On-call time if the employee is required to remain on the employer's premises or so close that he/she is unable to use the time effectively for his/her own purposes while on call.

Transporting material to a worksite before the start of the workday.

Time spent preparing for work. Clean up work at the end of a shift.

Travel time during the workday from one job site to another, e.g., non-exempt school nurses traveling from one school to another.

Travel time during the regular working hours, even if it is the weekend.

Attending a School Board meeting at night either to take minutes or perform some other required or assigned duty.

Reviewed: May 17, 2004

Adopted: August 23, 2004

Revisions Adopted: August 2, 2010

General Personnel

Administrative Procedure - Fair Labor Standards Act 8-Step Compliance Checklist

Important: School officials should contact the Board Attorney for application of the Fair Labor Standards Act (FLSA) to specific situations. The information contained in this procedure, and any information provided in the hyperlinks contained in it, should be confirmed with the Board Attorney before its application to a specific situation

The U.S. Dept. of Labor, Wage and Hour Division, administers the FLSA. It posts an encyclopedic amount of information on the FLSA on its website at: www.dol.gov/whd/regs/compliance/hrg.htm#8.

Checklist for compliance with ~~the the Fair Labor Standards Act (FLSA):~~

1. Classify employees as exempt or non-exempt.

Identify which employees are covered by the overtime requirements of the ~~FLSA Fair Labor Standards Act (FLSA)~~, i.e., “non-exempt,” and which employees are exempt from the overtime requirements. See ~~Administrative pProcedure~~ 5:35-AP1, *Fair Labor Standards Act Exemptions*, for a list of school employees traditionally exempt and non-exempt. Include a record in each employee’s file stating whether he or she is exempt or non-exempt.

An exemption from the FLSA overtime pay/compensatory time requirements is the exception, rather than the rule. Any uncertainty should be resolved in favor of finding the employee to be non-exempt and the overtime compensable, as the burden is on the school system to prove that exemptions are applicable.

2. Make sure all employees have access to and understand the Board policy and administrative procedures on the workweek, overtime, and compensatory time. See: Board policy 5:35, *Compliance with the Fair Labor Standards Act*, and ~~Administrative Pprocedure~~ 5:35-AP3, *Compensable Work Time for Non-Exempt Employees Under the FLSA*.

In addition make sure, that all employees:

- a. ~~Are~~ provided a copy of the Board policy or access to the Board policy published on-line;
- b. Acknowledge that they have received and understand the policy; and

Agree to follow the policy and procedures or be subject to discipline.

3. Notify non-exempt employees of their expected work hours in a workweek. Be clear that the salary of non-exempt employees is paid for a 40-hour workweek. Supervisors may regularly schedule employees to work 37.5 hours per week and leave the remainder as possible flexible time. However, to avoid the possibility of straight-time claims for hours worked between 37.5 and 40, supervisors need to clearly communicate that the District pays employees a salary for up to 40 hours of work and that the District retains the right to request that the employee perform additional duties up to 40 hours without additional pay.

4. Keep precise records of the hours worked by every non-exempt employee by using a good timesheet, time clock, computerized check-in system, or other method. Make sure individual employees keep and sign their weekly record of hours worked. Print an acknowledgment similar to the following on every time sheet: “I acknowledge that I have reviewed this time sheet and that it accurately records all of the time that I worked for the District on the dates indicated and that I did not work for the District at any other times during the workweek that are not recorded on this timesheet.”

- 3-5. Annually train District supervisory staff, as well as supervisors when first assigned supervisory duties, on FLSA compliance issues, including:

- a. What counts as compensable work time (see ~~Administrative pProcedure~~ 5:35-AP3, *Compensable Work Time for Non-Exempt Employees Under the FLSA*);
- b. How timesheets must be completed for non-exempt employees; and
- c. Their duty to monitor timesheets and verify time worked.

- 4-6. Train all non-exempt staff when hired and regularly thereafter on the following topics:

- a. Board Policy requirements;

- ~~a.~~b. What counts as compensable time; and
- ~~b.~~c. How to complete timesheets correctly.

~~7.~~ 7. Require non-exempt employees who want to volunteer to execute a Volunteer Agreement. See exhibit 5:35-E, Volunteer Agreement Executed by a Non-Exempt Employee. Non-exempt employees may only volunteer to perform services on behalf of the school that do not involve the same types of duties they regularly perform in their jobs. Further, in order to be a bona fide volunteer (1) the volunteer services may not be the same as or similar to the employee's regular work duties, (2) the employee must freely and voluntarily, i.e., without any direct or implied coercion or requirement, agree to perform the volunteer services, and (3) the employee provides the services without promise of compensation; however, a volunteer may be paid expenses, reasonable benefits, or a nominal fee to perform the services. See administrative procedure 5:35-AP3, Compensable Work Time for Non-Exempt Employees Under the FLSA, for information about nominal fees.

~~8.~~ 8. Have all non-exempt employees sign the following documents:

- a. A statement that they were given a copy of the Board's policy on work time and have reviewed it, and that they understand violators may be subject to discipline; and
- b. If applicable, an agreement that any overtime worked over 40 hours per week will be compensated with time and a half compensatory time rather than overtime pay. See exhibit 5:310-E, Agreement to Receive Compensatory Time-Off.

~~5-9.~~ 5-9. Have supervisory, payroll, and business staffs monitor weekly time records.

Make sure that supervisory staff continuously monitors weekly time records for accuracy and completeness, and that they report all overtime worked by non-exempt staff to the finance office for either overtime pay or compensatory time credit.

~~6-10.~~ 6-10. Keep FLSA-required records for non-exempt and exempt employees. See Administrative Procedure 5:35-AP2, Employee Records Required by the Fair Labor Standards.

~~7-11.~~ 7-11. Post all federal and State required employment posters.

Make sure that all employment posters are widely posted, e.g., in the teachers' lounge, school office, cafeteria kitchen, bus garage, janitor's closet, and other places where employees gather.

~~8-12.~~ 8-12. Consult with the Board's attorney about FLSA compliance.

Reviewed: May 17, 2004

Adopted: August 23, 2004

Revisions Adopted: August 2, 2010

NEW

General Personnel

Exhibit - Code of Ethics for Illinois Educators

Code of Ethics for Illinois Educators, Illinois State Board of Education (ISBE) (23 Ill.Admin.Code §22.20)

a) Responsibility to Students

The Illinois educator is committed to creating, promoting, and implementing a learning environment that is accessible to each student, enables students to achieve the highest academic potential, and maximizes their ability to succeed in academic and employment settings as a responsible member of society. Illinois educators:

1. Embody the Standards for the School Support Personnel Endorsements (23 Ill.Admin.Code Part 23), the Illinois Professional Teaching Standards (23 Ill.Admin.Code Parts 24 and 130), and Standards for Administrative Endorsements (23 Ill.Admin.Code Part 29), as applicable to the educator, in the learning environment;
2. Respect the inherent dignity and worth of each student by assuring that the learning environment is characterized by respect and equal opportunity for each student, regardless of race, color, national origin, sex, sexual orientation, disability, religion, language or socio-economic status;
3. Maintain a professional relationship with students at all times;
4. Provide a curriculum based on high expectations for each student that addresses individual differences through the design, implementation, and adaptation of effective instruction; and
5. Foster in each student the development of attributes that will enhance skills and knowledge necessary to be a contributing member of society.

b) Responsibility to Self

Illinois educators are committed to establishing high professional standards for their practice and striving to meet these standards through their performance. Illinois educators:

1. Assume responsibility and accountability for their performance and continually strive to demonstrate proficiency and understanding of current trends in both content knowledge and professional practice;
2. Develop and implement personal and professional goals with attention to professional standards through a process of self-assessment and professional development;
3. Represent their professional credentials and qualifications accurately; and
4. Demonstrate a high level of professional judgment.

c) Responsibility to Colleagues and the Profession

The Illinois educator is committed to collaborating with school and district colleagues and other professionals in the interest of student learning. Illinois educators:

1. Collaborate with colleagues in their respective schools and districts to meet local and State educational standards;
2. Work together to create a respectful, professional, and supportive school climate that allows all educators to maintain their individual professional integrity;
3. Seek out and engage in activities that contribute to the ongoing development of the profession;
4. Promote participation in educational decision-making processes;
5. Encourage promising candidates to enter the education profession; and
6. Support the preparation, induction, mentoring, and professional development of educators.

d) Responsibility to Parents, Families and Communities

The Illinois educator will collaborate, build trust, and respect confidentiality with parents, families, and communities to create effective instruction and learning environments for each student. Illinois educators:

1. Aspire to understand and respect the values and traditions of the diversity represented in the community and in their learning environments;

2. Encourage and advocate for fair and equal educational opportunities for each student;
3. Develop and maintain professional relationships with parents, families, and communities;
4. Promote collaboration and support student learning through regular and meaningful communication with parents, families, and communities; and
5. Cooperate with community agencies that provide resources and services to enhance the learning environment.

e) Responsibility to ISBE

Illinois educators are committed to compliance with the School Code (105 ILCS 5/) and its implementing regulations, and to State and federal laws and regulations relevant to their profession. Illinois educators:

1. Provide accurate communication to ISBE concerning all educator licensure matters;
2. Maintain appropriate educator licensure for employment; and
3. Comply with State and federal laws and regulations.

Reviewed:

Adopted:

Revisions Adopted:

General Personnel

Temporary Illness or Temporary Incapacity

A temporary illness or temporary incapacity is an illness or other capacity of ill-being that renders an employee physically or mentally unable to perform assigned duties. During such a period, the employee can use accumulated sick leave benefits ~~and/or apply under FMLA~~. However, income received from other sources (worker's compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The School Board's intent is that in no case will the employee, who is temporarily disabled, receive more than 100 percent of gross salary.

Those insurance plans privately purchased by the employee and to which the District does not contribute, are not applicable to this policy.

If illness, incapacity, or any other condition causes an employee to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive school days, such absence may be considered a permanent disability and the Board may consider beginning dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act. The Superintendent may recommend this paragraph's use when circumstances strongly suggest that the employee returned to work intermittently in order to avoid this paragraph's application. This paragraph shall not be considered a limitation on the Board's authority to take any action concerning an employee that is authorized by State and federal law.

Any employee may be required to have an examination, at District expense, by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, an licensed advanced practice nurse, ~~who has a written collaborative agreement with a collaborating physician that authorizes the advanced practice nurse to perform health examinations~~, or a physician assistant ~~who has been delegated the authority by his or her supervisor to perform health examinations~~ if the examination is job-related and consistent with business necessity.

LEGAL REF.: 42 U.S.C. § 12102, Americans with Disabilities Act, ~~42 U.S.C. § 12102~~,
105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.
Elder v. School Dist. No.127 1/2, 208 N.E.2d 423 (Ill.App. 1st Dist., 1965).
School District No. 151 v. ISBE, 507 N.E.2d 134 (Ill. App. 1st Dist., 1987).

CROSS REF.: 5:30 (Hiring Process and Criteria), 4:40 (Communicable and Chronic Infectious Disease),
5:185 (Family and Medical Leave), 5:250 (Leaves of Absence), 5:330 (Sick Days, Vacation,
Holidays, and Leaves)

Reviewed: May 17, 2004, August 2, 2010, September 14, 2015
Adopted: August 23, 2004
Revisions Adopted: September 28, 2015

Professional Personnel

Administrative Procedure - School Visitation Leave

Eligible employees

These administrative procedures apply to both professional staff and educational service personnel. An employee is eligible for a school visitation leave if he or she has worked for the District at least six 6 consecutive months immediately before the request and works at least one-half of the full-time equivalent position. 820 ILCS 147/10. Periods when school is not in session will not count as a break in consecutive service.

School Conference and Activity Leave

An employee is entitled to eight 8 hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences or classroom activities related to the employee's child, if the conference or activity cannot be scheduled during non-work hours. Employees must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the employee, except sick and disability leave. 820 ILCS 147/15.

Request

An employee must request a school conference and activity leave in writing at least seven 7 days in advance; in an emergency situation, 24 hours notice is required. The employee must consult with the employer to schedule the leave so as to minimize disruption. 820 ILCS 147/15 A leave request may be denied if granting the leave would result in more than 5% of the work force, or work force shift, taking leave at the same time. 820 ILCS 147/49.

Compensation

~~A School~~ School visitation leave is unpaid. The District will attempt, however, to give the employee the opportunity to make-up the time taken for such a leave, subject to the requirements relating to reduction of pay exempt employees in the federal Fair Labor Standards Act. 820 ILCS 147/20. The employee taking a visitation leave will not lose any benefits, nor will the District terminate any employee for an absence due solely to the employee's attendance at a school conference, behavioral meeting, or academic meeting. 820 ILCS 147/35.

Verification

An employee returning from a school visitation leave must provide the Building Principal with verification of the visitation from the school administrator of the school visited. Failure to provide this verification within 2 working days of the visitation will subject the employee to the standard disciplinary procedures for unexcused absences from work. 820 ILCS 147/30

LEGAL REF.: 820 ILCS 147/, School Visitation Rights Act.820 ILCS 147.

Reviewed: May 17, 2004, August 2, 2010
 Adopted: August 23, 2004
 Revisions Adopted:

Educational Support Personnel

Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers

The District shall adhere to State and federal law and regulations requiring a drug and alcohol testing program for school bus and commercial vehicle drivers. The Superintendent or designee manages a program to implement State and federal law defining the circumstances and procedures for the testing

LEGAL REF.: 49 U.S.C. § 2717, Alcohol and Controlled Substances Testing (Omnibus Transportation Employee Testing Act of 1991).
49 C.F.R. Parts 40 (Procedures for Transportation Workplace Drug and Alcohol Testing Programs), 382 (Controlled Substance and Alcohol Use and Testing), and 395 (Hours of Service of Drivers).
625 ILCS 5/6-106.1 and 5/6-106.1c.

CROSS REF.: 4:110 (Transportation), 5:30 (Hiring Process and Criteria), 5:280 (Duties and Qualifications)

Reviewed: _____ May 17, 2004, August 2, 2010, March 24, 2014

Adopted: _____ -August 23, 2004

Revisions Adopted: April 14, 2014

Educational Support Personnel

Exhibit - Agreement to Receive Compensatory Time-Off

The School Board has a policy of granting compensatory time-off to non-exempt employees in lieu of overtime pay for time worked in excess of 40 hours in any workweek. I have either received a copy of the policy or been told where it may be found or downloaded. I understand that:

1. I must obtain my supervisor’s express authorization to work overtime before working in excess of 40 hours in any workweek.
2. I will earn compensatory time-off at a rate of not less than one and one-half (1.5) hours for each one hour of overtime worked.
3. I will be allowed to use accrued compensatory time-off within a reasonable period after making a request to use it, provided that my absence would not unduly disrupt operations considering factors like emergency requirements for staff and the availability of qualified substitute staff.
4. My supervisor may require that I use my accrued compensatory time-off within a certain time period, may prohibit my use of accrued compensatory time-off on certain days, may require that I cash out my compensatory time-off after a particular time period, and may otherwise limit my use of compensatory time-off.

I agree to receive compensatory time-off in lieu of overtime pay for time worked in excess of 40 hours in any workweek, and I accept this as a condition of my employment.

Employee Signature

Date

Supervisor Signature (or designee)

Date

Reviewed:
Adopted:
Revisions Adopted:

REWRITTEN

Instruction

Administrative Procedure - Education of Homeless Children

Actor	Action
<p>School Board</p> <p style="text-align: center;">Preliminary Step</p>	<p>Upon recommendation of the Superintendent, determines whether to expend transportation funds to provide financial homeless prevention assistance to the parents/guardians (or persons who enroll students) of children who are homeless or <i>at risk of becoming homeless</i>, in accordance with the provisions of 105 ILCS 5/29-5 (amended by P.A. 102-539); 105 ILCS 45/1-17. See duties of the Liaison for Homeless Children below for specific eligibility requirements.</p>
<p>Superintendent</p> <p style="text-align: center;">Preliminary Steps</p>	<p>Serves as or designates an appropriate staff person, who may also be a coordinator for other federal programs, to serve as a Liaison for Homeless Children. 42 U.S.C. §11432(g)(1)(J)(ii).</p> <p>Under the McKinney-Vento Homeless Assistance Act (42 U.S.C. §11434a(2)), <i>homeless children and youths</i> means individuals who lack a fixed, regular, and adequate nighttime residence (within the meaning of 42 U.S.C. §11302(a)(1)). The term includes:</p> <ol style="list-style-type: none"> 1. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals; <ul style="list-style-type: none"> <li style="margin-left: 40px;">Note: 42 U.S.C. §11434a(2) no longer includes children “awaiting foster care placement” within the definition of <i>homeless children and youths</i>. 2. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings (within the meaning of 42 U.S.C. §11302(a)(2)(C)); 3. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and 4. Migratory children (as such term is defined in 20 U.S.C. §6399) who qualify as homeless for purposes of this part because their living situations are covered by (1), (2), or (3) above. <p>Under the Education for Homeless Children Act, 105 ILCS 45/1-5, <i>homeless person, child, or youth</i> includes, but is not limited to, any of the following:</p> <ol style="list-style-type: none"> 1. An individual who lacks a fixed, regular, and adequate nighttime place of abode. 2. An individual who has a primary nighttime place of abode that is: <ol style="list-style-type: none"> a. A supervised publicly or privately operated shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing); b. An institution that provides a temporary residence for individuals intended to be institutionalized; or

Actor	Action
	<p>c. A public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings.</p>
<p>Liaison for Homeless Children Duties</p>	<p>Reviews and uses the information provided at: www.isbe.net/Pages/Homeless.aspx to become aware of the resources and training materials provided by the Ill. State Board of Education (ISBE) regarding the education of homeless children. For information about federal requirements and technical assistance from the National Center for Homeless Education, funded by the U.S. Dept. of Education, see https://nche.ed.gov/legislation/mckinney-vento/.</p> <p>Ensures that homeless children and youths are identified by school personnel and through coordinated activities with other entities and agencies. 42 U.S.C. §11432(g)(6)(A)(i).</p> <p>Ensures that homeless children and youths enroll in, and have a full and equal opportunity to succeed in, District programs. 42 U.S.C. §11432(g)(6)(A)(ii).</p> <p>Ensures that homeless families, children, and youths have access to and receive educational services for which they are eligible, and make referrals to health care, dental, mental health and substance abuse, housing, and other appropriate services. 42 U.S.C. §11432(g)(6)(A)(iii)-(iv).</p> <p>Informs parents/guardians of educational and related opportunities available to their children, and provide them with meaningful opportunities to participate in their children’s education. 42 U.S.C. §11432(g)(6)(A)(v).</p> <p>Disseminates public notice of the educational rights of homeless children and youths in locations where they receive services (such as schools, shelters, public libraries, and soup kitchens). 42 U.S.C. §11432(g)(6)(A)(vi).</p> <p>Mediates enrollment disputes to:</p> <ol style="list-style-type: none"> 1. Ensure the child/youth is immediately enrolled in the school in which enrollment is sought, pending resolution of the dispute; 2. Provide the homeless child/youth’s parent/guardian with a written explanation of the school's decision regarding school selection or enrollment, including their rights to appeal the decision; 3. Complete the dispute resolution process as expeditiously as possible; and 4. In the case of an unaccompanied youth, ensure that the youth is immediately enrolled in school pending resolution of the dispute. <p>42 U.S.C. §11432(g)(3)(E)(i)-(iv) and 42 U.S.C. §11432(g)(6)(A)(vii).</p> <p>Fully informs the parent/guardian of a homeless child/youth, and any unaccompanied youth, of all transportation services and assist in accessing transportation services. 42 U.S.C. §11432(g)(6)(A)(viii). Convene a meeting with the parent/guardian and teacher of the child if the travel time to a homeless child’s school of origin is longer than one hour each way, or if the travel time is shorter, but the District wishes to evaluate whether such travel is in the best interest of the child’s development and education. 105 ILCS 45/1-15.</p> <p>Assists unaccompanied youth in placement/enrollment decisions, consider the youth’s wishes in those decisions, and provide notice to the youth of the right to appeal such decisions. 42 U.S.C. §11432(g)(3)(B)(iv).</p> <p>Assists children/youths who do not have immunizations or medical records in obtaining necessary immunizations and/or medical records. 42 U.S.C. §11432(g)(3)(C)(iii).</p>
<p>Liaison for Homeless Children, cont'd Duties</p>	

Actor	Action
<p>Liaison for Homeless Children, cont'd</p> <p>Duties</p>	<p>If needed, verifies children’s homeless status so they may obtain free copies of their birth certificates, in accordance with procedures established by the State Registrar of Vital Records. 410 ILCS 535/25.3, amended by P.A. 102-1141.</p> <p>Collaborates with State and local social service agencies that provide services to the homeless as well as with community and school personnel responsible for the provision of education and related services to homeless children and youths. 42 U.S.C. §11432(g)(5)(A) and (g)(6)(C).</p> <p>Conducts a hardship review whenever a child and his or her parent/guardian who initially share the housing of another person due to loss of housing, economic hardship, or a similar hardship continue to share the housing; a hardship review should be performed after the passage of 18 months and annually thereafter. 105 ILCS 45/1-25(a-5).</p> <p>Makes a recommendation to the Superintendent regarding whether the Board should authorize financial homeless prevention assistance for families with children who are homeless or <i>at risk of being homeless</i>. 105 ILCS 5/29-5, amended by P.A. 102-539; 105 ILCS 45/1-17.</p> <p>In those cases where the parties agree it is in the best interest of the child and District to do so, prepares a written housing plan (Plan) to provide financial assistance in an amount that will allow a child who is homeless or <i>at risk of being homeless</i> to remain permanently in his/her home or obtain new housing. Financial assistance may include: (1) mortgage or rental assistance that will allow a child to remain permanently in his/her living situation or obtain a new living situation; and/or (2) assistance with unpaid bills, loans, or other financial debts that result in housing being inadequate. 105 ILCS 45/1-17(a).</p> <p>Before entering into any such Plan, verifies that all of the following requirements have been met in order for the District to claim the financial assistance against its State transportation funds:</p> <ol style="list-style-type: none"> 1. The District has attempted to provide financial assistance through its local homeless assistance agency that is part of the McKinney-Vento Homeless Act’s continuum of care. 105 ILCS 45/1-17(b). 2. The amount of financial assistance will not exceed the District’s actual costs for providing transportation for the child. 105 ILCS 5/29-5, amended by P.A. 102-539. 3. The District is not otherwise claiming the transportation costs in another State or federal grant. 105 ILCS 5/29-5, amended by P.A. 102-539. 4. If the assistance is to be provided to a child <i>at risk of becoming homeless</i>, the parent/guardian, person who enrolled the child, or unaccompanied minor has provided documented evidence showing that the child’s living situation will, within eight weeks, cease to be fixed, regular, and adequate and will result in the child becoming homeless. Acceptable proof includes, but is not limited to: foreclosure notice, eviction notice, utility shut-off or discontinuation notice, or written statement from the parent/guardian, person who enrolled the student, or unaccompanied minor. 105 ILCS 45/1-17(d). <p>Refers the child or his/her parent/guardian to the ombudsperson appointed by the Regional Superintendent whenever a school denies a homeless child enrollment or transportation, and provides the child or his/her parent(s)/guardian(s) with a written statement of the basis for the denial. 105 ILCS 45/1-25(a).</p>

Actor	Action
Parents/guardians Assignment	<p>Choose the child’s attendance center between the following options (105 ILCS 45/1-10 controls because it exceeds the rights granted to parents/guardians in federal law):</p> <ol style="list-style-type: none"> 1. Continuing the child’s education in the school of origin for as long as the child remains homeless or, if the child becomes permanently housed, until the end of the academic year during which the housing is acquired; or 2. Enrolling the child in any school that non-homeless students who live in the attendance area in which the child or youth is actually living are eligible to attend. <p>The term <i>school of origin</i> means the school that the child attended when permanently housed or the school in which the child was last enrolled. 42 U.S.C. §11432(g)(3)(I) and 105 ILCS 45/1-5.</p> <p>If the child is attending his/her school of origin, make a good faith effort to provide or arrange for transportation to and from the school of origin, including authorizing relatives, friends, or a program for homeless persons to provide the child with transportation.</p>
Building Principal Where Homeless Student Will be Enrolled Enrollment	<p>Immediately enrolls the homeless child/youth, even if the child/youth is unable to produce records normally required for enrollment, e.g., previous academic records, medical records, proof of residency, or other documentation. 42 U.S.C. §11432(g)(3)(C)(i) and 105 ILCS 45/1-20.</p> <p>Immediately contacts the school last attended by the child/youth to obtain relevant academic and other records. 42 U.S.C. §11432(g)(3)(C)(ii) and 105 ILCS 45/1-20.</p> <p>If the child/youth needs to obtain immunizations, or immunization or medical records, immediately refers the child/youth’s parent/guardian to the Liaison for Homeless Children. 42 U.S.C. §11432(g)(3)(C)(iii) and 105 ILCS 45/1-20.</p> <p>Maintains records for the homeless child/youth that are ordinarily kept for students according to District policy and procedure on student school records. 42 U.S.C. §11432(g)(3)(D). See Board policy 7:340, <i>Student Records</i>, and administrative procedure 7:340-AP1, <i>School Student Records</i>.</p> <p>Ensures each homeless child/youth is provided services comparable to services offered to other students including the following (42 U.S.C. §11432(g)(4)):</p> <ol style="list-style-type: none"> 1. Transportation services; 2. Educational services for which the child/youth meets the eligibility criteria, such as services provided under Title I of the Elementary and Secondary Education Act of 1965 or similar State or local programs, educational programs for children with disabilities, and educational programs for English learners; 3. Programs in career and technical education; 4. Programs for gifted and talented students; and 5. School nutrition programs. <p>Requires a parent/guardian of a homeless child/youth, if available, to submit contact information. 42 U.S.C. §11432(g)(3)(H) and 105 ILCS 45/1-20.</p>
Transportation Director and Building Principal Where Homeless Student Will be Enrolled Transportation	<p>Ensure transportation is provided to a homeless child/youth, at the request of the parent/guardian (or in the case of an unaccompanied youth, the Liaison), to and from the school of origin. 42 U.S.C. §11432(g)(1)(J)(iii); 42 U.S.C. §11432(g)(4)(A). State law, found at 105 ILCS 45/1-15, is superseded by federal law. The term <i>school of origin</i> means the school that the student attended when permanently housed or the</p>

Actor	Action
	<p>school in which the student was last enrolled. 42 U.S.C. §11432(g)(3)(I). Transportation shall be arranged as follows:</p> <ol style="list-style-type: none"> 1. If the homeless child/youth continues to live in the area served by the school district in which the school of origin is located, the child/youth's transportation to and from the school of origin shall be provided or arranged by the district in which the school of origin is located. 2. If the homeless child/youth's living arrangements in the area served by the district of origin terminate and the child/youth, though continuing his or her education in the school of origin, begins living in an area served by another school district, the district of origin and the district in which the homeless child/youth is living shall agree upon a method to apportion the responsibility and costs for providing the student with transportation to and from the school of origin. If the local educational agencies are unable to agree upon such method, the responsibility and costs for transportation shall be shared equally. <p>42 U.S.C. §11432(g)(1)(J)(iii).</p>
<p>Liaison for Homeless Children Dispute</p>	<p>If a dispute arises involving any issue related to the homeless status or homelessness-related claim of a child/youth or the child/youth's parent/guardian, attempts to resolve any disagreement. 23 Ill.Admin.Code §1.241(b)(1).</p> <p>Note: The District must structure dispute resolution as informally as possible to give a child/youth or the child/youth's parent/guardian any necessary assistance navigating the process. 23 Ill.Admin.Code §1.241((b)(2).</p> <p>Does not delay enrollment, transportation, or other services before or during dispute resolution; continues providing those services until the conclusion of the dispute resolution process (including any appeals). 23 Ill.Admin.Code §1.241(b)(3).</p>
<p>Superintendent or Designee Dispute</p>	<p>If a dispute is not resolved by the Liaison for Homeless Children, sends a letter to the homeless child/youth or the child/youth's parent/guardian, the Regional Superintendent (or Intermediate Service Center Executive Director), and the State Coordinator of Homeless Children and Youth (State Coordinator) indicating the District's position on the dispute and including information on (23 Ill.Admin.Code §1.241(c)):</p> <ol style="list-style-type: none"> 1. The availability of an ombudsperson; 2. Sources of low-cost or free legal assistance; 3. Other advocacy services in the community; and 4. The dispute resolution procedure. <p>The Homeless Family Placement Act governs shelter placement. 310 ILCS 85/1.</p>
<p>Regional Superintendent (or Intermediate Service Center Executive Director) Dispute</p>	<p>No later than 10 school days after receiving the Superintendent or Designee's dispute letter, appoints an ombudsperson to provide resource information and resolve disputes at schools within the region relating to the rights of homeless children under 105 ILCS 45/. 105 ILCS 45/1-25(a); 23 Ill.Admin.Code §1.241(d).</p>
<p>Ombudsperson Dispute</p>	<p>Within five school days after receiving notice of the dispute, if possible, convenes a meeting with the parties and attempts to resolve the dispute. <u>Id.</u> During dispute resolution, the ombudsperson (23 Ill.Admin.Code §1.241(d)(1)-(4)):</p> <ol style="list-style-type: none"> 1. Must set clear rules and timelines for the dispute resolution process and inform each party of their respective expectations; 2. Must provide copies of documents that will be used by the other party before the meeting, if possible;

Actor	Action
	<p>3. Must allow:</p> <ul style="list-style-type: none"> a. A complete presentation of relevant facts by all parties; and b. Assistance for the child/youth or the child/youth's parent/guardian from a legal representative knowledgeable of federal and State laws concerning homeless students' educational rights; <p>4. May:</p> <ul style="list-style-type: none"> a. Require each party to make an opening statement; b. Limit the amount of time each party may use to present information; c. Pose questions to each party; d. Limit any redundant testimony or testimony that is not directly related to homelessness claims; or e. Make allowances for the child/youth or child/youth's parent/guardian, e.g., in how evidence or arguments are presented. <p>No later than 10 school days after the conclusion of the dispute resolution meeting, if possible, makes a written determination using a form supplied by ISBE. The form must include all components set forth in 23 Ill.Admin.Code §1.241(d)(5)(A)-(I), including notice of the parties' right to appeal the final determination by submitting a written appeal request within five school days to the State Coordinator. 23 Ill.Admin.Code §1.241(d), (e).</p>
<p>State Coordinator Dispute</p>	<p>After receiving a written appeal request, obtains from the ombudsperson all documents, notes, transcripts, and any other materials used by the parties to present their cases. May request additional relevant information. 23 Ill.Admin.Code §1.241(e)(1).</p> <p>No later than 15 school days after receiving a written appeal request, makes a final determination and notifies the parties of its decision. May, if necessary, extend the timeline for an additional five school days but must inform the parties of any extension. 23 Ill.Admin.Code §1.241(e)(2).</p>
<p>State Superintendent of Education or Designee Dispute</p>	<p>If it is determined that a District's actions giving rise to a dispute are inconsistent with applicable law, may require the District to take any action necessary to comply with the law. 23 Ill.Admin.Code §1.241(f).</p> <p>If the District does not comply, places the District's recognition status on probation in accordance with 23 Ill.Admin.Code §1.20(b). <u>Id.</u></p>

Reviewed: February 27, 2006
 Adopted: May 15, 2006
 Revisions Adopted: September 15, 2008

REWRITTEN

Students

Administrative Procedure - Managing Students with Communicable or Infectious Diseases

If a student's communicable or infectious disease affects his or her ability to participate in the District's educational programs, he or she shall be treated as a *disabled person* under Section 504 of the Rehabilitation Act of 1973, unless the student has already qualified for and is receiving services through an IEP under the Individuals with Disabilities in Education Act. For students with an IEP, the District's administrative procedure, 6:120-AP1, *Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities*, must also be followed and it will control whenever there is a conflict with these procedures.

Rules and guidance from the Ill. State Board of Education (ISBE) and Ill. Dept. of Public Health (IDPH) should be consulted and supersede these procedures. Guidance documents and important information include:

1. *Communicable Disease School Nurse Guide*, revised 2023, available at <https://dph.illinois.gov/topics-services/diseases-and-conditions/infectious-diseases/cd-school-nurse-guidance.html>.
2. *Management of Chronic Infectious Diseases in Schoolchildren*, revised in 2003 by ISBE and IDPH, available at <https://wordpress.uchospitals.edu/infectionprevention/files/2011/05/IDPH-Chronic-ID-in-schoolchildren.pdf>.
3. The Department of Public Health Powers and Duties Law of the Civil Administrative Code of Illinois (20 ILCS 2310/) and the Department of Professional Regulation Law of the Civil Administrative Code of Illinois (20 ILCS 2105/) both expanded the statutory authority of the governor and IDPH to respond to significant threats to the public health.

Actor	Action
Parents/Guardians	Notifies the Building Principal where their child is enrolled if their child has a communicable or infectious disease. See exhibit 7:280-E2, <i>Reporting and Exclusion Requirements for Common Communicable Diseases</i> , for a list of communicable or infectious diseases.
Building Principal or designee	<p>Upon having knowledge of a known or suspected case or carrier of a communicable disease:</p> <ol style="list-style-type: none"> a. Notifies the <i>local health authority</i> as required by 77 Ill.Admin.Code §690.200. The <i>local health authority</i> is a full-time official health department, as recognized by IDPH, having jurisdiction over a particular area, including city, village, township, and county boards of health. If there is not a local health authority recognized by IDPH, the local health authority is IDPH. 77 Ill.Admin.Code §690.10. See also exhibit 7:280-E2, <i>Reporting and Exclusion Requirements for Common Communicable Diseases</i>, identifying the diseases for which there is mandatory reporting. Note: The Communicable Disease Report Act, 745 ILCS 45/, grants immunity from slander or libel to persons who in good faith make such reports. b. Follows directions for temporarily excluding a student from school according to the local health authority direction and 77 Ill.Admin.Code Part 690. Keeps the school open where a student with a communicable disease attends, except in the event of an emergency. 77 Ill.Admin.Code §690.30(c)(1).
District staff	<p>Observes all rules of IDPH regarding communicable and chronic infectious disease. See the Legal References below for a list of these rules.</p> <p>Collects and maintains the student’s medical information in a manner that ensures the strictest confidentiality and in accordance with federal and State laws regarding student records. Consult with the Board Attorney to ensure compliance with such laws. 77 Ill.Admin.Code 690.30(c)(5).</p>
Superintendent or designee	<p>Confirms that all required and appropriate notices are made.</p> <p>Convenes the Communicable and Chronic Infectious Disease Review Team. This Superintendent committee is composed of the District’s medical advisor, a school nurse, the Building Principal, and the Superintendent or designee (see administrative procedure 2:150-AP, <i>Superintendent Committees</i>).</p>
Communicable and Chronic Infectious Disease Review Team	<p>Arranges a meeting with the student’s parent(s)/guardian(s), personal physician, local health authorities, as well as persons with knowledge of the placement options available. The purpose of the meeting is to:</p> <ol style="list-style-type: none"> a. Determine when an excluded student will return to school. This determination shall be based on whether the student poses a high risk of transmission of a communicable and chronic infectious disease to other students and staff. A student suspected of being infected with a notifiable disease for which isolation is required shall be refused admittance until fever-free and diarrhea and vomiting-free for 24 hours without the use of fever reducing, antidiarrheal, or antiemetic medications and other medications. 77 Ill.Admin.Code §690.30(c)(2). b. Perform a pre-placement evaluation. 34 C.F.R. §104.35. c. Make a placement decision based on the pre-placement evaluation. The placement decision shall include any needed related services. 34 C.F.R. §104.35. d. If there is a reason to believe that the student may have a disability requiring special education and related services, the child shall be referred for a special education evaluation. Referrals may also be made, at any time, by any concerned person, including but not limited to District personnel, the student’s

Actor	Action
	<p>parent(s)/guardian(s), a community service agency employee, a professional having knowledge of a child's problems, a child, or an ISBE employee. See the District's <i>Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities</i>. 23 Ill.Admin.Code §226.110.</p> <p>Reports the meeting results to the Superintendent.</p>
Superintendent or designee	<p>Notifies the student's parents/guardians when an excluded student can return to school and of the placement decision. If the student will not attend school, every reasonable effort shall be made to provide the student with an adequate alternative education. State regulations and school policy regarding homebound instruction shall apply.</p>
Communicable and Chronic Infectious Disease Review Team	<p>At least annually while a student has a contagious or infectious disease, arranges a meeting with the student's parent(s)/guardian(s), personal physician, local health authorities, as well as persons with knowledge of the placement options available, to review the student's education placement and the provision of related services.</p>

Managing Students with Communicable or Infectious Diseases
Managing a Student with a Communicable or Infectious Disease Who Demonstrates Behavior that Could Result In Infecting Other Students or Staff Members

Actor	Action
Parents/Guardians or any staff member	<p>Notifies the Building Principal if a student with a communicable or infectious disease shows a lack of control of bodily secretions, has open sores that cannot be covered, or demonstrates behavior (e.g., biting) that could result in direct inoculation of potentially infected body fluids into the bloodstream.</p>
Building Principal	<p>Immediately notifies the Superintendent of the above.</p>
Superintendent or designee	<p>Upon being notified that a student is demonstrating behavior that could spread his or her disease, convenes the Communicable and Chronic Infectious Disease Review Team.</p> <p>If appropriate, notifies parents of students of possible exposure if their student may have been exposed to a communicable or infectious disease due to behaviors exhibited by a student having such a disease.</p>
Communicable and Chronic Infectious Disease Review Team	<p>Arranges a meeting with the student's parent(s)/guardian(s), personal physician, local health authorities, as well as persons with knowledge of the placement options available. The purpose of this meeting is to:</p> <ol style="list-style-type: none"> a. Determine whether the student's temporary removal from the classroom is appropriate because the student poses a high risk of transmitting a communicable and chronic infectious disease or whether another response exists to reduce the risk of transmission. A student suspected of being infected with a notifiable disease for which isolation is required shall be refused admittance until fever-free and diarrhea and vomiting-free for 24 hours without the use of fever reducing, antidiarrheal, or antiemetic medications and other medications. 77 Ill.Admin.Code §690.30(c)(2). b. Perform a pre-placement evaluation if the student will continue to attend school. 34 C.F.R. §104.35. c. Make a placement decision based on the pre-placement evaluation. The placement decision shall include any needed related services. 34 C.F.R. §104.35. If the student

Actor	Action
	will continue to attend school, determine the student's appropriate educational placement. The team shall also determine if the student needs related services or placement outside the regular classroom. Reports the meeting's results to the Superintendent.
Superintendent or Designee	Notifies the student's parent(s)/guardian(s) whether the student will attend school. If the student will not attend school or participate in school activities with other students, every reasonable effort shall be made to provide the student with an adequate alternative education; however, an individual student's Individualized Education Program (IEP) will control. State regulations and school policy regarding homebound instruction apply.
Communicable and Chronic Infectious Disease Review Team	At least once a month while a student is removed from normal school attendance, arranges a meeting with the student's parent(s)/guardian(s), personal physician, local health authorities, as well as persons with knowledge of the placement options available, to review the removal and to determine whether the condition precipitating the removal has changed.

General Post-Evaluation Procedures

Actor	Action
Parents/Guardians	May appeal their child's exclusion from school or educational placement to the School Board within 10 days of being notified of the action.
Parents/Guardians	When their child returns to school after an absence due to a communicable and chronic infectious disease, present a certificate from a physician licensed in Illinois stating that the child qualifies for re-admission to school under the rules of IDPH that regulate periods of incubation, communicability, quarantine, and reporting.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act.
29 U.S.C. §701 *et seq.*, Rehabilitation Act of 1973.
42 U.S.C. §12101 *et seq.*, Americans with Disabilities Act of 1990.
34 C.F.R. §§104.34 and 104.35.
105 ILCS 5/10-21.11.
410 ILCS 315/, Communicable Disease Prevention Act.
23 Ill.Admin.Code Part 226.
77 Ill.Admin.Code Parts 665, 690, 693, 695, 696, and 697.

CROSS REF.: 5:40 (Communicable and Chronic Infectious Disease)

ADMIN PROC.: 2:150-AP (Superintendent Committees), 4:180-AP1 (School Action Steps for Pandemic Influenza or Other Virus/Disease)

Reviewed: December 19, 2005
Adopted: February 27, 2006
Revisions:

Students

Exhibit - Reporting and Exclusion Requirements for Common Communicable Diseases

The following chart contains requirements from rules adopted by the Ill. Dept. of Public Health (IDPH). They provide routine measures for the control of communicable diseases by establishing progressive initiatives for implementing disease-reporting and exclusions measures. School personnel must notify the local health authority if they have knowledge of a known or suspected case or carrier of communicable disease, and such reports must be kept confidential. 77 Ill.Admin.Code §690.200.

Diseases and Conditions, 77 Ill.Admin.Code §690.100

The following are declared to be contagious, infectious, or communicable and may be dangerous to the public health. The Section number associated with the listed diseases indicates the Section of the rules explaining the reportable disease. Diseases and conditions are listed alphabetically by class. Every class has a different timeframe for mandatory reporting to IDPH.

Standard precautions refers to infection prevention and control measures for healthcare settings that apply to all patients regardless of diagnosis or presumed infection status. 77 Ill.Admin.Code §690.10.

Contact precautions refers to infection control measures for healthcare settings designed to reduce the risk of transmission of infectious agents that can be spread through direct contact with the patient or indirect contact with potentially infectious items or surfaces. 77 Ill.Admin.Code §690.10.

Droplet precautions refers to infection control measures for healthcare settings designed to reduce the risk of transmission of infectious agents via large particle droplets that do not remain suspended in the air and are usually generated by coughing, sneezing, or talking. 77 Ill.Admin.Code §690.10.

Case refers to any living or deceased person having a recent illness due to a communicable disease. 77 Ill.Admin.Code §690.10.

Class I(a) Diseases

The following diseases shall be reported by telephone immediately (within three hours) upon initial clinical suspicion of the disease to the local health authority, who shall then report to IDPH immediately (within three hours).

Disease	Precaution and Exclusion Rules
Any unusual case of a disease or condition caused by an infectious agent not listed in IDPH regulations that is of urgent public health significance (including, but not limited to, cowpox, Reye's syndrome, glanders, amoebic meningoencephalitis, or monkeypox, hemorrhagic fever viruses, infection from a laboratory-acquired recombinant organism, or any disease non-indigenous to the United States), §690.295	Contacts shall be evaluated to determine the need for quarantine. The local health authority shall implement appropriate control measures.
Anthrax, §690.320	Standard precautions shall be followed. Contact precautions shall be followed for care of persons with cutaneous anthrax when dressing does not adequately contain drainage. No restrictions if exposure is from infected animals or animal products.

Disease	Precaution and Exclusion Rules
	If there is a suspected bioterrorist threat or event, contacts will be evaluated to determine need for quarantine.
Botulism, Foodborne, Intestinal, §690.327	Standard precautions shall be followed. No restrictions.
Brucellosis (if suspected to be a bioterrorist event or part of an outbreak), §690.330	Standard precautions shall be followed. Contact precautions shall be followed when dressing does not adequately contain drainage.
Coronavirus, Novel, including Coronavirus Disease 19 (COVID-19), Severe Acute Respiratory Syndrome (SARS), and Middle Eastern Respiratory Syndrome (MERS) §690.361	<p>Standard Precautions, Contact Precautions, Droplet Precautions including eye protection, and Airborne Infection Isolation Precautions shall be followed for cases or suspect cases in a <i>health care facility</i> (includes any public or private building or portion of a building used, operated, or designed to provide health services, medical treatment, or nursing, rehabilitative or preventative care. 77 Ill. Admin. Code §690.10).</p> <p>All cases, including suspect cases, should be isolated at home or in an alternative setting for housing.</p> <p>Contacts shall be placed under surveillance and may be quarantined, with close observation for fever and COVID-like respiratory symptoms in consultation with IDPH or the local health department.</p> <p>IDPH has frequently updated its school exclusion guidance and rules for COVID-19 during the COVID-19 pandemic; school personnel should monitor them regularly:</p> <p>Guidance - www.dph.illinois.gov/covid19/community-guidance/school-guidance</p> <p>Rules - www.dph.illinois.gov/covid19/governor-pritzkers-executive-orders-and-rules</p>
Diphtheria, §690.380	Standard precautions shall be followed until two successive cultures from both throat and nose (and skin lesions in cutaneous diphtheria) are negative for diphtheria bacilli or when a virulence test proves the bacilli to be avirulent. The first culture shall be taken not less than 24 hours after completion of antibiotic therapy and the second culture shall be taken not less than 24 hours after the first.
Influenza A, Novel Virus, §690.469	<p>Standard precautions, including routine use of eye protection, and droplet precautions shall be followed for patients in health care settings, e.g., hospitals, long-term care facilities, outpatient offices, emergency transport vehicles.</p> <p>Control of contacts is based on transmissibility and severity of the illness that caused the influenza strain.</p> <p>(See the f/ns of policy 4:180, <i>Pandemic Preparedness; Management; and Recovery</i>, for information and resources regarding influenza epidemics in schools; 4:180-AP1, <i>School Action Steps for Pandemic Influenza or Other Virus/Disease</i>; and 4:180-AP2, <i>Pandemic Influenza Surveillance and Reporting</i>.)</p>
Plague, §690.570	<p>Standard precautions shall be followed. For all patients, droplet precautions shall be followed until pneumonia has been determined not to be present.</p> <p>For patients with pneumonic plague, droplet precautions shall be followed until 48 hours after initiation of effective antimicrobial</p>

Disease	Precaution and Exclusion Rules
	therapy and the patient has a favorable clinical response. Antimicrobial susceptibility testing is recommended. A strict, seven-day quarantine is required for contacts to pneumonic plague who refuse chemoprophylaxis.
Poliomyelitis, §690.580	Occurrence of a single case of poliomyelitis due to wild polio virus shall be recognized as a public health emergency, prompting immediate investigation and response. Standard precautions shall be followed. Contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks for the duration of hospitalization.
Q-fever (if suspected to be a bioterrorist event or part of an outbreak), §690.595	Standard precautions shall be followed. No restrictions on contacts.
Smallpox, §690.650	Post-exposure immunization, within three to four days after exposure, provides some protection against disease and significant protection against a fatal outcome. Any person with significant exposure to a person with probable or confirmed smallpox during the infectious stage of illness requires immunization as soon after exposure as possible, but within the first four days after exposure.
Tularemia (if suspected to be a bioterrorist event or part of an outbreak), §690.725	Standard precautions shall be followed.
Any suspected bioterrorist threat or event, §690.800	Cases and contacts shall be evaluated to determine need for isolation.

Class I(b) Diseases

The following diseases shall be reported as soon as possible during normal business hours by telephone (some rules state that facsimile or electronic reporting are also acceptable, the Disease column indicates “F” for facsimile or “E” for electronic in those instances), but within 24 hours, i.e., within eight regularly scheduled business hours after identifying the case, to the local health authority, who shall then report to IDPH as soon as possible, but within 24 hours.

Disease	Precaution and Exclusion Rules
Botulism (intestinal, wound, and other), §690.327	Standard precautions shall be followed. No restrictions.
Brucellosis (not part of suspected bioterrorist event or part of an outbreak), §690.330	Standard precautions shall be followed. Contact precautions shall be followed when dressing does not adequately contain drainage. No restrictions on contacts.
Chickenpox (Varicella), §690.350 (F or E)	Children shall be excluded from school or child care facilities for a minimum of five days after the appearance of eruption or until vesicles become dry. Standard precautions, contact precautions and airborne infection isolation precautions shall be followed for patients in a health care facility until all lesions are dry and crusted.

Disease	Precaution and Exclusion Rules
Cholera, §690.360 (F)	Standard precautions shall be followed. Contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until absence of diarrhea for 24 hours.
Escherichia coli infections (E. coli O157:H7 and another Shiga toxin-producing E. coli), §690.400 (F)	Cases shall avoid public swimming pools while symptomatic and for two weeks after the date diarrhea has ceased. Specific precautions for food handlers must be followed.
Haemophiles influenzae, meningitis and other invasive disease, §690.441 (F)	Standard precautions and droplet precautions shall be followed. Droplet precautions shall be followed until 24 hours after initiation of effective antimicrobial therapy.
Hantavirus pulmonary syndrome, §690.442 (F)	Standard precautions shall be followed. No restrictions on contacts.
Hemolytic uremic syndrome, post-diarrheal, §690.444 (F)	See requirements for the applicable disease that preceded the HUS (when preceding cases are either E.coli (Section §690.400) or Shigellosis (Section §690.640) standard precautions shall be followed and contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until absence of diarrhea for 24 hours).
Hepatitis A, §690.450 (F)	Standard precautions shall be followed. In diapered or incontinent persons, the following contact precautions shall be followed: <ul style="list-style-type: none"> ● Infants and children less than three years of age for duration of hospitalization; ● Children 3 to 14 years of age, until two weeks after onset of symptoms; and ● Those greater than 14 years of age, for one week after onset of symptoms.
Influenza admissions into intensive care unit, §690.468 (F or E)	Standard and droplet precautions shall be followed. IDPH may distribute additional recommendations in conjunction with CDC guidance.
Measles, §690.520	Children with measles shall be kept out of school or child care facilities for at least four days after appearance of the rash.
Mumps, §690.550 (F or E)	Cases shall be excluded from school, child care facilities or workplace until five days after onset of symptoms (parotitis). Susceptible contacts should be excluded from school or the workplace from days 12 through 25 after exposure.
Neisseria meningitidis, meningitis and invasive disease, §690.555 (F)	Standard precautions shall be followed. Droplet precautions shall be followed until 24 hours after initiation of effective antimicrobial therapy.
Outbreaks for public health significance (including but not limited to, foodborne and waterborne outbreaks), §690.565 (E)	Make a report to local health authority within 24 hours for investigation. If outbreak has occurred, the local health authority makes a final report to IDPH. Cases are evaluated to determine need for isolation.
Pertussis (whooping cough), §690.750	Standard precautions shall be followed. Droplet precautions shall be followed for known cases until the patient has received at least five days of a course of appropriate antibiotics. Case shall be excluded from school until five days of appropriate antibiotic therapy is complete. Suspected cases who do not receive

Disease	Precaution and Exclusion Rules
	antibiotics should be isolated for three weeks after onset of paroxysmal cough or until the end of the cough, whichever comes first.
Q-fever (not suspected in bioterrorist attack or part of an outbreak), §690.595	Standard precautions shall be followed. No restrictions for contacts.
Rabies, human, §690.600 (F)	Standard precautions shall be followed.
Rabies, potential human exposure, §690.601 (F) Definition of exposed person to be reported is lengthy and available in §690.601.	The local health authority determines whether rabies post-exposure prophylaxis for the exposed person is needed.
Rubella, §690.620 (F or E)	Cases shall be excluded from school, child care facilities or the workplace for seven days after rash onset. Susceptible contacts should be excluded from school from days seven through 23 following rash onset after last exposure.
Smallpox vaccination, complications of §690.655 (E)	Precautions for individuals with vaccination complications vary depending upon the type of complication. See Smallpox, §690.650 above.
Staphylococcus aureus infections with intermediate or high-level resistance to Vancomycin, §690.661 (F)	The Department will issue specific recommendations on a case-by-case basis.
Streptococcal infections, Group A, invasive and sequelae to Group A streptococcal infections, §690.670 (F)	Standard Precautions shall be followed. Droplet Precautions shall be followed for persons with necrotizing fasciitis or toxic shock syndrome until 24 hours after initiation of effective antimicrobial therapy. In cases of necrotizing fasciitis, when dressing does not adequately contain drainage, contact precautions shall be followed until 24 hours after initiation of effective antimicrobial therapy.
Tularemia (not suspected to be bioterrorist event or part of an outbreak), §690.725	Standard precautions shall be followed. No restrictions on contacts.
Typhoid fever, §690.730 (F)	All persons living in the household of a newly identified chronic carrier and other contacts living outside the home must submit two consecutive negative specimens of feces. If persons required to be tested refuse to comply within one week after notification, they shall be restricted from their occupations, school attendance or day care (adult or child) attendance until compliance is achieved.
Typhus, §690.740 (F)	Standard precautions shall be followed. Proper delousing for louse-borne typhus is required. The local health authority shall monitor all immediate contacts for clinical signs for two weeks.

Class II Diseases

The following diseases shall be reported as soon as possible by mail, telephone, facsimile or electronically during normal business hours, but within seven days, to the local health authority which shall then report to the IDPH within seven days.

Disease	Precaution and Exclusion Rules
Arboviral Infection (including, but not limited to, California encephalitis, St. Louis encephalitis and West Nile virus), §690.322	Standard precautions shall be followed. No restrictions on contacts.
Campylobacteriosis, §690.335	Standard precautions shall be followed. Contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until diarrhea is absent for 24 hours.
Cryptosporidiosis, §690.365	Standard precautions shall be followed. Cases shall avoid swimming in public recreational water venues (e.g., swimming pools, whirlpool spas, wading pools, water parks, interactive fountains, lakes) while symptomatic and for 2 weeks after cessation of diarrhea.
Cyclosporiasis, §690.368	Standard precautions shall be followed.
Hepatitis B and Hepatitis D, §690.451	Standard precautions shall be followed. No restrictions on contacts.
Hepatitis C, §690.452	Standard precautions shall be followed. No restrictions on contacts.
Histoplasmosis, §690.460	Standard precautions shall be followed. No restrictions on contacts.
Influenza, Deaths in persons less than 18 years of age (lab confirmed and no recovery between illness and death), §690.465	N/A
Legionellosis, §690.475	Standard precautions shall be followed. No restrictions on contacts.
Leptospirosis, §690.490	Standard precautions shall be followed. No restrictions on contacts.
Listeriosis (when both mother and newborn are positive, report mother only), §690.495	Standard precautions shall be followed. No restrictions on contacts.
Malaria, §690.510	Standard precautions shall be followed. No restrictions on contacts.
Psittacosis due to chlamydia psittaci, §690.590	Standard precautions shall be followed. No restrictions on contacts.
Salmonellosis (other than typhoid fever), §690.630	Standard precautions shall be followed. Contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until absence of diarrhea for 24 hours.
Shigellosis, §690.640	Standard precautions shall be followed. Contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until diarrhea is absent for 24 hours.
Toxic shock syndrome due to Staphylococcus aureus infection, §690.695	Standard precautions shall be followed. No restrictions on contacts.

Disease	Precaution and Exclusion Rules
Streptococcus pneumoniae, invasive disease in children less than five years, §690.678	Standard precautions shall be followed. No restrictions on contacts.
Tetanus, §690.690	Standard precautions shall be followed and post-injury patients at risk should receive human tetanus immune globulin and/or toxoid. No restrictions on contacts.
Tickborne Disease, including ehrlichiosis, anaplasmosis, Lyme disease, and Rocky Mountain spotted fever, §690.698	Standard precautions shall be followed. No restrictions on contacts.
Trichinosis, §690.710	Standard precautions shall be followed. No restrictions on contacts.
Tuberculosis, §696.170	Reporting requirement is limited to health care professionals (includes nurses and health coordinators or health care settings). Report electronically or by facsimile, followed up with a phone call to local TB authority, or if none, to IDPH. Exclude case if considered to be infectious according to IDPH's rules and regulations for the control of TB or as recommended by the local health authority.
Vibriosis (Non-cholera Vibrio infections), §690.745	Standard precautions shall be followed. Contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until diarrhea ceases.

Reporting of Sexually Transmissible Infections, 77 Ill.Admin.Code 693.30

The following sexually transmitted infections are reportable by health care professionals only (which includes advanced practice nurses, licensed nurses (including school nurses), or other persons licensed or certified to provide health care services of any kind to the local health department, or if none exists, to IDPH. Reports are strictly confidential and must be made within seven days after the diagnosis or treatment.

Infection	Exclusion Rules
Acquired Immunodeficiency Syndrome (AIDS)	A person may only be isolated with that person's consent or upon order of a court in those cases where the public's health and welfare are significantly endangered and where all other reasonable means have been exhausted and no less restrictive alternative exists. 77 Ill.Admin.Code §693.60(b).
HIV Infection	See above.
Syphilis	See above.
Gonorrhea	See above.
Chlamydia	See above.
Chancroid	See above.

Exclusion Criteria for Non-Reportable Diseases and Illnesses

There are a number of diseases and illnesses that have either never been reportable or no longer need to be reported under IDPH rules. However, some of these conditions may still pose a health risk and require exclusion from school.

IDPH has published a chart which includes diseases and illnesses that do not require reporting of individual cases (as well as more common diseases those that do need to be reported) but may still require exclusion from school. Please refer to the following link for further guidance at:

<http://dph.illinois.gov/sites/default/files/publications/commchartschool-032817.pdf>.

Reviewed: December 19, 2005, February 22, 2022
Adopted: February 27, 2006
Revisions: January 04, 2010, March 21, 2022

School Community Relations

Administrative Procedure - Advertising Sponsorship and Distribution of Materials in Schools Provided by Non-School Related Entities

Requests from Community, Educational, Charitable, Recreational Organizations, or Other Similar Civic Groups

Actor	Action
Community, Educational, Charitable, Recreational Organizations, or Other Similar Civic Groups	Direct to the Superintendent or designee all requests to distribute proposed event(s) information pertinent to students’ interests or involvement. A sample of the material or literature proposed to be displayed or distributed must be submitted. Request specific dates for the material to be posted or distributed.
Outside organizations that are generally permitted to distribute events are:	Local public school districts and governmental agencies, not-for-profit Scout or similar youth organizations,, Glen Ellyn Park District, YMCA, West DuPage Special Education Recreation Association, not-for-profit local civic organizations, not-for-profit athletic organizations that feed into Glenbard District 87 and are sponsored by the Glen Ellyn Park District or the YMCA, area museums.
Superintendent or designee	<ol style="list-style-type: none"> 1. Screens all material before distributing or posting it to ensure compliance with the District’s policy and procedures. 2. Rejects all requests to post or distribute material or literature that do not fit the criteria above or otherwise would: (a) disrupt the educational process, (b) violate the rights or invade the privacy of others, (c) infringe on a trademark or copyright, or (d) be defamatory, obscene, vulgar, or indecent (e) solicit for religious, secular or partisan political activities. 3. Requires that all material and literature be student-oriented and have the sponsoring organization’s name prominently displayed. 4. Determines the appropriate location for posting the material and/or distributing it, provided that any distribution by staff is done without discussion. 5. Informs the organization whether its request is accepted or rejected. 6. Removes all materials <u>and/or content that are out-of-date from the building, website, and/or District-issued learning devices.</u> from the building.
Community, Educational, Charitable, Recreational Organizations, or Other Similar Civic Groups	Have the material delivered to the school (the school will not make copies). <u>Provide in electronic format any information that has been agreed to be published on the district Ebackpack page</u>

<u>Requests from Commercial Companies to Sponsor and/or Distribute Material</u>	
Actor	Action
Commercial Companies	<p>Direct to the Superintendent all requests to sponsor on school grounds or in school publications.</p> <p>Specifically identify the requested location for their sponsorship, i.e.: (a) athletic, theater, or music programs, and/or (b) scoreboards.</p> <p>Prominently display the company's name on all programs and/or literature.</p> <p>Provide a copy of the proposed sponsorship to the Superintendent.</p>
Superintendent	<p>1. — Screens all proposed ads to ensure that they <u>follow Board policy 8:25, Advertising and Distributing Materials in Schools Provided by Non-School Related Entities, and will not: (a) disrupt the educational process, (b) violate the rights or invade the privacy of others, (c) infringe on a trademark or copyright, or (d) be defamatory, obscene, vulgar, or indecent.</u> May approve a commercial request related to graduation, class pictures, or class rings. For all other commercial requests, makes a dispositional recommendation during an open School Board meeting. After the Board's decision, takes all appropriate steps will not: (a) disrupt the educational process, (b) violate the rights or invade the privacy of others, (c) infringe on a trademark or copyright, or (d) be defamatory, obscene, vulgar, or indecent.</p> <p>2. — For all commercial requests, makes a dispositional recommendation during an open School Board meeting.</p> <p>3. — After the Board's decision, takes all appropriate steps.</p>

Reviewed: December 13, 2004; November 14, 2011

Approved: March 21, 2005

Revisions: November 28, 2011

Board Report

Date: December 16, 2024
Title: Strategic Plan Midpoint Review Report
Submitted by: Dr. Jeff McHugh, Superintendent

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: In April 2022, the Board approved the 2022-2027 Strategic Plan. This was following a robust collaborative effort, involving committees and stakeholders. The plan centers on accelerating academic growth, improving learning outcomes, and closing opportunity gaps while fostering social, emotional, and cognitive success for all students.

As the midpoint of the plan approached, the District engaged Dr. Karen Sullivan of the DuPage Regional Office of Education to facilitate a review to ensure the plan remains aligned with the evolving needs of the district and community and identifies areas for improvement. The purpose of the midpoint review was to gather insights from the established subcommittees on the relevance and effectiveness of the Plan. Input was collected during facilitated discussions with the Equity, Language Programs, Student Services, and Community Advisory subcommittees.

The feedback from these sessions emphasized a number of strengths, such as the continued relevance of the plan's foundational pillars and objectives. However, participants highlighted areas for refinement, including the need for clearer metrics, streamlined goals, and more effective communication. Suggestions included consolidating overlapping objectives, simplifying educational jargon, and improving the alignment of monitoring and accountability systems.

Discussion: Key themes from the midpoint review included a need for clarity and simplification, with stakeholders recommending streamlined goals and language to improve usability. Metrics and targets for success were noted as lacking clear, actionable benchmarks. Monitoring structures and communication processes require improvement to enhance understanding and engagement among stakeholders. Community engagement could be bolstered by developing accessible summaries and integrating the plan into regular district communication. Specific feedback on goals emphasized the importance of defined growth metrics, clarity around inclusivity and safety, consolidation of overlapping objectives, and realistic updates reflecting space and post-pandemic realities. The review involved 40 participants representing staff, parents, and board members, whose qualitative feedback highlighted critical areas for refinement.

At the December 2nd Committee of the Whole meeting, the Board, staff, and community engaged in group discussions of the review findings and recommended changes to the Strategic Plan. Suggestions included simplifying objectives, clarifying metrics, and enhancing communication strategies to better align the plan with evolving district needs. Following the meeting, I met with each Board member to hear their thoughts after the Committee of the Whole conversations. Both the Committee of the Whole data and the Board members' subsequent conversations with me support the general recommendations of Dr. Sullivan's report. I will lead a discussion with the Board on December 16th to determine strategic direction for drafting revisions based on the report's recommendations.

Recommendation: This report is for discussion only.

Board Report

Date: December 13, 2024

Title: 2024-2025 School Calendar

Submitted by: Dr. Jeff McHugh, Superintendent

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background:

The Calendar Committee convenes annually to discuss and develop the school calendar for the upcoming school year, which is then presented to the School Board for approval. The Committee includes representative stakeholders from the Board of Education, the support staff union, the teachers' union, the administration, the Superintendent, and the Executive Assistant to the Superintendent. Together, they work collaboratively to craft a recommended calendar. Beyond gathering stakeholder input, the Committee also reviews calendars from neighboring districts and considers guidance provided by the Regional Office of Education.

Discussion:

The Committee has met multiple times since October to collaborate and review draft calendar options. Key dates for the proposed 2025-2026 school year are as follows:

- **August 21-26 (Thursday-Tuesday):** Institute Days, which will include district and building initiatives, teacher work time, the Elementary Meet & Greet, and Wildcat Welcome at Hadley.
- **August 27 (Wednesday):** First day of attendance for students in Grades K-8.
- **TBD:** First day of attendance for Pre-K/EC students.
- **November 24-28:** Fall Break.
- **December 22 - January 2:** Winter Break; school resumes Monday, January 5.
- **March 30 - April 3:** Spring Break.
- **June 8 (Monday):** Last day of student and staff attendance, including a School Improvement Day with an 11:30 a.m. student dismissal.

While the Board has approved the use of eLearning Days in place of traditional calendar days for emergency closures, state regulations still require districts to designate Emergency Days on the approved calendar. Barring the use of any emergency days, the last day of school is planned for June 8, 2025.

Other Considerations:

- The recommendation to delay the start of next year aligns with the timeline for completing construction of the Kindergarten Center.
- Major breaks (fall, winter, and spring) will remain consistent with Glenbard 87's calendar.
- The draft calendar includes accommodations for the Parent/Teacher Conference schedule during late October/November, details of which will be shared in future updates.

Recommendation:

This report is for discussion purposes only. On January 10, 2025, the Administration will recommend that the Board approve the 2025-2026 school year calendar as outlined.

2025-2026 SCHOOL CALENDAR

August

- 21-26 Institute Days – No Student Attendance
- 27 **First Full Day of Student Attendance (K-8)**
- TBD First Day EC/PreK

September

- 1 Labor Day (No School)
- 26 Institute Day – No Student Attendance

October

- 13 Columbus Day/Indigenous People Day (No School)
- 17 Institute Day – No Student Attendance
- 31 SIP Day*

November

- 24-28 Fall Break

December

- 22-31 Winter Break

January

- 1-2 Winter Break
- 19 Martin Luther King Day (No School)
- 23 SIP Day*

February

- 13 SIP Day*
- 16 President's Day (No School)
- 27 Institute Day – No Student Attendance

March

- 6 SIP Day*
- 30-31 Spring Break

April

- 1-3 Spring Break
- 17 SIP Day*

May

- 8 Institute Day – No Student Attendance
- 25 Memorial Day (No School)

June

- 8 **Last Day of Student & Staff Attendance/SIP***
**students dismissed at 11:30 a.m.*
- 9-15 Emergency Days

GLEN ELLYN SCHOOL DISTRICT 41

Ignite Passion | Inspire Excellence | Imagine Possibilities

793 N. Main Street Glen Ellyn, IL 60137



AUGUST 2025				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

SEPTEMBER 2025				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

OCTOBER 2025				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

NOVEMBER 2025				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

DECEMBER 2025				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

JANUARY 2026				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

FEBRUARY 2026				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

MARCH 2026				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

APRIL 2026				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

MAY 2026				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

JUNE 2026				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

First/Last Day of School

First Day of PreK/EC

Institute Days

School Improvement Days*

Holiday or Non-Attendance Day

Emergency Days

*No Pre-K, Early Childhood student attendance on SIP Days or any other ½ day early dismissal; Early dismissal time on SIP days will be 11:30 a.m. for all schools.

Parent/Teacher Conference Schedule-TBD

Note: The Board approved using E-Learning Days in lieu of calendar days in the event of an emergency closure. The state still requires districts to include emergency days in the official school calendar. Please assume that June 15 will be the last day of school as you plan your summer activities. D41 is required to make up any attendance days lost due use of emergency days.

Board Report

Date: December 16, 2024

Title: Personnel Report- Final

Contact: David Bruno, Assistant Superintendent for Human Resources

Strategic Priority Goal Area 1: Growth Focused Learning: The District 41 community of learners, educators and stakeholders cultivate students who are actively engaged and committed to their own learning. District 41 provides a guaranteed rigorous and differentiated learning environment where all students can demonstrate high levels of growth and success. District 41 uses data to form a detailed profile of student, school and district performance; illuminate successes; and identify opportunities for improvement.

Employment Recommendations:

Name	School	Position	Salary/ Placement	Effective Date
Franklin, Erin	Hadley Jr High	Long Term Substitute Teacher	\$260.00 per day	January 15, 2024- End of 2024-2025 School Year
Hannah, James	Hadley Jr High	Head Wrestling Coach	\$2,530.00/ Group II, Step II	2024-2025 School Year
Koszela, Stacey	Churchill Elementary	Long Term Substitute Paraeducator .50 FTE	\$62.50 per day	October 16, 2024-January 06, 2024
Radlinski, Lisa	Benjamin Franklin Elementary	Special Education Paraeducator	\$17.85 per hour/ \$15,127.65	December 02, 2024
Rausch, Allison	Benjamin Franklin Elementary	Long Term Substitute Teacher	\$260.00 per day	December 12, 2024-March 21, 2024
Skoda, Trevor	Hadley Jr High	Head Wrestling Coach	\$2,530.00/ Group II, Step II	2024-2025 School Year

Internal Transfer:

Name	Current School	Current Position	New School	New Position	Effective Date
Rodriguez, Sarah	Abraham Lincoln Elementary	Principal	Kindergarten Center	Principal	July 01, 2025

Leave Requests:

Name	School	Position	Type of Leave and Recommendation	Duration of Leave
Kljako, Noor	Forest Glen Elementary	Speech Language Pathologist	Partial Parental Leave	February 21-April 15, 2025

Resignations/Retirements:

Name	School	Position	Effective Date
Olesia Mohline	Churchill	Dual Language Teacher	January 5, 2025

Resignations:

Name	School	Position	Effective Date
Hatzos-Skintges, Catherine	Central Services Office	Language Programs Administrative Assistant	December 06, 2024

Recommendation: It is recommended that the Board accept the actions included in this Personnel Report as presented.

Board Report

Date: December 16, 2024

Title: Disposal of Surplus Property

Submitted by: Eric DePorter - Assistant Superintendent Finance, Facilities and Operations

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

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.

Glen Ellyn School District 41 Assets for Disposal November 2024

Asset Tag	Current Location	Originating School Site	Description (Make, Model, etc.)	Serial Number	QTY	Working Order	Obsolete Y/N?	Disposal
25000687	CSO	CH	Chromebook 3110 2-in-1	2DJRR14	1	N	N	Y
N/A	CSO	FG	NEC NP21LP Replacement Lamp	N/A	1	N	N	Y
N/A	CSO	CSO	TellerScan 240 Check Reader	70316798197	1	Y	Y	Y
N/A	CSO	CSO	Evolis Zenius Card Printer	10000419177	1	N	N	Y
N/A	CSO	CSO	Zebra ZXP Z31 Card Printer	Z3J134700886	1	N	N	Y
N/A	CSO	CH	HP ProBook 650 G4	5CG9117P8P	1	N	Y	Y

**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 16th day of December, 2024, by roll call vote as follows:

YES _____

NO _____

ABSENT _____

Board of Education
Glen Ellyn School District 41
DuPage County, Illinois

President

ATTEST:

Secretary

Board Report

Date: December 16, 2024
Title: Donations and Gifts
Submitted by: Dr. Jeff McHugh, Superintendent

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: District 41 occasionally accepts donated funds and equipment from outside sources, provided the items are in working condition and meet the needs of the District. In accordance with board policy 8:80 regarding public gifts to the district, monetary donations or non-monetary donations and gifts with a value equal to or greater than \$500 shall be reviewed by the Superintendent and approved by the Board. Donations are reviewed and vetted by building and district administration in order to make the biggest impact and be consistent with district adopted curriculum or goals.

Discussion: Below are donations received.

Individual/Organization	Amount/Item	Purpose	Building
Ben Franklin PTA	\$3,079.97	<ul style="list-style-type: none"> \$1,300 - Field Trip admission and transportation (Nov) \$1,300 - Field trip admission and transportation (Dec) \$479.97 - LMC Reading Incentives 	Ben Franklin
D41 Kids Foundation	\$15,000	Support of the Parent Coaching program, part of the District's mental health resources provided to the families of D41	All Buildings

The District 41 administration and staff are appreciative of the donations, as it will positively impact the students in all schools.

Recommendation: The administration recommends that the Board formally accept this generous donation.

**Glen Ellyn School District 41
FOIA Report
November 1 - November 30, 2024**

NO Requests Received.



ISDLAF+ Monthly Statement

Glen Ellyn School District #41

Current Portfolio

10/31/2024

Type	Code	Holding Id	Trade Date	Settle Date	Maturity Date	Description	Cost	Rate	NAV	Face/Par	Market Value
LIQ				10/31/2024		LIQ Account Balance	\$2,901,919.67	4.708%	\$1.000	\$2,901,919.67	\$2,901,919.67
MAX				10/31/2024		MAX Account Balance	\$39,366,900.57	4.788%	\$1.000	\$39,366,900.57	\$39,366,900.57
LTD				10/31/2024		LTD Account Balance			\$10.864		\$10,864,000.00
							\$42,268,820.24			\$42,268,820.24	\$53,132,820.24

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	5.462%	\$2,901,919.67	LIQ Account
MAX	74.091%	\$39,366,900.57	MAX Account
LTD	20.447%	\$10,864,000.00	LTD Account

Index

Cost is comprised of the total amount you paid for the investment including any fees and commissions.

Rate is the average monthly rate for liquid 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.

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".



Report: Accounting Report
 Account: 53-Glen Ellyn SD #41 (96403)
 As of: 10/31/2024

Settle Date	CUSIP	Description	Coupon Rate	Final Maturity	Coupon Frequency	Face Amount
	--- CCYUSD	Receivable	0.000	10/31/2024	---	34,636.35
	--- 60934N104	FEDERATED HRMS GV O INST	4.720	10/31/2024	---	10,191,713.89
06/03/2021	3135G06E8	FEDERAL NATIONAL MORTGAGE ASSOCIATION	0.420	11/18/2024	Semi-Annual	300,000.00
07/02/2021	912828YV6	UNITED STATES TREASURY	1.500	11/30/2024	Semi-Annual	500,000.00
11/16/2021	91282CDH1	UNITED STATES TREASURY	0.750	11/15/2024	Semi-Annual	500,000.00
11/22/2021	3130APQ73	FEDERAL HOME LOAN BANKS	1.000	11/22/2024	Semi-Annual	250,000.00
12/10/2021	3130APXC4	FEDERAL HOME LOAN BANKS	1.100	12/10/2024	Semi-Annual	250,000.00
12/29/2021	947547NT8	WebBank	1.000	12/30/2024	Semi-Annual	245,000.00
01/05/2022	91282CDN8	UNITED STATES TREASURY	1.000	12/15/2024	Semi-Annual	250,000.00
01/12/2022	91282Z52	UNITED STATES TREASURY	1.375	01/31/2025	Semi-Annual	250,000.00
01/20/2022	91282CDS7	UNITED STATES TREASURY	1.125	01/15/2025	Semi-Annual	250,000.00
01/27/2022	3130AQM81	FEDERAL HOME LOAN BANKS	1.250	01/27/2025	Semi-Annual	300,000.00
01/28/2022	3130AQJ66	FEDERAL HOME LOAN BANKS	1.250	01/28/2025	Semi-Annual	250,000.00
02/04/2022	269479JT9	EAGLE CNTY COLO SCH DIST RE 50 JT WITH GARFIELD &	0.560	12/01/2024	Semi-Annual	200,000.00
02/15/2022	91282CDZ1	UNITED STATES TREASURY	1.500	02/15/2025	Semi-Annual	400,000.00
02/18/2022	3130AAPT4	FEDERAL HOME LOAN BANKS	1.500	02/18/2025	Semi-Annual	250,000.00
02/24/2022	3130AQQP1	FEDERAL HOME LOAN BANKS	1.350	02/24/2025	Semi-Annual	250,000.00
02/28/2022	3130AQY49	FEDERAL HOME LOAN BANKS	2.000	02/27/2025	Semi-Annual	250,000.00
03/11/2022	3130AQPY3	FEDERAL HOME LOAN BANKS	2.000	02/14/2025	Semi-Annual	500,000.00
03/18/2022	198504C42	COLUMBIA S C WTRWKS & SWR SYS REV	0.778	02/01/2025	Semi-Annual	400,000.00
03/31/2022	38150ALP8	GOLDMAN SACHS GROUP INC	3.300	03/31/2025	Semi-Annual	500,000.00
04/06/2022	9128284F4	UNITED STATES TREASURY	2.625	03/31/2025	Semi-Annual	1,000,000.00
04/18/2022	101029WV2	BOSTON MASS WTR & SWR COMM REV IAM COML PAPER 3/A	0.718	11/01/2024	Semi-Annual	215,000.00
04/28/2022	3130ARP39	FEDERAL HOME LOAN BANKS	4.000	04/28/2025	Semi-Annual	250,000.00
05/18/2022	254673D86	Discover Bank	3.050	05/19/2025	Semi-Annual	245,000.00
05/19/2022	581850QH0	MC LEAN & WOODFORD CNTYS ILL CMNTY UNIT SCH DIST N	3.250	02/01/2025	Semi-Annual	500,000.00
06/15/2022	91282CEU1	UNITED STATES TREASURY	2.875	06/15/2025	Semi-Annual	600,000.00
07/25/2022	32022RRW9	1st Financial Bank USA	3.050	07/25/2025	Monthly	245,000.00
07/28/2022	95001DC40	WELLS FARGO & CO	4.500	07/28/2025	Semi-Annual	250,000.00
08/17/2022	14042RTQ4	Capital One, National Association	3.300	08/18/2025	Semi-Annual	245,000.00
08/17/2022	14042TJL2	Capital One Bank (USA), National Association	3.300	08/18/2025	Semi-Annual	245,000.00
09/02/2022	91282CFE6	UNITED STATES TREASURY	3.125	08/15/2025	Semi-Annual	250,000.00
09/15/2022	17330RAA3	CITIGROUP GLOBAL MARKETS HOLDINGS INC	4.600	09/15/2025	Semi-Annual	250,000.00
09/28/2022	91282CEQ0	UNITED STATES TREASURY	2.750	05/15/2025	Semi-Annual	500,000.00
10/20/2022	3133ENU32	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.500	10/20/2025	Semi-Annual	500,000.00
01/18/2023	795451CR2	Sallie Mae Bank	4.400	01/20/2026	Semi-Annual	245,000.00
01/19/2023	90355GAM8	UBS Bank USA	4.350	01/20/2026	Monthly	245,000.00
01/20/2023	27002YFL5	EagleBank	4.500	07/21/2025	Monthly	245,000.00
02/02/2023	61768ENY5	Morgan Stanley Private Bank, National Association	4.250	02/02/2026	Semi-Annual	245,000.00
02/02/2023	61690UY20	Morgan Stanley Bank, N.A.	4.250	02/02/2026	Semi-Annual	245,000.00
02/08/2023	3130ATUR6	FEDERAL HOME LOAN BANKS	4.625	12/13/2024	Semi-Annual	500,000.00
02/08/2023	3130AURS5	FEDERAL HOME LOAN BANKS	4.250	03/14/2025	Semi-Annual	500,000.00
02/08/2023	3130ATUC9	FEDERAL HOME LOAN BANKS	4.500	12/12/2025	Semi-Annual	500,000.00
02/13/2023	3133EPAQ8	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.125	02/13/2026	Semi-Annual	500,000.00
02/14/2023	3134GYJ29	FEDERAL HOME LOAN MORTGAGE CORP	5.150	02/14/2025	Semi-Annual	250,000.00
02/27/2023	3130AUP77	FEDERAL HOME LOAN BANKS	5.125	08/27/2025	Semi-Annual	250,000.00
03/14/2023	800364EX5	Sandy Spring Bank	4.900	03/16/2026	Semi-Annual	245,000.00
03/17/2023	949764AF1	Wells Fargo Bank, National Association	5.250	03/17/2025	Monthly	245,000.00
03/17/2023	564759SD1	Manufacturers and Traders Trust Company	4.950	03/17/2026	Semi-Annual	245,000.00
03/17/2023	05580AW91	BMW Bank of North America	4.950	03/17/2026	Semi-Annual	245,000.00
03/17/2023	66736ACE7	Northwest Bank	5.000	03/17/2026	Monthly	245,000.00
03/23/2023	02007GM42	Ally Bank	5.050	03/23/2026	Semi-Annual	245,000.00
03/24/2023	82669LKF9	Signature Bank of Arkansas	5.100	09/24/2025	Monthly	245,000.00
03/24/2023	12547CAU2	CIBC Bank USA	5.000	03/24/2026	Semi-Annual	245,000.00
03/24/2023	23204HNP9	Customers Bancorp, Inc.	5.050	03/24/2026	Semi-Annual	245,000.00
03/27/2023	37312PDE6	Georgia Banking Company	5.150	03/27/2025	Semi-Annual	245,000.00
03/30/2023	910286GB3	United Fidelity Bank, Fsb	5.000	03/30/2026	Monthly	185,000.00
04/14/2023	29483ABG6	Ergo Bank	4.500	04/14/2025	Monthly	245,000.00
04/18/2023	45332WAU7	InBank	4.450	04/21/2025	Monthly	245,000.00
04/19/2023	064455AU2	Bank of Pontiac	4.500	04/20/2026	Semi-Annual	245,000.00
04/19/2023	73317ABZ4	Popular Bank New York Branch	4.500	04/16/2026	Quarterly	245,000.00
04/21/2023	549104D38	Luana Savings Bank	4.450	10/21/2025	Semi-Annual	245,000.00
05/08/2023	72345SLN9	Pinnacle Bank	4.600	05/08/2026	Semi-Annual	245,000.00
05/09/2023	05600XQB9	BMO BANK NATIONAL ASSOCIATION	4.600	05/08/2026	Semi-Annual	245,000.00
05/10/2023	065427AE6	Bank of Utah	4.500	05/11/2026	Monthly	100,000.00
05/11/2023	32116QBJ4	First National Bank of Middle Tennessee	4.500	05/11/2026	Semi-Annual	245,000.00
07/21/2023	174178AC7	The Citizens Bank of Philadelphia	4.750	07/21/2026	Monthly	240,000.00
07/26/2023	43708WKG8	Rochester Branch	4.750	07/27/2026	Semi-Annual	200,000.00
09/20/2023	02589AF31	American Express Bank, FSB	5.000	09/21/2026	Semi-Annual	245,000.00
09/21/2023	32026UZ58	First Foundation Bank	5.000	09/21/2026	Semi-Annual	245,000.00
09/22/2023	8562853R0	State Bank of India - New York Branch	5.050	09/22/2026	Semi-Annual	245,000.00
09/26/2023	227563EA7	Cross River Bank	5.000	09/28/2026	Semi-Annual	245,000.00
09/27/2023	024263DB8	American Bank & Trust Company Inc.	5.150	03/27/2026	Semi-Annual	245,000.00
09/29/2023	061785FM8	The Bank of Deerfield	5.000	09/29/2026	Monthly	245,000.00
09/29/2023	501798VG4	Milestone Bank	5.000	09/29/2026	Semi-Annual	245,000.00
09/29/2023	319267LD0	First Bank Richmond	5.150	03/30/2026	Semi-Annual	245,000.00
10/04/2023	59013KXD3	Merrick Bank	5.000	10/05/2026	Monthly	245,000.00
10/16/2023	68405VAV1	Optum Bank, Inc.	5.150	04/16/2026	Semi-Annual	245,000.00
10/20/2023	666613MJ0	Northpointe Bank	5.100	10/20/2026	Monthly	245,000.00
11/30/2023	65344AAC9	NexTier Bank, NA	5.000	12/01/2025	Monthly	245,000.00
12/06/2023	02519ACD7	AMERICAN COMMERCIAL BANK & TRUST NA	5.000	12/08/2025	Monthly	245,000.00
12/08/2023	76883EAM3	Rivers Edge Bank	5.050	12/08/2025	Monthly	245,000.00
12/15/2023	320055CY0	First Credit Bank	5.000	06/13/2025	Monthly	100,000.00
02/05/2024	05584CLF1	BNY Mellon, National Association	4.050	02/05/2027	Semi-Annual	245,000.00
02/07/2024	32021JKL9	First Federal Savings Bank	4.100	02/08/2027	Monthly	245,000.00
02/09/2024	13135NCG3	CalPrivate Bank	4.100	02/09/2027	Monthly	245,000.00
02/09/2024	88054RBZ2	Tennessee State Bank	4.150	02/09/2027	Semi-Annual	245,000.00
02/14/2024	42236XBD6	Heartland Bank	4.150	02/12/2027	Monthly	245,000.00
02/16/2024	90385LDU0	Ultima Bank Minnesota	4.100	02/16/2027	Monthly	245,000.00
03/05/2024	919853KS9	Valley National Bank	4.600	03/05/2027	Semi-Annual	245,000.00
06/21/2024	912797LQ8	UNITED STATES TREASURY	0.000	12/19/2024	Once at Maturity	1,500,000.00
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Monthly Summary Report Overview Revenue & Expenditures October 2024

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 41.18% versus 37.90% of the budget from a year ago.

Revenues are greater in the areas of:

- Property Taxes (46.53% versus 45.13%)
- Food Services (40.18% versus 27.07%)

Revenues are less in the areas of:

- Personal Property Taxes (29.54% versus 38.92%)
- Tuition (31.56% versus 32.25%)
- Field Trip/Bus Fees (100.00% versus 100.00%)
- Interest Earnings (50.41% versus 66.85%)
- Student Fees (78.18% versus 84.72%)
- Donations/Misc Revenue (63.04% versus 116.62%)
- Unrestricted State Funds (27.24% versus 27.27%)
- Restricted State Funds (31.33% versus 38.94%)
- Fund Transfers (2253.85% versus 100%)

Expenditures:

To date, expressed as a percent of the district budget, expenditures year to date are 14.33% versus 19.25% of the budget from a year ago.

Expenditures are greater in the areas of:

- Supplies/Materials (38.15% versus 32.38%)
- Benefits (25.67% versus 25.42%)
- Purchased Services (45.86% versus 28.63%)
- Dues & Fees (59.00% versus 33.40%)
- Fund Transfers (2253.85% versus 222.04%)

Expenditures are less in the areas of:

- Salaries (23.15% versus 23.37%)
- Capital Outlay (7.71% versus 48.73%)
- Principal/Interest Payments (18.70% versus 20.17%)
- Tuition (33.65% versus 37.59%)

Glen Ellyn School District 41
Monthly Revenue/Expenditure Summary Report
Comparing October 2024 Fiscal Year to Date to October 2025

Revenues

Function	Category	October-23	Fiscal Year to Date September 2023	Revenue Budget 2023-2024	Percent of Budget Received	October-24	Fiscal Year to Date September 2024	Revenue Budget 2024-2025	Comparing October 2023 Fiscal Year to Date to October 2024
All Funds									
1100	Property Taxes	\$471,175	\$24,944,800	\$55,267,947	45.13%	\$554,232	\$26,916,785	\$57,847,932	46.53%
1200	Personal Property Taxes	\$ 459,897	\$1,104,210	\$2,837,216	38.92%	\$273,856	\$699,939	\$2,369,560	29.54%
1300	Tuition	\$13,863	\$20,963	\$65,000	32.25%	\$12,588	\$22,563	\$71,500	31.56%
1400	Field Trip/Bus Fees	\$0	\$0	\$0	100.00%	\$0	\$0	\$0	100.00%
1500	Interest Earnings	\$310,488	\$1,085,868	\$1,624,400	66.85%	\$313,500	\$1,371,990	\$2,721,450	50.41%
1600	Food Services	\$49,067	\$142,131	\$525,000	27.07%	\$46,605	\$180,806	\$450,000	40.18%
1700	Student Fees	\$8,210	\$294,729	\$347,875	84.72%	\$8,721	\$257,147	\$328,900	78.18%
1900	Donations/Misc Revenue	\$75,964	\$163,047	\$139,812	116.62%	\$26,396	\$95,181	\$150,980	63.04%
3000	Unrestricted State Funds	\$239,670	\$719,010	\$2,636,360	27.27%	\$239,940	\$719,820	\$2,642,402	27.24%
3100	Restricted State Funds	\$333,630	\$598,489	\$1,537,012	38.94%	\$413,520	\$564,035	\$1,800,212	31.33%
4000	Federal Funds	\$39,750	\$837,896	\$1,808,593	46.33%	\$67,787	\$481,198	\$1,590,518	30.25%
7000	Fund Transfers	\$6,850,000	\$6,850,000	\$6,850,000	100.00%	\$29,300,000	\$29,300,000	\$1,300,000	2253.85%
Grand Total		\$8,851,715	\$36,761,140	\$73,639,215	49.92%	\$31,257,144	\$60,609,464	\$71,273,454	85.04%

Expenditures

Object		October-23	Fiscal Year to Date September 2023	Expenditure Budget 2022-2023	Percent of Budget Expended	October-24	Fiscal Year to Date September 2024	Expenditure Budget 2023-2024	Percent of Budget Expended
All Funds									
100	Salaries	\$3,008,391	\$8,288,484	\$35,467,866	23.37%	\$3,238,505	\$8,747,043	\$37,785,125	23.15%
200	Benefits	\$697,721	\$1,858,402	\$7,311,045	25.42%	\$762,336	\$2,157,086	\$8,403,459	25.67%
300	Purchased Services	\$481,494	\$1,814,706	\$6,338,994	28.63%	\$2,089,176	\$4,114,922	\$8,973,475	45.86%
400	Supplies/Materials	\$287,940	\$1,060,685	\$3,275,897	32.38%	\$149,060	\$1,601,256	\$4,196,735	38.15%
500	Capital Outlay	\$269,440	\$3,217,414	\$6,602,862	48.73%	\$384,197	\$1,974,899	\$25,628,264	7.71%
640-642	Dues & Fees	\$1,320	\$22,810	\$68,287	33.40%	(\$5,359)	\$36,138	\$61,250	59.00%
610/620	Principal/Interest Payments	\$0	\$354,956	\$1,759,913	20.17%	\$0	\$328,706	\$1,757,412	18.70%
670/690	Tuition	(\$47,688)	\$793,059	\$2,110,000	37.59%	\$278,368	\$971,521	\$2,887,338	33.65%
660/666	Fund Transfers	\$6,850,000	\$6,850,000	\$3,085,000	222.04%	\$29,300,000.00	\$29,300,000	\$1,300,000	2253.85%
Grand Total		\$11,548,617	\$24,260,517	\$66,019,864	36.75%	\$36,196,283	\$49,231,570	\$90,993,058	54.10%

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 \$5,059,925.70. for the period of November 19, 2024 through December 11, 2024.

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: December 16, 2024

President

Secretary

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
566622	11/25/2024	BROOKFIELD ZOO	-25.00	Nov 4 Bus Parking
566623	11/25/2024	BROOKFIELD ZOO	-25.00	Nov 4 Bus Parking
566624	11/25/2024	BROOKFIELD ZOO	-25.00	Nov 4 Bus Parking
566625	11/25/2024	BROOKFIELD ZOO	-25.00	Nov 4 Bus Parking
566987	11/19/2024	CLIENTFIRST CONSULTI	317.50	Multiple Invoices
566988	11/19/2024	CORRECT ELECTRIC	20,759.00	Multiple Invoices
566989	11/19/2024	CROWN BATTERY MFG CO	1,175.70	Multiple Invoices
566990	11/19/2024	DECKER EQUIPMENT	441.75	STEEL
566991	11/19/2024	THE COVE SCHOOL	16,018.60	Multiple Invoices
566992	11/22/2024	ACCO BRANDS USA LLC	541.20	Laminating Film
566993	11/22/2024	ACP	2,872.95	Social Studies Mateials
566994	11/22/2024	ACQUA CONTRACTORS CO	10,460.00	Emergency underground sewer pipe repair at Churchill GESD-02
566995	11/22/2024	BRUNO, DAVID	107.66	AASPA CONFERENCE PARKING
566996	11/22/2024	CAROLINA BIOLOGICAL	95.19	Science Materials
566997	11/22/2024	CDW GOVERNMENT	41,028.00	Microsoft 365 A3 Licensing Renewal 24-25 CDW Quote# PCSJ498
566998	11/22/2024	COMCAST	57.14	WIFI 11/05-12/04
566999	11/22/2024	CORRECT ELECTRIC	12,376.00	Multiple Invoices
567000	11/22/2024	DIRECT ENERGY BUSINE	19,697.94	Multiple Invoices
567001	11/22/2024	DISALVO, JOE	85.00	V-ball ref 10/23
567002	11/22/2024	DISCOUNT SCHOOL SUPP	763.89	Prek K Classroom Supplies
567003	11/22/2024	DUPAGE FEDERATION ON	1,080.37	translation services due 12/30/2024
567004	11/22/2024	FACS	5,500.00	Billing mishap, an invoice was not paid resulting in a \$5,500 shortage
567005	11/22/2024	FOLLETT CONTENT SOLU	394.76	books for circulation
567006	11/22/2024	FUNCTIONAL SPEECH TH	850.00	Speech Evaluation Assessment Forms
567007	11/22/2024	HELPING HAND CENTER	7,673.40	Outplacement Tuition
567008	11/22/2024	HOWARD INDUSTRIES, I	8,000.00	Gumdrop Chromebook Cases - 4th Grade (Quote #MM22 1401148.00)
567009	11/22/2024	HYDE PARK DAY SCHOOL	17,246.58	Multiple Invoices
567010	11/22/2024	IDENTITY GRAPHICS, L	762.50	Hadley Magnets
567011	11/22/2024	ILLINOIS ASBO	265.00	ESSENTIALS OF PAYROLL 11/6 - BOB SCHAEFER
567012	11/22/2024	ILLINOIS ASSN OF SCH	1,440.00	Invoice 456052 - Pre Conference and Triple I Conf registration/Loebach & Estes
567013	11/22/2024	ILLINOIS ASSN OF SCH	250.00	Invoice for New Supt Meeting - January 30, 2025, Springfield-McHugh
567014	11/22/2024	INTEGRATED SYSTEMS C	14,904.00	ISCorp Skyward Hosting 24-25 Renewal Invoice# 0743066
567015	11/22/2024	IP, ALEX	90.00	B-ball ref 11/15
567016	11/22/2024	IXL LEARNING INC.	1,250.00	Math Materials
567017	11/22/2024	JW PEPPER & SONS INC	74.24	Chorus music
567018	11/22/2024	KEY2ED	2,880.00	Multiple Invoices
567019	11/22/2024	LANDSCAPE STRUCTURES	124,010.00	Kindergarten installation of equipment Sourcewell contract #010521
567020	11/22/2024	LANGUAGE TESTING INT	1,220.00	AAPPL Language Testing;

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
				L92373-IN
567021	11/22/2024	LEARNWELL	2,152.67	Multiple Invoices
567022	11/22/2024	MCGRAW HILL LLC	273.33	Curriculum for Spec Ed
567023	11/22/2024	MIDLAND PAPER	1,737.60	Copy paper
567024	11/22/2024	NEXTERA ENERGY SERVI	764.63	GAS 10/01-10/31/24
567025	11/22/2024	NICOR GAS	2,158.35	Multiple Invoices
567026	11/22/2024	NUTOYS LEISURE PRODU	221,222.00	Multiple Invoices
567027	11/22/2024	PEERLESS NETWORK, IN	2,531.75	PHONE SERVICE - NOV Account #: GLENELLY5428
567028	11/22/2024	QUINLAN & FABISH MUS	58.50	1st Open PO for Supplies
567029	11/22/2024	RACE TIME INC.	2,100.00	Cross Country timing
567030	11/22/2024	SLOWINSKI, AMY	36.18	Multiple Invoices
567031	11/22/2024	SPEVAK, GARY	90.00	B-ball ref 11/15
567032	11/22/2024	T-MOBILE	537.18	CELL PHONES 09/21-10/20
567033	11/22/2024	VILLAGE OF GLEN ELLY	7,057.63	Multiple Invoices
567034	11/22/2024	WASTE MANAGEMENT WES	2,982.00	DISPOSAL SERVICES - NOV
567035	11/22/2024	WIGHT & COMPANY	78,935.01	FDK PROJECT - CH
567036	11/29/2024	AFSCME	1,657.68	Multiple Invoices
567037	12/06/2024	DRURY LANE THEATER	1,732.50	This is the exception to check cutting. 3rd grade field trip entrance fee To be hand delivered Monday 12/9/24 to Drury Lane Please send check to me on Friday 12/6/2024.
567038	12/06/2024	GLEN ART THEATER	2,288.00	Multiple Invoices
567039	12/06/2024	IDENTITY GRAPHICS, L	1,316.70	Lanyards for Hadley students
567040	12/06/2024	PEARSON CLINICAL ASS	29.20	Psychoogist Forms for Evaluation
567041	12/06/2024	SHRED-IT	1,550.25	OCT DISPOSAL
567042	12/06/2024	THOMSON REUTERS - WE	2,478.06	Multiple Invoices
567043	12/11/2024	AGPARTS WORLDWIDE	549.75	Dell 3110 Chromebook screens Quote# 1000029216
567044	12/11/2024	AMERICAN TIME AND SI	480.50	REPAIR MOTOR
567045	12/11/2024	AMITA GLENOAKS SCHOO	4,606.92	Outplacement Tuition
567046	12/11/2024	ANNIE EGLER DESIGN C	3,460.33	DESIGN SERVICES FOR FURNITURE
567047	12/11/2024	ASTOUND	27.00	B&G UTILITY FEE ACCT #0201-4167628-01
567048	12/11/2024	AUTOMATIC BUILDING C	16,375.00	Multiple Invoices
567049	12/11/2024	BATTERIES PLUS	100.80	SUPPLIES
567050	12/11/2024	BAUMANN CONSULTING	1,000.00	FDK PROJECT SERVICES
567051	12/11/2024	BERL ENTERPRISES LLC	1,190.31	WATER FILTERS
567052	12/11/2024	BLICK, DICK	191.94	Clay - ITEM HAS ALREADY BEEN PICKED UP PLEASE CREDIT THE BLICK HOUSE ACCOUNT
567053	12/11/2024	BOB'S DAIRY SERVICE	3,857.15	Multiple Invoices
567054	12/11/2024	BOOKSTORE LTD, THE	1,511.19	Multiple Invoices
567055	12/11/2024	BORNQUIST, INC.	19.61	FREIGHT
567056	12/11/2024	BRODHAGEN, BRIAN	90.00	B-ball ref 12/3
567057	12/11/2024	BUSINESS SOLVER	44.25	NOVEMBER SERVICE FEES
567058	12/11/2024	CANDOR HEALTH EDUCAT	1,350.00	Candor
567059	12/11/2024	CAREY ELECTRIC CONTR	181,800.00	FQC #576 PAYMENT #6
567060	12/11/2024	CLARE WOODS ACADEMY	5,948.85	Outplacement Tuition
567061	12/11/2024	CLIENTFIRST CONSULTI	225.00	Client First PON Consulting Invoice# 17484
567062	12/11/2024	COKER SERVICE INC	1,556.48	EQUIPMENT REPAIRS

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
567063	12/11/2024	COMMERCIAL MECHANICA	91,244.00	FQC #576 PAYMENT #6
567064	12/11/2024	COMPASS SURVEYING LT	450.00	FDK SURVEY WORK
567065	12/11/2024	CT MECHANICAL LLC	498,907.13	Multiple Invoices
567066	12/11/2024	DASCHLER, JOHN	90.00	B-ball ref 12/3
567067	12/11/2024	DECKER EQUIPMENT	243.50	Multiple Invoices
567068	12/11/2024	DEMCO	136.06	Multiple Invoices
567069	12/11/2024	DIRECT ENERGY BUSINE	3,715.91	AL ELECTRIC 10/10-11/13
567070	12/11/2024	DUPAGE ROE	600.00	Multiple Invoices
567071	12/11/2024	ELIM CHRISTIAN SERVI	10,510.02	Outplacement Tuition
567072	12/11/2024	ELSHAFIE	5,600.00	Psychiatric Consultation Services
567073	12/11/2024	EXTRA SPACE STORAGE	1,077.00	STORAGE RENTAL #1019
567074	12/11/2024	EXTRA SPACE STORAGE	854.00	STORAGE RENTAL #1033
567075	12/11/2024	FIRST STUDENT INC	9,855.36	JUL SPED TRANSPORT
567076	12/11/2024	FQC	79,215.00	FQC #576 PAYMENT #6
567077	12/11/2024	GARCIA, RAYMUNDO	58.02	MILEAGE REIMBURSEMENT
567078	12/11/2024	GIANT STEPS	23,860.86	Multiple Invoices
567079	12/11/2024	GRAINGER INC, W W	119.16	STEM CASTERS 3"
567080	12/11/2024	GRAYBAR ELECTRIC CO	2,155.98	LIGHTING
567081	12/11/2024	GUIDING LIGHT ACADEM	1,872.12	Outplacement Tuition
567082	12/11/2024	HARGRAVE BUILDERS IN	95,576.00	FQC #576 PAYMENT #6
567083	12/11/2024	HATZOS-SKINTGES, CAT	53.60	MILEAGE REIMBURSEMENT
567084	12/11/2024	HEARTLAND ALLIANCE H	7.50	Heartland Alliance Translation Service; Invoice 26176
567085	12/11/2024	HELPING HAND CENTER	6,522.39	Outplacement Tuition
567086	12/11/2024	IDENTITY GRAPHICS, L	528.00	NO PARKING ON THE GRASS SIGNS
567087	12/11/2024	JAC MASONRY INC	100,384.00	FQC #576 PAYMENT #6
567088	12/11/2024	K & K IRON WORKS LLC	201,791.00	Multiple Invoices
567089	12/11/2024	KAGAN & GAINES INC	50.85	Orchestra Repairs for instruments, bows, etc.
567090	12/11/2024	KANE COUNTY EXCAVATI	411,277.00	Multiple Invoices
567091	12/11/2024	KEARLEY, ELEANOR	20.70	MILEAGE REIMBURSEMENT
567092	12/11/2024	KONICA MINOLTA BUSIN	4,086.00	Multiple Invoices
567093	12/11/2024	KOZAK CUSTOM LANDSCA	1,442.00	Salting district sites Inv 4949
567094	12/11/2024	LANDSCAPE STRUCTURES	124,010.00	Churchill FDK playground equipment
567095	12/11/2024	LANGUAGE DYNAMICS GR	765.38	Speech Supplies
567096	12/11/2024	LAUREATE DAY SCHOOL	12,098.10	Outplacement Tuition
567097	12/11/2024	LEARNWELL	1,904.28	Multiple Invoices
567098	12/11/2024	LITTLE FRIENDS INC	5,110.56	Outplacement Tuition
567099	12/11/2024	MARQUARDT SCHOOL DIS	830.25	Multiple Invoices
567100	12/11/2024	MCGAVOCK, DEBORAH	41.61	MILEAGE REIMBURSEMENT
567101	12/11/2024	MEDICALESHP INC	619.47	Equipment for Spec Ed Student
567102	12/11/2024	MHS INC	250.00	Psychologist Forms
567103	12/11/2024	MIDLAND PAPER	1,720.22	2024-2025 Copy Paper
567104	12/11/2024	MOGGE, ABIGAIL	350.00	Accompanist Fees for Fall Choral Concert
567105	12/11/2024	MUSIC IN MOTION	452.58	Instrument Supplies
567106	12/11/2024	NAPERVILLE PSYCHIATR	62.40	Hospital Tutoring
567107	12/11/2024	NICKY'S FOLDERS/ROCH	117.00	Office/Sub folders
567108	12/11/2024	NICOR GAS	150.29	Multiple Invoices
567109	12/11/2024	NUTOYS LEISURE PRODU	156,282.00	Playground surfacing for the FDK Center
567110	12/11/2024	OFFICE DEPOT	674.35	Multiple Invoices

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
567114	12/11/2024	OLIVE GROVE LANDSCAP	43,587.97	Multiple Invoices
567115	12/11/2024	OPENTEXT	243.66	Multiple Invoices
567116	12/11/2024	ORIENTAL TRADING CO	355.76	Multiple Invoices
567118	12/11/2024	ORKIN LLC	3,295.89	Multiple Invoices
567119	12/11/2024	OTIS ELEVATOR INC	973.00	Multiple Invoices
567120	12/11/2024	OVERDRIVE	53.60	Multiple Invoices
567121	12/11/2024	PACE SYSTEMS INC	552.00	Balance Box replacement for Promethean Panel Quote# 591005
567122	12/11/2024	PARKWAY FORMING	111,230.00	FQC #576 PAYMENT #6
567123	12/11/2024	PEARSON ASSESSMENTS	597.45	Psychologist Assessmet Forms
567124	12/11/2024	PEARSON CLINICAL ASS	1,154.14	Multiple Invoices
567125	12/11/2024	PEERLESS NETWORK, IN	2,531.75	PHONE SERVICE - DEC Account #: GLENELLY5428
567126	12/11/2024	PITNEY BOWES GLOBAL	872.31	EQUIPMENT LEASE
567127	12/11/2024	PROCARE THERAPY	487.43	SLPA Services
567128	12/11/2024	PUSHCOIN	2,883.60	MONTHLY FEES - OCT
567129	12/11/2024	QUINLAN & FABISH MUS	234.00	Multiple Invoices
567130	12/11/2024	REYNALDO GOMEZ RODRI	148.00	Soccer ref 10/17
567131	12/11/2024	RIVERSIDE INSIGHTS	1,330.78	Psychologist Supports
567132	12/11/2024	ROBERTS, JERRY	90.00	B-ball ref 12/5
567133	12/11/2024	ROBERTS, WILLIAM	29.75	MILEAGE REIMBURSEMENT
567134	12/11/2024	ROE PROFESSIONAL SER	5,000.00	Multiple Invoices
567135	12/11/2024	ROSCOE CO	1,230.64	Multiple Invoices
567136	12/11/2024	RUDY, MELINDA	120.00	Orchestra
567137	12/11/2024	RUSH DAY SCHOOL	19,587.75	Multiple Invoices
567138	12/11/2024	SABALASKEY, AMY	107.20	MILEAGE REIMBURSEMENT
567139	12/11/2024	SAFEWAY TRANSPORTATI	348,787.16	Multiple Invoices
567140	12/11/2024	SCHINDLER ELEVATOR C	40,495.00	FQC #576 PAYMENT #6
567141	12/11/2024	SCHOOL DISTRICT 54	903.00	HOMELESS TRANSPORTATION
567142	12/11/2024	SCHOOL SPECIALTY, LL	318.48	Laminate
567143	12/11/2024	SCOPE SHOPPE, THE	500.00	MICROSCOPE MAINT & BALANCES
567144	12/11/2024	SEAL OF ILLINOIS	4,958.70	Outplacement Tuition
567145	12/11/2024	SHRED-IT	1,892.12	NOV DISPOSAL
567146	12/11/2024	SLOWINSKI, AMY	9.38	MILEAGE REIMBURSEMENT
567147	12/11/2024	SPECIAL EDUCATION SE	3,546.24	Outplacement Tuition
567148	12/11/2024	SPOTTER STAFFING	1,386.00	Staffing - SLP
567149	12/11/2024	SUMMIT SCHOOL	5,047.68	Outplacement Tuition
567150	12/11/2024	SUPERIOR PAVING, INC	197,550.00	FQC #576 PAYMENT #6
567151	12/11/2024	SUR-SEAL	46,517.99	Multiple Invoices
567152	12/11/2024	T-MOBILE	537.18	CELL PHONES 10/21-11/20
567153	12/11/2024	TASC	1,795.50	HRA - RUN-OUT PROCESSING FEES
567154	12/11/2024	TEXTHELP INC	14,256.93	Texthelp Suite Renewal 24-25 (EquatIO, uPAR, Snap&Read, Read&Write, OrbitNote, CoWriter) Quote# DJ55271
567155	12/11/2024	THE COVE SCHOOL	11,089.80	outplacement Tuition
567156	12/11/2024	THE GRAPHIC EDGE LLC	512.56	Staff Shirts
567157	12/11/2024	THOMSON REUTERS - WE	826.02	Thomson Reuters Nov24 Invoice# 851117243
567158	12/11/2024	TROCH-MCNEIL PAVING	81,571.00	FQC #576 PAYMENT #6
567159	12/11/2024	UNITED RADIO COMMUNI	224.95	BATTERIES
567160	12/11/2024	UPRIGHT CONSTRUCTION	71,255.00	Multiple Invoices
567161	12/11/2024	VAUGHN, ROBERT	90.00	B-ball ref 12/5
567162	12/11/2024	VILLAGE OF GLEN ELLY	6,776.29	Multiple Invoices
567163	12/11/2024	VILLAGE OF GLEN ELLY	8,266.25	Multiple Invoices

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
567164	12/11/2024	VT SERVICES INC	4,270.00	Multiple Invoices
567165	12/11/2024	WAREHOUSE DIRECT	9,796.68	Multiple Invoices
567166	12/11/2024	WEST CHICAGO ELEMENT	2,875.00	Multiple Invoices
567167	12/11/2024	WEX HEALTH INC	289.00	FSA MONTHLY - NOV
567168	12/11/2024	WILSON LANGUAGE TRAI	129.60	Resource text materials
202400184	11/19/2024	INTERNAL REV SERVICE	-0.44	Multiple Invoices
202400185	10/28/2024	TASC	593.25	ADMIN FEES
202400186	11/13/2024	TASC	598.50	ADMIN FEES
202400187	09/10/2024	CSG FORTE PAYMENTS,	4,834.94	MONTHLY FEE - AUG
202400188	10/10/2024	CSG FORTE PAYMENTS,	1,082.71	MONTHLY FEE - SEPT
202400189	11/10/2024	CSG FORTE PAYMENTS,	1,422.60	MONTHLY FEE - OCT
202400190	11/29/2024	GLEN ELLYN EDUCATION	19,785.12	Payroll accrual
202400191	11/29/2024	ILL MUNICIPAL RETIRE	40,391.78	Multiple Invoices
202400192	11/29/2024	ILLINOIS DEPT OF REV	63,278.84	Multiple Invoices
202400193	11/29/2024	INTERNAL REV SERVICE	212,586.49	Multiple Invoices
202400194	11/29/2024	T H I S	20,167.22	Multiple Invoices
202400195	11/29/2024	TEACHERS RETIREMENT	123,509.83	Multiple Invoices
202400196	11/29/2024	OMNI	43,598.06	Multiple Invoices
202400197	11/29/2024	EXPERT PAY	847.00	Payroll accrual
202400198	11/29/2024	WEX HEALTH INC	6,682.57	Multiple Invoices
202400199	11/29/2024	TEACHERS RETIREMENT	3,023.45	Multiple Invoices
202400200	12/03/2024	RELIANCE STANDARD LI	4,241.24	DEC - LONG TERM DISABILITY
202400201	12/03/2024	RELIANCE STANDARD LI	406.78	DEC - VOL LONG TERM DISABILITY
202400202	12/03/2024	EDUCATIONAL BENEFIT	714,972.21	DEC - MEDICAL, DENTAL, LIFE,
202400203	12/03/2024	EYEMED	4,329.04	VISION - DEC 2024
Totals for checks			5,059,925.70	

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	1,120,645.94	0.00	321,818.02	1,442,463.96
20	Operations & Maintenance Fund	74,489.66	0.00	226,560.56	301,050.22
40	Transportation Fund	396.32	0.00	363,250.77	363,647.09
50	Social Security/Medicare Fund	39,305.18	0.00	0.00	39,305.18
51	Ill Municipal Retirement Fund	24,639.77	0.00	0.00	24,639.77
60	Capital Projects Fund	0.00	0.00	2,888,819.48	2,888,819.48
***	Fund Summary Totals ***	1,259,476.87	0.00	3,800,448.83	5,059,925.70

***** End of report *****

**Glen Ellyn School District 41
Summary of Bills and Payroll
October 2024**

Fund	Expenditures	Payroll	Total Expenditures
Education	\$ 630,614	\$ 3,623,339	\$4,253,953
Operations & Maintenance	230,866	241,111	471,977
Debt Service	160,635	-	160,635
Transportation	92,199	706	92,904
Social Security	-	82,478	82,478
IMRF	-	53,207	53,207
Capital Projects	1,781,129	-	1,781,129
Working Cash	-	-	-
Tort	-	-	-
TOTAL	\$ 2,895,442	\$ 4,000,840	6,896,283

Glen Ellyn School District 41
Treasurer's Report - Statement of Cash & Investments
Oct-24

FUND	<i>*Cash & Investment Balance</i>	<i>Revenues</i>	<i>Revenues</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Transfers & Adjustments</i>	<i>Cash & Investment Balance</i>	<i>Investments at Cost (Information Only)</i>
	<i>FY24 Beginning Balance</i>	<i>October</i>	<i>July - June</i>	<i>October</i>	<i>July - June</i>	<i>YTD</i>	<i>10/31/2024</i>	
Education	\$65,622,814	\$1,519,177	\$27,382,339	\$33,553,953	\$42,388,900	(\$936,742)	\$49,679,511	\$41,564,000
Operations and Maintenance	\$586,075	\$3,025,196	\$3,789,513	\$471,977	\$1,794,662	\$172	\$2,581,099	\$0
Debt Service	\$1,334,131	\$22,517	\$845,690	\$160,635	\$651,308	\$0	\$1,528,513	\$0
Transportation	\$3,815,469	\$265,145	\$1,246,627	\$92,904	\$324,903	(\$175)	\$4,737,018	\$0
Social Security	\$1,550,416	\$18,507	\$591,275	\$82,478	\$236,008	\$0	\$1,905,684	\$0
IMRF	\$1,420,754	\$12,320	\$340,770	\$53,207	\$162,564	\$0	\$1,598,960	\$0
Capital Projects	\$3,217,168	\$26,391,664	\$26,403,673	\$1,781,129	\$3,673,227	\$0	\$25,947,614	\$0
Working Cash	\$700,010	\$2,519	\$8,541	\$0	\$0	\$0	\$708,552	\$0
Tort	\$22,824	\$100	\$1,035	\$0	\$0	\$0	\$23,859	\$0
Totals	\$78,269,661	\$31,257,144	\$60,609,464	\$36,196,283	\$49,231,570	(\$936,745)	\$88,710,810	\$41,564,000

**Unaudited Cash & Investment Balances (with adjustments for payable accruals)*

Regular Board Meeting Minutes Hadley Jr. High School November 18, 2024

Call to Order

The November 18, 2024 regular board meeting was called to order at 6:30 p.m. Mr. Loebach led in the pledge of allegiance.

Roll Call

The following Board members were in attendance: Jessica Buttmer, Ted Estes, Jason Leobach, Julie Hill, Steve Miko and Bob Bruno. Tayyaba Syed arrived at 6:32 p.m.

Student Board Members: Alessia D'argento, Helen Manak, Tess Reinman.

Also in Attendance: Superintendent Dr. Jeff McHugh, Assistant Superintendent of Human Resources Dr. David Bruno, Assistant Superintendent of Teaching, Learning and Accountability Dr. Kristine Webster, Assistant Superintendent of Finance, Facilities and Operations Eric DePorter, Director of Language Programs Juan Suarez, Executive Director of Student Services Molly Victor, Chief Communications Officer Erika Krehbiel, Executive Director of Buildings and Grounds Dave Scarmardo and Assistant Director of Technology Jim Videlka and Director of Innovation and Technology Andrew Peterman.

Principals & Assistant Principals: Sarah Rodriguez, Brian Schremp, Jeff Burke, Jaime Mahan-Linder, Amanda Kanter, Tim Shermak, Scott Klespitz, Sarah Taitel, Steve Diveley, Bob Guzetti, and Angelica Love

Celebrations and Recognitions

Staff Recognition: Dr. McHugh welcomed Ian McCausland, the Physical Education teacher at Benjamin Franklin School and expressed heartfelt gratitude and recognition for his swift and decisive actions in assisting a student during a medical emergency in the lunchroom. Dr. McHugh praised Mr. McCausland for his composure and readiness to act under pressure and emphasizing the role all staff play in ensuring the safety and well-being of students beyond the classroom.

Board Member Appreciation Day: Dr. McHugh took the opportunity to acknowledge the dedication and commitment of each member of the District 41 Board of Education. He highlighted their efforts in shaping the district's vision, supporting its initiatives, and fostering an environment where students, staff, and families thrive and grow. Dr. McHugh underscored the importance of their contributions, thanking them for their leadership and service to the community.

Presentation

School Improvement Plans: Dr. McHugh provided an overview of the School Improvement Plans presentations planned for the evening. He expressed his appreciation to Dr. David Bruno for his support in assisting the principals as they prepared their reports. Following this, Dr. McHugh introduced the school principals, who shared the high-level goals identified for their respective schools.

Dr. McHugh and the Board members thanked the principals for their presentations and provided thoughtful feedback on the information shared. The feedback emphasized the importance of achieving clarity, setting priorities, and fostering community involvement in tracking progress, while also celebrating the achievements of both students and staff. The Board recognized the efforts to cultivate a culture of positive staff recognition, acknowledging its significance in creating a supportive and motivated environment.

The discussion also centered on aligning district initiatives with the Strategic Plan and School Improvement Plans (SIP), with a particular focus on addressing the achievement gap through targeted, building-level efforts. Furthermore, a request to focus on Project-Based Learning (PBL) was made as it helped demonstrate relevance in connecting educational strategies to real-world challenges and reinforcing its alignment with the district's overarching goals.

Public Participation,

None

Superintendent's Report

Dr. McHugh provided an update on the following:

- Kindergarten Center and Preregistration: Building is progressing forward and preregistration efforts are paying off with over 260 completing the form. Additional outreach is planned before the preregistration closes at the end of the month. Registration will open in January.
- Illinois School Report Card: The annual school reports cards which detail academics, finances, absenteeism and more now posted on the [D41 website](#).
- Strategic Plan Review: Dr. Sullivan with the DuPage ROE has completed her work with the subcommittee and is now preparing a report to share at the December 2nd Committee of the Whole. Feedback from will be used to develop next steps.
- Transportation: Dr. McHugh noted that there will still be some lingering issues with transportation. The administration continues to monitor this and work with Safeway on resolutions.
- Immunization Report: As required by School Code, Dr. McHugh noted that the immunization report is now [posted](#) on our website.
- Superintendent Advisory Councils: The Student Advisory Council met for the first time last week. Applications for the Community Advisory Council will begin next month and meet for the first time in January.

Board Reports

- Mr. Estes reported on his attendance at the PTA Council Executive Council meeting, his building visit at Churchill and attendance at a recent Churchill production.
- Mrs. Syed reported on her attendance at the Forest Glen PTA meeting and her visit with Dr. McHugh at Hadley.
- Dr. Miko reported on his attendance at the Hadley PTA Meeting as well as his tour with Dr. McHugh at Hadley. He also reported on his attendance at the policy meeting and the Community Advisory Subcommittee meeting.
- Mrs. Hill reported on her attendance at the Abraham Lincoln PTA meeting, kindergarten forums, and a building walk-through with Dr. McHugh. She also reported on her attendance at the DuPage Division IASB meeting.
- Mrs. Buttimer shared information on upcoming GPS events.
- Mr. Loebach reported on his attendance at the District's recent performing arts programs.
- Dr. Bruno reported on his attendance at the Churchill PTA meeting, and reported on the progress of the ISBE Kindergarten Task Force addressing the full day kindergarten mandate.

Student Board Reports

Student Board members reported on a number of activities happening at the school. Including recent the 8th Grade Cabaret, a Halloween-themed Hauntcert, and performances by 6th-8th grade choirs. Halloween activities also featured a mini concert assembly with bands, orchestra, choir. Updates were shared about the Student Advisory Council addressing student concerns and identifying areas for improvement that might otherwise be overlooked. Board members also shared information on data collected from one 6th grade class which focused on cell phone devices, social media habits, and the importance of building connections.

Discussion Items

School Maintenance Project Grant: Administration presented the Board with information on the school maintenance project grant. This grant is a dollar-for-dollar state matching grant program providing awards up to \$50,000 to grantees exclusively for the maintenance or upkeep of buildings or structures for educational purposes. A project may involve different types of work on a single building or structure or may involve a single type of work (e.g., new roofing or windows) on several buildings or structures. There is no limit to the cost of a project; however, grant awards shall not exceed \$50,000 per grant award, and applicants shall provide a match from local funds equal to the grant amount requested. Administration has identified the upcoming Forest Glen Elementary HVAC project as an appropriate project to use to apply toward this grant opportunity. The grant award of \$50,000 would help offset the total cost, which is estimated at approximately \$1,300,000. Requirements of the grant require Board approval which will occur later in the meeting.

2024-2025 Fiscal Year Levy: Mr. DePorter provided the Board with a review of the fiscal year 2025 Levy. The Levy will fund the fiscal year 2025-2026 budget and is governed by the Property Tax Extension Limitation Act (PTELL). For 2024, PTELL limits the levy extension to 3.4%, based on the December 2023 Consumer Price Index (CPI), exclusive of adjustments for new property growth. He noted that new property growth is a key variable in the levy calculation and estimates from Milton and Bloomingdale Township Assessors, along with historical data, suggest a recommended new property growth estimate of \$20,000,000. If actual growth is lower, the county clerk will adjust the levy downward accordingly, ensuring compliance with PTELL limits. The district cannot collect more than the permitted amount. The total levy request, including a \$20,000,000 new property estimate, is \$59,967,250, comprising \$58,192,263 for the operating levy and \$1,774,987 for Bond and Interest payments. This represents a 4.46% increase over the 2023 levy. If new property exceeds \$20,000,000, the district would lose future taxing capacity for the amount above this estimate. He also provided an overview of the requirements and purpose of a public hearing related to the annual levy and shared that the District will hold its public hearing on December 13, 2024. Board members thanked Mr. DePorter for the information and asked that he reconsider reinstatement of the Levy 101 reports as they are very helpful.

Technology Software Purchase: Evaluwise: Dr. David Bruno provided an overview of the recommendation to move to a new software to support staff evaluations. For over a decade, the district has utilized Frontline Professional Growth as the primary tool for teacher evaluations. However, declining customer service and unresolved system issues prompted the Human Resources department, district administrators, and building principals to explore alternative platforms. After reviewing three recommended options, the team unanimously selected EvaluWise, a digital tool designed to streamline and enhance the evaluation process. Switching to EvaluWise offers significant benefits, including an intuitive interface, real-time feedback, and improved data accessibility, enabling administrators to conduct and track evaluations more efficiently. Customizable features better align with district goals, while the ability to extend the platform to all employee groups ensures consistency. In addition to

supporting teachers and administrators, EvaluWise allows for the inclusion of AFSCME employees, creating consistency across all employment groups.

The district would like to enter a three-year agreement (July 2025–July 2027) with EvaluWise at a locked annual cost of \$5,971.75, plus a one-time \$3,090 implementation fee. The implementation fee will be paid from the 2024-25 budget, and subsequent costs will be covered in the 2025-26 budget. The administration will recommend the Board of Education approve this agreement at the December meeting.

Forest Glen Passive Optical Network – Fiber Re-termination Change Order: Mr. Peterman provided an update and request for a change order on the Passive Optical Network project. At the June 2024 meeting, the Board approved a Passive Optical Network project for Forest Glen to upgrade the school's network infrastructure. During testing, the contractor identified significant signal loss in the existing fiber connecting the telecommunications rooms to classroom cabinets, which would impact the new network. The proposed change order addresses this issue by re-terminating the fiber ends with fusion-spliced factory-made connectors, ensuring superior performance and minimal signal loss. This process will prepare the fiber to serve as the backbone for the new network. The issue, considered as an unforeseen condition, presents an opportunity to resolve the problem during the current project and establish protocol for similar upgrades across the district. The Administration will ask the Board later in the meeting to approve the change order at a cost of \$23,110.45, to be funded from the 2024-2025 technology budget.

Action Items

Consent Agenda: *Board members Loebach motioned and Miko seconded to approve the consent agenda which included:*

- *Employment recommendations, resignations as noted on the personnel report*
- *Donations*
- *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*
- *Board Meeting Minutes*

Roll Call

Aye: Loebach, Hill, Estes, Buttimer, Miko, Syed and Bruno

Nay: None

Motion passed

Recommendations

Annual Chromebook Purchase: *Board members Loebach motioned and Estes seconded to authorize the purchase of 765 Chromebooks, cases, management licenses and services for a total amount of \$281,405.25 as outlined to Howard Technology Solutions from the 2024-2025 technology budget as outlined in the board report.*

Aye: Loebach, Hill, Estes, Buttimer, Miko, Syed and Bruno

Nay: None

Motion passed

Board Policy Revision: Second Reading and Adoption: Board members Loebach motioned and Miko seconded to revise and adopt the board policy revisions as outlined in the board report? second, discussion, roll call.

Aye: Loebach, Hill, Estes, Buttimer, Miko, Syed and Bruno
Nay: None
Motion passed

Approval to Place Levy on Display: Board members Loebach motioned and Estes seconded approve the following as outlined in the board report:

- Approving and placing the 2024 preliminary levy on display on November 19, 2024
- Setting the date and time of the Truth in Taxation Public Hearing as December 16, 2024 at 6:30 p.m. at Hadley Jr. High School, and
- Approve the publishing of notice of public hearing in the Glen Ellyn Suburban Life newspaper in accordance with the Truth in Taxation Act

Aye: Loebach, Hill, Estes, Buttimer, Miko, Syed and Bruno
Nay: None
Motion passed

Forest Glen Passive Optical Network – Fiber Re-termination Change Order: Earlier in the meeting the board discussed the administration request for change order approval related to the Forest Glen passive optical network infrastructure project.

Board members Loebach motioned and Estes seconded to approve the change order recommendation as outlined in the board report to pay Pentegra Systems \$23,110.45 to be paid from the 2024-2025 technology budget.

Aye: Loebach, Hill, Estes, Buttimer, Miko, Syed and Bruno
Nay: None
Motion passed

Approval of Professional Services Contract with Procure Therapy and Spotter Staffing:

Board members Loebach motioned and Syed seconded to authorize David Bruno, the Assistant Superintendent for Human Resources to enter into a Professional Service Contract with Procure Therapy and Spotter Staffing with a combined cost of approximately \$29,260.00 for two part time Speech Language Pathologist Aides through approximately February 21, 2025 funded from the district contract services special education budget.

Roll Call

Aye: Loebach, Hill, Estes, Buttimer, Miko, Syed and Bruno
Nay: None
Motion passed

Learning Together/Other

- Advocacy Report: Mrs. Hill shared information on several current legislation
- Dr. Bruno commented on a recent Daily Herald article highlighting Forest Glen staff member Jorie Dragas.

Upcoming Meetings

- Monday, December 2, 2024, Committee of the Whole Meeting, 6:30 pm;
- Monday, December 16, 2024, Public Hearing and Regular Board meeting, 6:30p.m. at Hadley Jr. High
- Monday, January 13, 2024, Regular Board meeting, 6:30p.m. at Hadley Jr. High

Adjourn to Closed Session

Board members Loebach motioned and Hill seconded to adjourn to closed session to confidentially discuss section Section 2(c) 1, The appointment, employment, compensation, discipline, performance, or dismissal of specific employees.

Roll Call

Aye: Loebach, Hill, Estes, Miko, Syed Buttimer and Bruno

Nay: None

Motion passed

Return to Open Session

At 8:33 p.m., the Board returned to open session.

Adjournment

At 8:34 p.m. Board members Miko motioned and Syed seconded to adjourn the November 18, 2024 regular board meeting. Approved by unanimous vote.

Respectfully submitted,
Nancy Mogk
Board Recording Secretary

Bob Bruno, Board President

Jess Buttimer, Board Secretary

Approved: December 16, 2024

Committee of the Whole Meeting Minutes December 2, 2024

Hadley Jr. High School Minutes

Call to Order

The December 2, 2024 Committee of the Whole 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: Robert Bruno, Ted Estes, Tayyaba Syed, Julie Hill, Dr. Steve Miko, and Jason Loebach. Jessica Buttimer was absent.

Student Board Members: Alyssa D'Argento

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 Kris Webster, Executive Director of Student Services Molly Victor, Director of Student Services Libby Jansen, Director of Language Programs Juan Suarez, Chief Communications Officer Erika Krehbiel, Executive Director of Buildings and Grounds Dave Scarmardo, and Director of Innovation and Technology Andrew Peterman.

Strategic Plan Review Update: Mr. McHugh introduced Dr. Karen Sullivan of the DuPage Regional Office of Education who facilitated a midpoint review of the district's Strategic Plan. The purpose of the review was to ensure it remains aligned with evolving community needs and identifies areas for improvement. Feedback was gathered from 40 participants across the four subcommittees of Equity, Language Programs, Student Services, and Community Advisory. The review affirmed the relevance of the plan's foundational pillars but highlighted the need for clearer metrics, streamlined goals, and improved communication. Key recommendations included simplifying educational jargon, consolidating overlapping objectives, and enhancing monitoring and accountability systems. It also included a recommendation for improved communication processes to better engage the community, such as accessible progress summaries and integration into regular district messaging.

Following the report, the Board, staff, and community members participated in group discussions to review the findings and proposed changes to the Strategic Plan. Feedback from this exercise focused on simplifying objectives, clarifying metrics, and improving communication strategies to ensure the plan better aligns with the district's evolving needs. Dr. McHugh will use the feedback as he prepares for recommendations for adjustments for the remainder of the plan at the next Board meeting.

Public Participation

No public comment was presented.

Upcoming Meetings

- Monday, December 16, 2024, Regular Board of Education Meeting, 6:30 p.m.
- Monday, January 13, 2025, Regular Board of Education Meeting, 6:30 p.m.
- Monday, February 10, 2025, Regular Board of Education Meeting, 6:30 p.m

Adjourn to Closed Session

Board members Loebach motioned and Estes seconded to adjourn to closed session to confidentially discuss section Section 2(c) 1, The appointment, employment, compensation, discipline, performance, or dismissal of specific employees.

Roll Call

Aye: Loebach, Hill, Estes, Miko, Syed and Bruno

Nay: None

Motion passed

Return to Open Session

At 8:07 p.m., the Board returned to open session.

Adjournment

At 8:07 p.m. Board members Loebach motioned and Syed seconded to adjourn the December 2, 2024 Committee of the Whole meeting. Motion carried by unanimous voice vote.

Respectfully submitted,

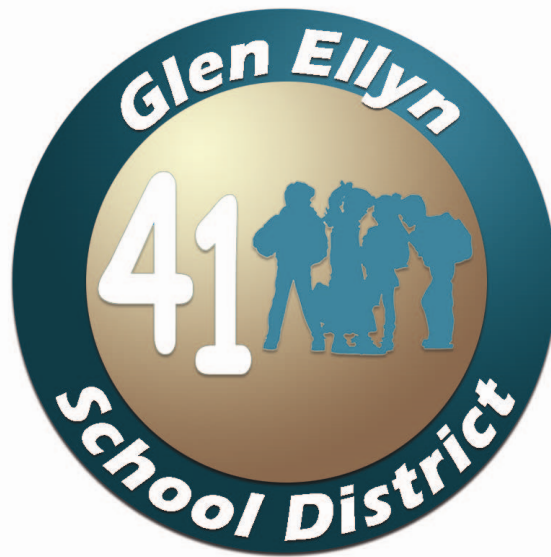
Nancy Mogk, Board Recording Secretary

Bob Bruno, Board President

Jessica Buttimer, Board Secretary

Approved: December 16, 2024

GLEN ELLYN SCHOOL DISTRICT 41 ANNUAL FINANCIAL REPORT



FOR THE FISCAL YEAR ENDED
JUNE 30, 2024

793 N Main Street
Glen Ellyn, IL 60137
Phone: 630.534.7220
Fax: 630.790.1867
www.d41.org

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INTRODUCTORY SECTION

This section includes miscellaneous data regarding the District including: Letter of Transmittal, Board of Education, and Organizational Chart.

November 4, 2024

President, Members of the Board of Education and the Citizens of Glen Ellyn School District 41
Glen Ellyn, Illinois

The Annual Comprehensive Financial Report of Glen Ellyn School District 41 (the District), Glen Ellyn, DuPage County, Illinois, for the fiscal year ended June 30, 2024, is submitted for your review. To the best of our knowledge and belief, the enclosed data are accurate in all material aspects and present fairly the financial position and results of operations of the various funds and account groups of the District. All disclosures necessary to enable the reader to gain an understanding of the District's financial activities have been included. The management of Glen Ellyn School District 41 accepts full responsibility for the contents of the Annual Comprehensive Financial Report.

Generally Accepted Accounting Principles (GAAP) requires that management provide a narrative introduction, overview, and analysis to accompany the basic financial statements in the form of Management's Discussion and Analysis (MD&A). The letter of transmittal is designed to complement the MD&A and to be read in conjunction with it. The District's MD&A can be found immediately following the report of the independent auditors.

THE REPORTING ENTITY

The District defines its reporting entity by applying the criteria set forth in Governmental Accounting Standards Board (GASB) 61 to potential component units. In summary, a component unit is an organization for which the District is financially accountable or other organizations that, because of the nature of their relationship with the District, might cause the District's financial statements to be misleading or incomplete if they were omitted from the reporting entity. These criteria are discussed in more detail in Note 1 to the Financial Statements.

Using these criteria, management has determined that the District has no component units, nor is it a component unit of any other organization.

BASIS OF ACCOUNTING AND REPORTING

The Annual Comprehensive Financial Report (ACFR) is presented in three sections:

The Introductory Section includes this transmittal letter, the District's organizational chart, and a list of principal officials.

The Financial Section includes the basic financial statements and the combining and individual fund financial statements and schedules, as well as the independent auditors' report.

The Statistical Section includes a number of tables of non-audited data depicting the financial history of the District for the past ten years, demographics, and other miscellaneous information.

This report includes all funds of the District. For all governmental fund types, the District reports are prepared on a modified accrual basis of accounting, which is applied to the District's budget and account records. The notes to the Basic Financial Statements describe the modified accrual basis as well as the District's accounting policies and procedures. In FY2003 the District converted to the new model of financial reporting under GASB 34. Lauterbach & Amen, LLP audited all District funds for the 2023-2024 fiscal year.

SERVICE AREA

Glen Ellyn School District 41 comprises an area of approximately eight square miles, located twenty-five miles west of Chicago's Loop in central DuPage County. Services are provided to residents from a large portion of the Village of Glen Ellyn and smaller unincorporated parts of Wheaton, Lombard, Carol Stream and Glendale Heights. The District's general boundaries are (1) North: North Avenue, (2) South: Roosevelt Road, (3) East: Route 53 and (4) West: President Street and Lorraine Road.

The District is primarily residential with a well-developed commercial district including banking and retail facilities. Many of the employed residents commute to Chicago. Growth within the District has been steady and homes are well kept. The District is served by the Union Pacific (West Line) Railroad, Illinois Highway 38 (Roosevelt Road), U.S. Highway 64 (North Avenue), Illinois Route 53, and Illinois Tollway 355. O'Hare Airport is approximately 20 minutes away.

ECONOMIC OUTLOOK

The District has a tax base comprising primarily residential (91.9%), commercial (7.3%), and industrial, railroad and farm property (0.8%). The 2023 total current equalized assessed valuation (EAV) of properties within the District was \$1,659,318,505. The median family income for the Village of Glen Ellyn is \$128,132 according to the United States Census Bureau.

Studies of land use and enrollment growth within the District prepared in 1997 by the DuPage County Department of Planning and Development indicate that 653 new housing units were built in the District between 1990 and 1995. Between 1995 and 2000, 384 new housing units were built. Approximately 400 housing units were in stages of the planning process with various planning jurisdictions with projected occupancy dates starting in 2006. This included multi-family units such as condominiums and townhouses. According to the 2022-2023 Fall Housing Report, enrollment increased by 9 from the fall housing Report for 2021-2022, from 3,499 students to 3,508 students. A demographic study done by Dr. John Kasarda in 2012 and updated in 2016 indicates stable enrollment of students between 3,500 and 3,600. Dr. Kasarda again updated his report during the 2021-2022 school year and his report indicated that we may experience a slight increase in students moving forward assuming positive economic conditions persist.

In 1992, the Illinois General Assembly enacted property tax limitation legislation on Cook County and the collar counties including DuPage County. The legislation limits the tax levy increase to the lesser of 5% or the Consumer Price Index for all Urban Consumers for the month of December, prior to the levy year. For the 2022 levy, the CPI factor available to be used was 5.0% and for the 2021 levy, the CPI factor available to be used was 1.4%. The legislation permits exclusion of equalized assessed valuation attributable to new construction each year. When the final EAV is known in late spring, the District is allowed a one-week window of opportunity to adjust individual levies, not to exceed individual maximum tax rates, original levy or the aggregate levy allowed under the tax limitation calculation.

The District was below its maximum tax rates when property tax limitation legislation was enacted. On April 3, 2001, voters approved a rate increase of \$0.55 per \$100 of equalized assessed valuation in the Educational Fund. The Board of Education included the increase in the 2000 levy request and ratified this request following a successful rate election. The Board of Education subsequently phased in the 2001 referendum over five years in accordance with the law.

In 1996, the Village of Glendale Heights approved a tax increment-financing (TIF) District that includes a small portion of the District. In 2012, the Village of Glen Ellyn approved a downtown TIF district which lies within the District.

BOARD LEADERSHIP

As of June 2024, the Board leadership team consists of President Robert Bruno (2025), Vice President Jason Loebach (2025), Secretary Jessica Buttimer (2027), Edward “Ted” Estes (2027), Julie Hill (2027), Steve Miko (2025), and Tayyaba Syed (2025).

ADMINISTRATIVE LEADERSHIP

The administrative leadership supports the work within the comprehensive Strategic Plan. The Strategic Plan guides the work of the district and aligns resources to achieve the Strategic Priorities set by the Board of Education. The plan publicly proclaims the District’s commitment to these priorities and the measures by which the administrative leadership is held accountable.

Strategic Priorities, Goal Areas and Target Objectives are used to establish work and budget priorities each year and will serve as the framework to determine the success of the District. The Action Steps continuously evolve into more detailed School Improvement Plans and are monitored annually.

COLLECTIVE BARGAINING

On February 20, 2018, the Board of Education approved and the Association of Federal, State, County and Municipal Employees (AFSCME) retroactively ratified a four-year contract effective July 1, 2017, providing for salary increases of 3.0% for the 2017-2018 and 2018-2019 school years. For the 2019-2020 and 2020-2021 school years increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$. On February 22, 2021 another two-year extension was agreed upon extending the current contract to June 30, 2023. Increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$. On June 5, 2023, the Board of Education approved and the Association of Federal, State, County and Municipal Employees (AFSCME) ratified a four-year contract effective July 1, 2023. This contract provides the following: For the 2023-2024 school year returning employees will receive a \$4.00 increase to their hourly wage. For the 2024-2025 school year returning employees will receive a 5.0% increase on their hourly wage, plus an additional \$1.00 per hour. For the 2025-2026 and 2026-2027 school year increases will be equivalent to $0.8 \times \text{CPI} + 1.5$, so long as the increase resulting from this formula is within a range of 1.75% and 5.0%.

In February 2013, the Board of Education approved and the Glen Ellyn Education Association (GEEA) ratified a four-year contract retroactive to July 1, 2012, providing for salary increases of 3%, 3.8%, 3% and 2.06% respectively. A Memorandum of Understanding extended the GEEA agreement until June 2018. Salary changes for the two-year extension followed the language in the most recent contract and resulted in 2.14% and 2.06% increases. On February 20, 2018, another two-year extension was agreed upon extending the current contract to June 30, 2020. Increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$ for each of the two years. On January 13, 2020, another two-year extension was agreed upon extending the current contract to June 30, 2022. Increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$. On June 20, 2022, the Board of Education approved and the Glen Ellyn Education Association (GEEA) ratified a four-year contract effective July 1, 2022, providing for salary increases of 3.0% for the 2022-2023 and 2023-2024 school years. For the 2024-2025 and 2025-2026 school years increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$

On July 1, 2010, the District moved its medical insurance from a fully insured medical plan with Blue Cross/Blue Shield to a self-insured plan with EBC, Educational Benefit Cooperative. The plan is made up of school districts throughout Illinois and managed by Arthur J. Gallagher. As part of the existing contracts, premium sharing arrangements had been negotiated with both GEEA and AFSCME as a tiered structure based on level of coverage, employee only to family. Both negotiated agreements include a structure called an Insurance Review Team. These teams are charged with consistently reviewing the plan and current health plan trends to make recommended changes to the association leadership and Board of Education to ensure the most effective and cost-effective plan is in place for the employees.

As of the writing of this update, six teachers have given notice to retire effective June 2025 under the current GEEA contract incentives.

IMPROVEMENT TO FACILITIES

In planning for its capital projects, the District has relied in part on data provided by a storm water study, a safety audit, a facility-usage study, and paved-surfaces and roof analyses. The Capital Improvement Plan addresses issues that were not included in previous building projects. The plan is continually changing as projects are completed and others are added. The Board of Education with the administration annually reviews the Capital Improvement Plan.

Historically, using funds from the Operations and Maintenance Fund, the District has spent on average \$1.0-\$1.5 million each summer in building improvement projects. The District had their decennial Health Life Safety Plan updated during the fiscal 2016-17 school year. Starting during the summer of 2017, a number of the items identified within the Health Life Safety update have been addressed.

During the summer of 2023, the Board of Education authorized administration to begin a project to add full day kindergarten. The project will involve adding an approximately 35,000 square foot addition to Churchill Elementary school, funded from existing fund reserves. Once completed the addition will include 12 classrooms as well as multipurpose and flexible use spaces. Completion of the project is projected to occur during the summer of 2025, in time to open for the 2025-2026 school year.

BACKGROUND ON DISTRICT FACILITIES

Over the last 10 years, enrollment has continued to average approximately 3,500-3,600 students. The changes in programs and instruction have affected space utilization and needs in the District. Since 2001, the district has installed 32 portable classrooms. In April 2007 a \$40 million facilities referendum to restructure and renovate all schools and build a new 5-6 school was defeated; since then, facilities have been a constant focus of the district with stakeholder groups involved in creating a master plan.

During the 2013-2014 school year, the Board of Education adopted Phase I of the Master Facility Plan and made the decision to reduce the district's reliance on portables. The District has replaced all portable classrooms at each of the elementary buildings with permanent classroom additions. Hadley Junior High was the only site with remaining portable classrooms.

In April 2017, the district passed a facilities referendum of \$24.2 million, in which a portion was used to replace the portable classrooms at Hadley Junior High with a new addition, as well as a number of Health Life Safety and ADA items related to bathroom spaces. The construction work connected to the referendum commenced in the early part of 2018 and was completed late 2019. As of June 30, 2019, all portable classrooms had been removed from the District.

INTERGOVERNMENTAL PARTNERSHIPS

Glen Ellyn Park District

In 1998, the Board of Education entered into a partnership with the Glen Ellyn Park District to construct two large gyms as part of the renovations and expansions authorized by the 1997 bond referendum. The gyms are located at Churchill and Franklin elementary schools. The Glen Ellyn Park District made payments for the construction of the gyms beyond the standard elementary size. The school district operates and maintains the gyms and the park district has access to the gyms during after-school hours and weekends. Each entity provides assorted other services to enhance the partnership. The District also houses the before-and-after school program, Adventure Time at two elementary schools.

School District 87/Spalding Field

In June of 1998, the Board approved an Intergovernmental Agreement with Glenbard High School District 87 for its use of the District's Spalding field for fall and spring sports practice. The Intergovernmental Agreement provides protection for both District 41 and District 87, and maintenance of the grounds by District 87 provides an additional benefit to the District.

Glen Ellyn Children's Resource Center

The Glen Ellyn Children's Resource Center (GECRC) is a community-based support organization for low income and English as a Second Language students who are at risk of academic failure. Identified students residing in the District and neighboring District 89 are eligible for the programs offered by GECRC. The District began hosting both a summer program and an after-school program for GECRC at one of its facilities in summer 2004.

Glenbard Associated Districts Initiative

This group is made up of Glenbard High School District 87 and feeder districts 15, 16, 41, 44, 89 and 93. In order to achieve high levels of success, the Glenbard school districts are jointly focusing their efforts on collaboration, communication, professional development, and accountability for all students. This group was established in the spring of 2007 to ensure that all students within this area are successful upon entering high school and beyond and to develop where possible aligned curricula, common expectations and processes and articulation between the elementary and high school programs.

Glen Ellyn Public Library

The library maintains sets of textbooks for families to use. The library also coordinates reference materials with teachers in conjunction with cyclical school curricular topics. The library also offers non-Glen Ellyn district students that are on low-income waivers use of the library facilities at no charge. This is supported by grant programs the library receives. The library frequently collaborates with the district on classroom and parent involvement activities. The District supported the summer reading programs offered by the library to district students by coordinating the transportation with the district contract carrier, First Student.

Village of Glen Ellyn

The Village and District continue to collaborate on many capital projects involving school sites.

FINANCIAL MANAGEMENT CONTROLS

- It is a goal of the School Board to adopt a balanced annual budget.
- The School Board shall act on:
 - All contracts more than \$10,000
 - All inter-fund loans and inter-fund transfers
- As part of the District's monthly financial packet, the board receives fund balances, a list of bills payable, check registry, a summary of investments and the district's current cash position as well as year-to-date and month-to-date budget to actual figures.
- The district maintains an online Financial Dashboard and an online Transparency Project page to make its finances easily available to the public
- The District maintains a long-term capital projects plan.
- The District prepares a long-term financial plan.
- The District's auditor attends the Board of Education meeting to address any questions the Board may have regarding the audit and questions they may have in regard to audit findings.
- Multi-year replacement schedules for long-life assets have been developed at the District level to allocate annual costs and assist in projecting future needs.

INTERNAL CONTROL STRUCTURE

District management is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the District are protected from loss, theft or misuse. Management must also ensure that adequate accounting data are compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles. The internal control structure is designed to provide reasonable, but not absolute, assurance that these objectives are met. The concept of reasonable assurance recognizes that: (1) the cost of a control should not exceed the benefits likely to be derived and (2) the valuation of costs and benefits requires estimates and judgments by management.

In the spring of 2008 the district hired Virchow Krause, now known as Baker Tilly Virchow Krause, LLP to conduct an Internal Control study. The results of this study confirmed that the district had good practices in place for the purposes of internal control.

BUDGETARY CONTROLS

The objective of budgetary controls is to ensure compliance with legal provisions embodied in the annual budget approved by the Board of Education. Activities of the General Fund, Special Revenue Funds, Debt Service Fund and Expendable Trust - Working Cash Fund are included in the annual budget.

For budgetary purposes and to protect cash liquidity, the District excludes a portion of revenue from appropriation. The District considers the first installment of the current tax levy to be designated in all applicable funds for expenditures of the subsequent fiscal year. The 2023 tax levy was designated for the 2024-2025 fiscal year. Specific levies are designated for specific funds.

District funds are organized as separate accounting entities called funds. District resources are allocated to and accounted for in individual funds as required by the State of Illinois. Each fund has a specific purpose for which its resources are to be expended. A detailed explanation of the funds maintained by the District may be found in the Notes to the Financial Statements. The waiver the District received in FY2005 consolidated three of these funds to one General Fund. These consolidated Funds were Education, Operations and Maintenance and Transportation Funds. Effective with the 2008-2009 Budget the District has returned to the segregated Funds of Education, Operations and Maintenance and Transportation.

Management is authorized to transfer budget amounts, provided funds are transferred between the same function and object codes. The Board of Education is authorized to transfer up to a legal level of 10% of the total budget between functions within any fund. Any revisions that alter the total expenditures of any fund must be approved by the Board of Education, after following the public hearing process mandated by law. There were no supplemental appropriations during the year. All outstanding encumbered amounts are cancelled at year-end. Monthly financial reports are prepared showing the activity of each line item compared to budget.

DEBT ADMINISTRATION

Total general long-term debt at June 30, 2024, was \$21,102,000. The outstanding debt consists of the following: Series 2017 General Obligation School Refunding Bonds date July 20, 2017, are due in annual installments through January 2037 with a carrying value of \$18,170,000; Capital borrowing in the form of debt certificates, dated March 26, 2014, are due in annual installment through April 1, 2029 in the carrying amount of \$2,932,000 from Fifth Third Bank associated with the construction of the elementary school additions.

INDEPENDENT AUDIT

The School Code of Illinois and the District's adopted policy require an annual audit of the financial records and transactions of all funds of the District. The audit is performed by independent certified public accountants selected by the District's Board of Education. The independent auditors' opinion has been included in the Financial Section of this report.

ACKNOWLEDGMENTS

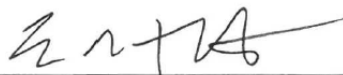
It is our belief that this Annual Comprehensive Financial Report will provide the Board of Education, the District's management, outside investors and interested residents with a meaningful financial presentation. We hope all readers will obtain a clear and concise understanding of the District's financial condition as of June 30, 2024.

We extend our appreciation to the Members of the Board of Education for their interest and support in planning and conducting the financial operations of the District in a responsible and progressive manner. We commend the Business Office staff on their exemplary performance in maintaining the financial records of the District.

Respectfully submitted,



Dr. Jeffrey McHugh
Superintendent of Schools



Eric DePorter
Asst. Superintendent for Finance, Facilities and Operations

GLEN ELLYN SCHOOL DISTRICT 41

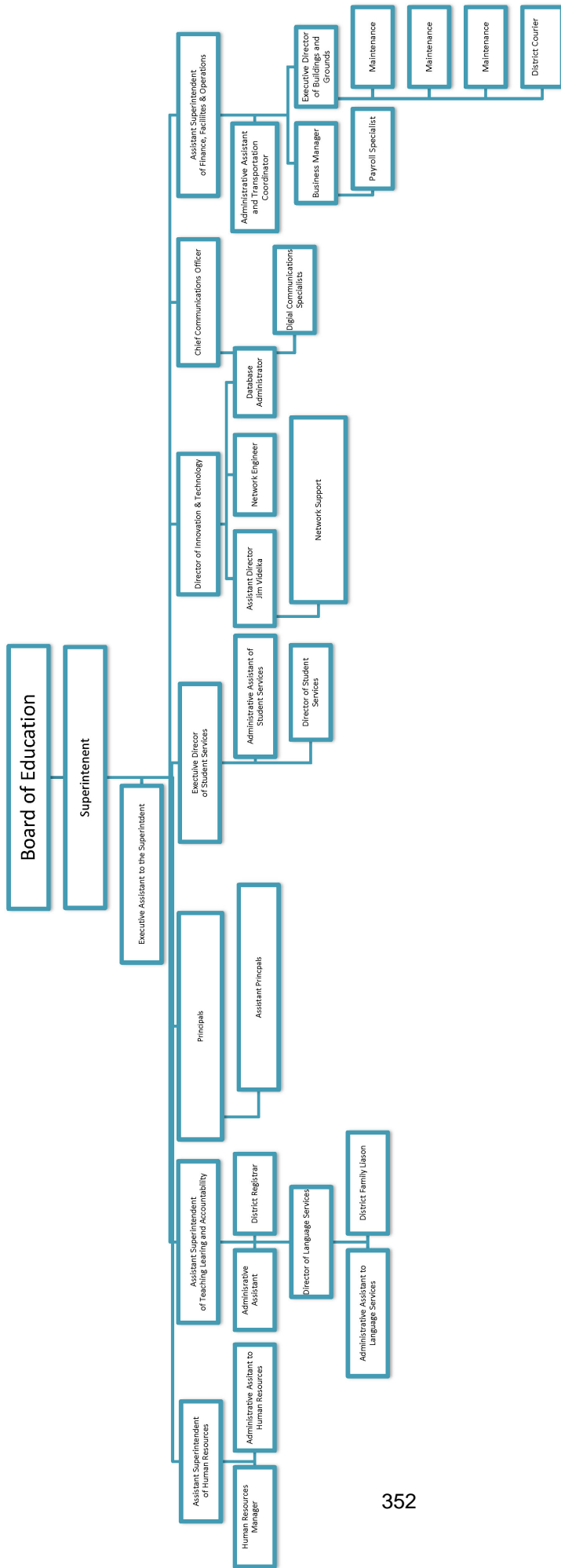
Board of Education

June 30, 2024

Board of Education Members

Robert Bruno	President	2025
Jason Loebach	Vice President	2025
Jessica Buttimer	Secretary	2023
Edward "Ted" Estes	Member	2023
Julie Hill	Member	2023
Stephen Miko	Member	2025
Tayyaba Syed	Member	2025

GLEN ELLYN SCHOOL DISTRICT 41 ORGANIZATIONAL CHART 2023-2024



FINANCIAL SECTION

This section includes:

- Independent Auditor's Report
- Management's Discussion and Analysis
- Basic Financial Statements
- Required Supplementary Information
- Other Supplementary Information
- Supplemental Schedules

INDEPENDENT AUDITOR'S REPORT

This section includes the opinion of the District's independent auditing firm.



INDEPENDENT AUDITOR'S REPORT

November 4, 2024

Members of the Board of Education
Glen Ellyn School District 41
Glen Ellyn, Illinois

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Glen Ellyn School District 41 (the District), Illinois, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the Glen Ellyn School District 41, Illinois, as of June 30, 2024, and the respective changes in financial position, for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the budgetary comparison schedules, and supplementary pension and other post-employment benefit (OPEB) schedules, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Glen Ellyn School District 41, Illinois' basic financial statements. The other supplementary information and supplemental schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, other supplementary information and supplemental schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated November 4, 2024, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.

Lauterbach & Amen, LLP
LAUTERBACH & AMEN, LLP



**INDEPENDENT AUDITOR’S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL
STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENTAL AUDITING STANDARDS**

November 4, 2024

Members of the Board of Education
Glen Ellyn School District 41
Glen Ellyn, Illinois

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Glen Ellyn School District 41 (the District), Illinois, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the District’s basic financial statements, and have issued our report thereon dated November 4, 2024.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the District’s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District’s internal control. Accordingly, we do not express an opinion on the effectiveness of the District’s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the District’s financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the District’s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Glen Ellyn School District 41, Illinois
November 4, 2024

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Lauterbach & Amen, LLP
LAUTERBACH & AMEN, LLP

MANAGEMENT'S DISCUSSION AND ANALYSIS

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2024

The discussion and analysis of Glen Ellyn School District 41 (the District) financial performance provides an overall review of the District's financial activities as of and for the year ended June 30, 2024. The management of the District encourages readers to consider the information presented herein in conjunction with the basic financial statements to enhance their understanding of the District's financial performance. Certain comparative information between the current year and the prior is required to be presented in the Management's Discussion and Analysis (the MD&A).

FINANCIAL HIGHLIGHTS

- In total, Government-wide net position increased by \$12,231,848.
- General revenues accounted for \$62,417,821 in revenue or 72.6% of all revenues. Program specific revenues in the form of charges for services and fees and grants accounted for \$23,599,293 or 27.4% of total revenues of \$86,017,114.
- The District had \$73,785,266 in expenses related to government activities. However, only \$23,599,293 of these expenses were offset by program specific charges and grants.
- Revenues for fiscal year 2024 (FY24), as reported on the Statement of Revenues, Expenditures and Changes in Fund Balances, were \$85,953,661, inclusive of on-behalf payments to the Teacher's Retirement System (TRS) and Teachers Health Insurance Security Fund (THIS). Expenditures for FY24 were \$80,017,324, also inclusive on State of Illinois payments to the TRS and THIS.
- The Illinois TRS and THIS receive on-behalf pension and post-retirement health insurance programs from the State of Illinois for District 41 certified staff. In FY24, \$18,348,048 was included in the total revenues and expenditures of District 41 representing the State of Illinois contributions.
- Actual revenues received in FY24 for the General Fund, exclusive of the State of Illinois on-behalf payment to the TRS and THIS, was \$58,521,689. Actual expenditures exclusive of on-behalf contributions were \$47,222,504 in FY24.
- The District decreased the total outstanding long-term debt by 6.9%. As of June 30, 2024, total outstanding debt was \$21,102,000.

USING THIS ANNUAL REPORT

This annual report consists of a series of financial statements. The Statement of Net Position and the Statement of Activities provide information about the activities of the District as a whole and present a longer-term view of the District's finances. For governmental activities, these statements tell how these services were financed in the short term as well as what remains for future spending. Fund financial statements also report the District's operations in more detail than the government-wide statements by providing information about the District's most significant funds. The remaining statements provide financial information about activities for which the District acts solely as a trustee or agent for the benefit of those outside of the government.

Government-Wide Financial Statements

The government-wide financial statements provide readers with a broad overview of the District's finances, in a matter similar to a private-sector business.

The Statement of Net Position reports information on all of the District's assets/deferred outflows and liabilities/deferred inflows, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the District is improving or deteriorating. Consideration of other nonfinancial factors, such as changes in the District's property tax base and the condition of the District's infrastructure, is needed to assess the overall health of the District.

Management Discussion and Analysis

June 30, 2024

USING THIS ANNUAL REPORT - Continued

Government-Wide Financial Statements - Continued

The Statement of Activities presents information showing how the government's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The District, like other local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. The District only maintains governmental funds.

Governmental Funds

Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating the District's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate the comparison between governmental funds and governmental activities.

The District maintains six individual governmental funds. Information is presented separately in the governmental fund balance sheet and in the governmental fund statement of revenues, expenditures, and changes in fund balances for the General Fund, Operations and Maintenance Fund, Transportation Fund, Municipal Retirement/Social Security Fund, Debt Service Fund, and Capital Projects Fund, all of which are considered to be major funds.

The District adopts an annual appropriated budget for all of the governmental funds. A budgetary comparison schedule for these funds has been provided to demonstrate compliance with this budget.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

Other Information

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information concerning the District's Post-Retirement Health Plan, Teacher's Health Insurance Security Fund, Teacher's Retirement and I.M.R.F employee pension obligations and budgetary comparison schedules for the General Fund and major special revenue funds.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2024

GOVERNMENT-WIDE FINANCIAL ANALYSIS

Net position may serve over time as a useful indicator of a government’s financial position. The following tables show that in the case of the District, assets/deferred outflows exceeded liabilities/deferred inflows by \$66,742,410.

	Net Position	
	2023	2022
Current/Other Assets	\$ 109,507,899	101,439,089
Capital Assets	71,877,125	71,490,005
Total Assets	181,385,024	172,929,094
Deferred Outflows	4,188,265	2,390,828
Total Assets/Deferred Outflows	185,573,289	175,319,922
Long-Term Debt	33,850,549	35,804,557
Other Liabilities	5,802,102	6,567,035
Total Liabilities	39,652,651	42,371,592
Deferred Inflows	79,178,228	78,437,768
Total Liabilities/Deferred Inflows	118,830,879	120,809,360
Net Position		
Net Investment in Capital Assets	49,805,633	47,786,426
Restricted	6,565,541	5,203,340
Unrestricted (Deficit)	10,371,236	1,520,796
Total Net Position	66,742,410	54,510,562

A large portion of the District’s net position, \$49,805,633, reflects its investment in capital assets (for example, land, construction in progress, buildings, building improvements, equipment, and vehicles), less any related debt used to acquire those assets that is still outstanding. The District uses these capital assets to provide services to citizens; consequently, these assets are not available for future spending. Although the District’s investment in its capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

An additional portion, \$6,565,541, of the District’s net position represents resources that are subject to external restrictions on how they may be used. The remaining \$10,371,236, represents unrestricted net position and may be used to meet the government’s ongoing obligations to citizens and creditors.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2024

GOVERNMENT-WIDE FINANCIAL ANALYSIS - Continued

	Change in Net Position	
	2023	2022
Revenues		
Program Revenues		
Charges for Services	\$ 938,420	931,999
Operating Grants/ Contributions	22,660,873	19,598,977
General Revenues		
Taxes	55,997,600	55,242,773
General State Aid	2,639,526	2,636,610
Other General Revenues	3,780,695	1,273,922
Total Revenues	<u>86,017,114</u>	<u>79,684,281</u>
Expenses		
Instruction	32,366,919	32,435,074
Support Services	22,262,302	21,463,366
Community Services	76,057	83,890
Interest and Fees	731,940	809,366
State Retirement Contribution	18,348,048	16,133,614
Total Expenses	<u>73,785,266</u>	<u>70,925,310</u>
Change in Net Position	12,231,848	8,758,971
Net Position - Beginning	<u>54,510,562</u>	<u>45,751,591</u>
Net Position - Ending	<u><u>66,742,410</u></u>	<u><u>54,510,562</u></u>

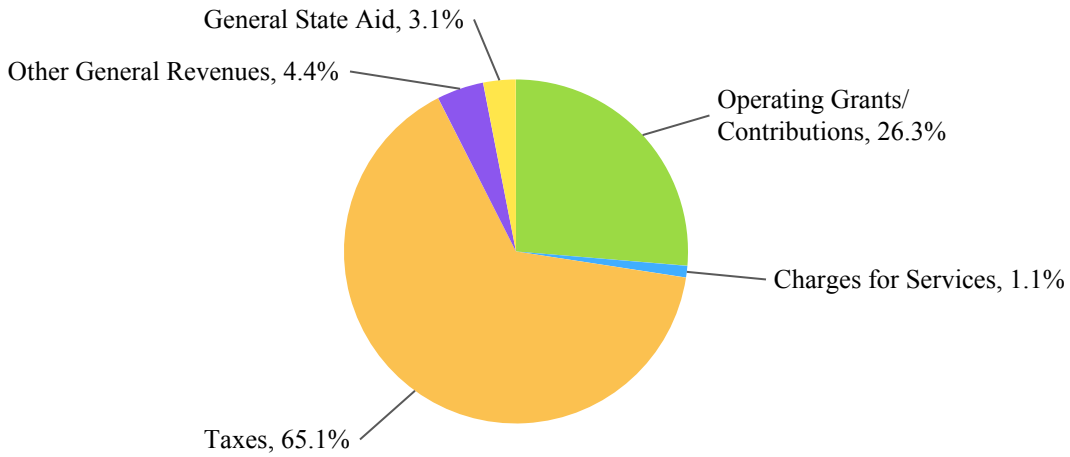
Net position of the District's governmental activities increased by 22.4% (\$54,510,562 in 2023 compared to \$66,742,410 in 2024). Unrestricted net position, the part of net position that can be used to finance day-to-day operations without constraints, totaled \$10,371,236 at June 30, 2024.

Management Discussion and Analysis

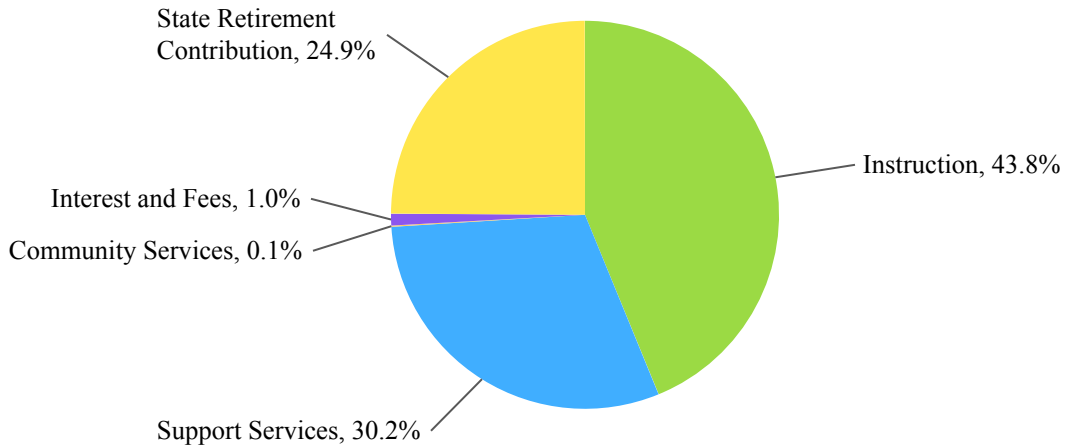
June 30, 2024

GOVERNMENT-WIDE FINANCIAL ANALYSIS - Continued

District-Wide Revenues by Source



District-Wide Expenses by Function



Revenues for governmental activities totaled \$86,017,114, while the cost of all governmental functions totaled \$73,785,266. This results in an increase of \$12,231,848, or 22.4%. In 2023, revenues of \$79,684,281 exceeded expenses of \$70,925,310, resulting in a surplus of \$8,758,971.

Management Discussion and Analysis

June 30, 2024

FINANCIAL ANALYSIS OF THE GOVERNMENT'S FUNDS

As noted earlier, the District uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental Funds

The focus of the District's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. In particular, unassigned fund balance may serve as a useful measure of a government's net resources available for spending at the end of the fiscal year.

The District's governmental funds reported combining ending fund balances of \$48,223,175, which is an increase of \$5,936,337, or 14.0 percent, from last year's total of \$42,286,838. Of the \$48,223,175 total, \$41,299,461, or 85.6 percent, of the fund balance constitutes unassigned fund balance.

Actual revenues, excluding on-behalf payments, for FY24 were \$67,605,613 and actual expenditures, excluding on-behalf payments, totaled \$61,669,276. Expenditures were monitored closely during the year, which resulted in no fund having expenditures above budgeted expenditures. Property taxes accounted for the largest portion of the District's revenues, contributing 79.4 percent of total revenues. The remainder of revenues came from other local, state, and federal grant sources.

The General Fund increased \$4,449,185 for an ending fund balance of \$41,821,511, due to an increase in property and replacement taxes for the current fiscal year. The Operations and Maintenance Fund increased \$159,983, due to less property tax revenues directed into the fund during the current fiscal year. The Transportation Fund increased \$71,734 due to an increase in property taxes that were directed into the fund for the current fiscal year. The Municipal Retirement/Social Security Fund increased \$632,003. The increase was due to more property tax revenues directed into the fund during the current fiscal year. The Debt Service Fund decreased \$49,500 for an ending fund balance of \$478,891. This decrease was connected to debt service payments exceeding the revenue directed to the fund. The Capital Projects Fund increased \$672,932 due to a transfer of \$3,850,000 from the General Fund in the fiscal year. Part of the transfer to the Capital Projects Fund is intended to cover future property acquisition costs.

The District uses capital improvement and replacement schedule for curriculum, facility improvement and technology. Each schedule allows for replacement of instructional materials and equipment as necessary so the District does not experience deferred maintenance or replacement issues.

GENERAL FUND BUDGETARY HIGHLIGHTS

The General Fund is the District's largest budgeted fund and consists of the Educational, Tort Immunity and Judgement, and Working Cash accounts. The General Fund's budgeted revenues, exclusive of on behalf payments, were more than actual revenues, exclusive of on behalf payments, of \$58,521,689 by \$576,414. Actual expenditures, exclusive of on behalf payments, of \$47,222,504, were less than budgeted expenditures, exclusive of on behalf payments, of \$49,028,892 by \$1,806,388.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2024

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

The District's investment in capital assets for its governmental type activities as of June 30, 2024 was \$71,877,125 (net of accumulated depreciation/amortization). This investment in capital assets includes land, construction in progress, buildings, building improvements, equipment, vehicles, and leased assets.

	Capital Assets - Net of Depreciation/Amortization	
	2023	2022
Land	\$ 3,211,800	3,211,800
Construction in Progress	3,445,823	1,717,673
Buildings	60,160,775	60,855,924
Building Improvements	1,243,855	1,367,344
Equipment	3,735,654	4,233,592
Vehicles	79,218	103,672
Total	<u>71,877,125</u>	<u>71,490,005</u>

This year's major additions included:

Construction in Progress	\$ 1,728,150
Buildings	1,800,384
Building Improvements	9,250
Equipment	<u>76,973</u>
	<u>3,614,757</u>

Additional information on the District's capital assets can be found in Note 3 of this report.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2024

CAPITAL ASSETS AND DEBT ADMINISTRATION - Continued

Debt Administration

The District decreased debt by \$1,554,000 during the fiscal year with a total outstanding debt of \$21,102,000. At the end of FY24, the District had a debt limit of \$114,492,977.

	Long-Term Debt Outstanding	
	2023	2022
General Obligation Bonds	\$ 18,170,000	19,220,000
Debt Certificates Payable	2,932,000	3,436,000
	<u>21,102,000</u>	<u>22,656,000</u>

Additional information on the District’s long-term debt can be found in Note 3 of this report.

ECONOMIC FACTORS AND NEXT YEAR’S BUDGET AND RATES

At the time these financial statements were prepared and audited, the District was aware of the following circumstances that will significantly affect financial operations in the future:

Local property taxes are the primary revenue source for the District. The annual increase in property tax is generally limited to the lesser of 5% or the increase in the CPI from the preceding year plus taxes on new property growth. Based on the December 2023 CPI, the District property tax increase for the 2024 levy will be limited to a 3.4% increase, or approximately \$1,891,000 in new tax dollars.

At the local level and moving forward into next fiscal year, interest income is projected to remain stable as market rates have not shown a substantial shift. CPPRT projections indicate revenue will continue to be below the post-pandemic levels of 2022 and 2023.

During the summer of 2023, the Board of Education authorized administration to begin a project to add full day kindergarten. The project will involve adding an approximately 35,000 square foot addition to Churchill Elementary school, funded from existing fund reserves. Once completed the addition will include 12 classrooms as well as multipurpose and flexible use spaces. Completion of the project is projected to occur during the summer of 2025, in time to open for the 2025-2026 school year.

We continue to watch the impact of changes to state funding and will closely follow legislative decisions which may impact the District moving forward.

District 41 staff continue to work collaboratively to improve student achievement through identifying learning targets linked to Illinois Learning Standards and the District Strategic Plan, integrate technology as an effective learning tool, provide effective professional development for staff, and redesign teaching methods to provide a wider variety of instruction focused on meeting individual students learning needs.

Management Discussion and Analysis

June 30, 2024

REQUESTS FOR INFORMATION

This financial report is designed to provide a general overview of the District's finances for all those with an interest in the government's finances. Questions concerning any of the information provided in this report or requests for additional information should be directed to Business Office, Glen Ellyn School District 41, 793 N Main Street, Glen Ellyn, IL 60137.

BASIC FINANCIAL STATEMENTS

The basic financial Statements include integrated sets of financial statements as required by the GASB. The sets of statements include:

- Government-Wide Financial Statements
- Fund Financial Statements
 - Governmental Funds

In addition, the notes to the financial statements are included to provide information that is essential to a user's understanding of the basic financial statements.

GLEN ELLYN SCHOOL DISTRICT 41

Statement of Net Position

June 30, 2024

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Statement of Net Position

June 30, 2024

	<u>Governmental Activities</u>
ASSETS	
Current Assets	
Cash and Investments	\$ 79,936,810
Receivables - Net of Allowances	
Property Taxes	29,200,973
Intergovernmental	370,116
Total Current Assets	<u>109,507,899</u>
Noncurrent Assets	
Capital Assets	
Nondepreciable	6,657,623
Depreciable	119,989,511
Accumulated Depreciation	<u>(54,770,009)</u>
Total Noncurrent Assets	<u>71,877,125</u>
Total Assets	<u>181,385,024</u>
DEFERRED OUTFLOWS OF RESOURCES	
Deferred Items - RHP	150,748
Deferred Items - THIS	2,171,538
Deferred Items - TRS	318,188
Deferred Items - IMRF	<u>1,547,791</u>
Total Deferred Outflows of Resources	<u>4,188,265</u>
Total Assets and Deferred Outflows of Resources	<u>185,573,289</u>

	Governmental Activities
LIABILITIES	
Current Liabilities	
Accounts Payable	\$ 1,564,010
Accrued Payroll	2,028,139
Other Payables	143,692
Accrued Interest Payable	358,173
Current Portion of Long-Term Debt	1,708,088
Total Current Liabilities	<u>5,802,102</u>
Noncurrent Liabilities	
Total OPEB Liability - RHP	865,935
Total OPEB Liability - THIS	7,621,716
Net Pension Liability - TRS	2,424,175
Net Pension Liability - IMRF	2,575,319
General Obligation Bonds Payable - Net	17,961,404
Debt Certificates Payable	2,402,000
Total Noncurrent Liabilities	<u>33,850,549</u>
Total Liabilities	<u>39,652,651</u>
DEFERRED INFLOWS OF RESOURCES	
Property Taxes	57,485,430
Deferred Items - RHP	399,433
Deferred Items - THIS	20,962,856
Deferred Items - TRS	321,710
Deferred Items - IMRF	8,799
Total Deferred Inflows of Resources	<u>79,178,228</u>
Total Liabilities and Deferred Inflows of Resources	<u>118,830,879</u>
NET POSITION	
Net Investment in Capital Assets	49,805,633
Restricted	
Tort Immunity	22,030
Student Activities	49,021
Transportation	2,628,155
Retirement Benefits	1,857,673
Debt Service	120,718
Capital Projects	1,887,944
Unrestricted	<u>10,371,236</u>
Total Net Position	<u>66,742,410</u>

GLEN ELLYN SCHOOL DISTRICT 41

Statement of Activities

For the Fiscal Year Ended June 30, 2024

	Program Revenues			(Expenses)/ Governmental Activities
	Expenses	Charges for Services	Operating Grants/ Contributions	
Governmental Activities				
Instruction				
Regular Programs	\$ 18,969,002	536,742	27,160	(18,405,100)
Special Programs	9,244,273	—	2,940,543	(6,303,730)
Other Instructional Programs	4,153,644	—	116,925	(4,036,719)
State Retirement Contributions	18,348,048	—	18,348,048	—
Support Services				
Pupils	3,814,089	—	—	(3,814,089)
Instructional Staff	1,482,764	—	147,209	(1,335,555)
General Administration	1,965,307	—	—	(1,965,307)
School Administration	2,379,262	—	—	(2,379,262)
Business	2,266,504	401,678	—	(1,864,826)
Transportation	2,825,661	—	930,988	(1,894,673)
Operations and Maintenance	4,460,499	—	150,000	(4,310,499)
Central	3,068,216	—	—	(3,068,216)
Community Services	76,057	—	—	(76,057)
Interest and Fees	731,940	—	—	(731,940)
Total Governmental Activities	<u>73,785,266</u>	<u>938,420</u>	<u>22,660,873</u>	<u>(50,185,973)</u>
General Revenues				
Taxes				
Real Estate Taxes, Levied for General Purposes				45,846,522
Real Estate Taxes, Levied for Specific Purposes				6,059,580
Real Estate Taxes, Levied for Debt Service				1,775,472
Personal Property Replacement Taxes				2,316,026
State Aid-Formula Grants				2,639,526
Earnings on Investments				3,725,133
Other General Revenues				55,562
				<u>62,417,821</u>
Change in Net Position				12,231,848
Net Position - Beginning				<u>54,510,562</u>
Net Position - Ending				<u>66,742,410</u>

The notes to the financial statements are an integral part of this statement.

GLEN ELLYN SCHOOL DISTRICT 41

Balance Sheet - Governmental Funds

June 30, 2024

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Balance Sheet - Governmental Funds

June 30, 2024

	General	Special Operations and Maintenance
ASSETS		
Cash and Investments	\$ 68,414,507	369,662
Receivables - Net of Allowances		
Property Taxes	25,426,526	847,101
Intergovernmental	370,116	—
Total Assets	<u>94,211,149</u>	<u>1,216,763</u>
LIABILITIES		
Accounts Payable	243,586	—
Salaries and Wages Payable	2,027,596	147
Other Current Liabilities	—	—
Total Liabilities	<u>2,271,182</u>	<u>147</u>
DEFERRED INFLOWS OF RESOURCES		
Property Taxes	50,055,003	1,667,615
Other Deferred Revenues	63,453	—
Total Deferred Inflows of Resources	<u>50,118,456</u>	<u>1,667,615</u>
Total Liabilities and Deferred Inflows of Resources	<u>52,389,638</u>	<u>1,667,762</u>
FUND BALANCES		
Restricted	71,051	—
Unassigned	41,750,460	(450,999)
Total Fund Balances	<u>41,821,511</u>	<u>(450,999)</u>
Total Liabilities, Deferred Inflows of Resources and Fund Balances	<u>94,211,149</u>	<u>1,216,763</u>

Revenue				
Transportation	Municipal Retirement/ Social Security	Debt Service	Capital Projects	Totals
3,783,576	2,799,425	1,352,472	3,217,168	79,936,810
1,053,608	971,849	901,889	—	29,200,973
—	—	—	—	370,116
4,837,184	3,771,274	2,254,361	3,217,168	109,507,899
—	—	—	1,320,424	1,564,010
(11)	407	—	—	2,028,139
134,892	—	—	8,800	143,692
134,881	407	—	1,329,224	3,735,841
2,074,148	1,913,194	1,775,470	—	57,485,430
—	—	—	—	63,453
2,074,148	1,913,194	1,775,470	—	57,548,883
2,209,029	1,913,601	1,775,470	1,329,224	61,284,724
2,628,155	1,857,673	478,891	1,887,944	6,923,714
—	—	—	—	41,299,461
2,628,155	1,857,673	478,891	1,887,944	48,223,175
4,837,184	3,771,274	2,254,361	3,217,168	109,507,899

GLEN ELLYN SCHOOL DISTRICT 41

Reconciliation of the Total Governmental Fund Balance to the Statement of Net Position - Governmental Activities

June 30, 2024

Total Governmental Fund Balances	\$ 48,223,175
Amounts reported for Governmental Activities in the Statement of Net Position are different because:	
Capital assets used in Governmental Activities are not financial resources and therefore, are not reported in the funds.	71,877,125
Certain grants receivable are not available to pay for current period expenditures and therefore are deferred in the governmental funds.	63,453
Deferred Outflows/Inflows of Resources related to the retirement plans not reported in the funds.	
Deferred Items - RHP	(248,685)
Deferred Items - THIS	(18,791,318)
Deferred Items - TRS	(3,522)
Deferred Items - IMRF	1,538,992
Long-term liabilities are not due and payable in the current period and therefore are not reported in the funds.	
Total OPEB Liability - RHP	(865,935)
Total OPEB Liability - THIS	(7,621,716)
Net Pension Liability - TRS	(2,424,175)
Net Pension Liability - IMRF	(2,575,319)
General Obligation Bonds Payable - Net	(19,139,492)
Debt Certificates Payable	(2,932,000)
Accrued Interest Payable	(358,173)
Net Position of Governmental Activities	<u>66,742,410</u>

GLEN ELLYN SCHOOL DISTRICT 41

**Statement of Revenues, Expenditures and Changes in Fund Balances - Governmental Funds
For the Fiscal Year Ended June 30, 2024**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Statement of Revenues, Expenditures and Changes in Fund Balances - Governmental Funds
For the Fiscal Year Ended June 30, 2024**

	General	Special Operations and Maintenance
Revenues		
Local Sources		
Property Taxes	\$ 46,640,911	1,675,002
Personal Property Replacement Taxes	2,198,810	—
Earnings on Investments	3,251,634	42,113
Other Revenue from Local Sources	993,982	—
State Sources	3,139,268	—
Federal Sources	2,297,084	—
On-Behalf Payments - State of Illinois	18,348,048	—
Total Revenues	<u>76,869,737</u>	<u>1,717,115</u>
Expenditures		
Instruction		
Regular Programs	20,789,691	—
Special Programs	6,725,935	—
Other Instructional Programs	4,079,956	—
Support Services		
Pupils	3,722,614	—
Instructional Staff	1,443,732	—
General Administration	1,807,167	—
School Administration	2,297,838	—
Business	1,832,565	—
Transportation	—	—
Operations and Maintenance	15,700	4,557,132
Central	2,942,510	—
Community Services	70,942	—
Payments to Other Districts and Govt. Units	1,493,854	—
Debt Service		
Principal Retirement	—	—
Interest and Fiscal Charges	—	—
On-Behalf Payments - State of Illinois	18,348,048	—
Total Expenditures	<u>65,570,552</u>	<u>4,557,132</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>11,299,185</u>	<u>(2,840,017)</u>
Other Financing Sources (Uses)		
Transfers In	—	3,000,000
Transfers Out	(6,850,000)	—
	<u>(6,850,000)</u>	<u>3,000,000</u>
Net Change in Fund Balances	4,449,185	159,983
Fund Balances - Beginning	<u>37,372,326</u>	<u>(610,982)</u>
Fund Balances - Ending	<u><u>41,821,511</u></u>	<u><u>(450,999)</u></u>

Revenue				
Transportation	Municipal Retirement/ Social Security	Debt Service	Capital Projects	Totals
1,813,147	1,777,042	1,775,472	—	53,681,574
—	117,216	—	—	2,316,026
153,260	102,457	48,812	126,857	3,725,133
—	—	—	—	993,982
930,988	—	521,558	—	4,591,814
—	—	—	—	2,297,084
—	—	—	—	18,348,048
2,897,395	1,996,715	2,345,842	126,857	85,953,661
—	244,860	—	—	21,034,551
—	289,872	—	—	7,015,807
—	73,688	—	—	4,153,644
—	91,475	—	—	3,814,089
—	39,032	—	—	1,482,764
—	31,675	—	—	1,838,842
—	81,424	—	—	2,379,262
—	381,865	—	—	2,214,430
2,825,661	—	—	—	2,825,661
—	—	—	3,303,925	7,876,757
—	125,706	—	—	3,068,216
—	5,115	—	—	76,057
—	—	—	—	1,493,854
—	—	1,554,000	—	1,554,000
—	—	841,342	—	841,342
—	—	—	—	18,348,048
2,825,661	1,364,712	2,395,342	3,303,925	80,017,324
71,734	632,003	(49,500)	(3,177,068)	5,936,337
—	—	—	3,850,000	6,850,000
—	—	—	—	(6,850,000)
—	—	—	3,850,000	—
71,734	632,003	(49,500)	672,932	5,936,337
2,556,421	1,225,670	528,391	1,215,012	42,286,838
2,628,155	1,857,673	478,891	1,887,944	48,223,175

GLEN ELLYN SCHOOL DISTRICT 41

**Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of the Governmental Funds to the Statement of Activities - Governmental Activities
For the Fiscal Year Ended June 30, 2024**

Net Change in Fund Balances - Total Governmental Funds **\$ 5,936,337**

Amounts reported for Governmental Activities in the Statement of Activities are different because:

Governmental Funds report capital outlays as expenditures. However, in the Statement of Activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense.

Capital Outlays	2,678,135
Depreciation Expense	(2,291,015)

Some revenues not collected as of the year end are not considered available revenues in the governmental funds. These are the amounts that were not considered available in the current year. 63,453

Changes in Deferred Items Related to Pensions

RHP	31,073
THIS	3,917,377
TRS	307,921
IMRF	(320,756)

The issuance of long-term debt provides current financial resources to Governmental Funds, while the repayment of the principal on long-term debt consumes the current financial resources of the governmental funds.

Change in Total OPEB Liability - RHP	64
Change in Total OPEB Liability - THIS	(574,122)
Change in Net Pension Liability - TRS	(95,882)
Change in Net Pension Liability/(Asset) - IMRF	915,861
Retirement of Long-Term Debt	1,554,000
Amortization on Bond Premium	78,087

Changes to accrued interest on long-term debt in the Statement of Activities does not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental funds. 31,315

Changes in Net Position of Governmental Activities **12,231,848**

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Glen Ellyn School District 41 (the District) operates as a public school system governed by a seven-member board. The District is organized under the School Code of the State of Illinois, as amended.

The government-wide financial statements are prepared in accordance with generally accepted accounting principles (GAAP). The Governmental Accounting Standards Board (GASB) is responsible for establishing GAAP for state and local governments through its pronouncements (Statements and Interpretations). The more significant of the District's accounting policies established under GAAP and used by the District are described below.

REPORTING ENTITY

The accompanying financial statements present the government and its component units, entities for which the government is considered to be financially accountable. Blended component units are, in substance, part of the primary government's operations, even though they are legally separate entities. Thus, blended component units are appropriately presented as funds of the primary government. Each discretely presented component unit is reported in a separate column in the government-wide financial statements to emphasize that it is both legally and substantively separate from the government. Management has determined that there are no fiduciary component units that are required to be included in the financial statements of the District as pension trust funds and there are no discretely component units to include in the reporting entity.

BASIS OF PRESENTATION

Government-Wide Statements

The District's basic financial statements include both government-wide (reporting the District as a whole) and fund financial statements (reporting the District's major funds). Both the government-wide and fund financial statements categorize primary activities as either governmental or business-type. The District's operating activities are all considered governmental activities, that is, activities normally supported by taxes and intergovernmental revenues. The District has no operating activities that would be considered business-type activities. The District first utilizes restricted resources to finance qualifying activities.

The government-wide Statement of Activities reports both the gross and net cost of each of the District's functions (instruction, support services, community services, etc.). The functions are supported by general government revenues (property and personal property replacement taxes, interest income, etc.). The Statement of Activities reduces gross expenses (including depreciation) by related program revenues, which include 1) charges to customers or applicants who purchase, use or directly benefit from goods, services or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment.

The net costs (by function) are normally covered by general revenue (property and personal property replacement taxes, interest income, etc.).

This government-wide focus is more on the sustainability of the District as an entity and the change in the District's net position resulting from the current year's activities.

Notes to the Financial Statements

June 30, 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

BASIS OF PRESENTATION - Continued

Fund Financial Statements

The financial transactions of the District are reported in individual funds in the fund financial statements. Each fund is accounted for by providing a separate set of self-balancing accounts that comprise its assets/deferred outflows, liabilities/deferred inflows, fund equity, revenues and expenditures/expenses. An emphasis is placed on major funds within the governmental category. A fund is considered major if it is the primary operating fund of the District or meets the following criteria:

Total assets/deferred outflows, liabilities/deferred inflows, revenues, or expenditures/expenses of that individual governmental fund are at least 10 percent of the corresponding total for all funds of that category or type.

The various funds are reported by generic classification within the financial statements. The following fund types are used by the District:

Governmental Funds

The focus of the governmental funds' measurement (in the fund statements) is upon determination of financial position and changes in financial position (sources, uses, and balances of financial resources) rather than upon net income. The following is a description of the governmental funds of the District:

General Fund is the general operating fund of the District. It accounts for all financial resources except those required to be accounted for in another fund. This fund is primarily used for most of the instructional and administrative aspects of the District's operations. Revenues consist largely of local property taxes and state government aid. The General Fund is a major fund and is comprised of three subfunds, the Educational, the Tort Immunity and Judgement, and the Working Cash Accounts.

Special Revenue Funds are used to account for the proceeds of specific revenue sources that are legally restricted or committed to expenditures for specified purposes, other than those accounted for in the Debt Service Fund, Capital Projects Funds or Fiduciary Funds. The District maintains three major special revenue funds. The Operations and Maintenance Fund is used to account for expenditures made for repair and maintenance of the District's buildings and land. Revenue consists primarily of local property taxes, tax increment financing district monies, and personal property replacement taxes. The Transportation Fund is used to account for all revenue and expenditures made for student transportation. Revenue is derived primarily from local property taxes and state reimbursement grants. The Municipal Retirement/Social Security Fund is used to account for the District's portion of pension contributions to the Illinois Municipal Retirement Fund, payments to Medicare, and payments to the Social Security System for non-certified employees. Revenue to finance the contributions is derived primarily from local property taxes and personal property replacement taxes.

Debt Service Fund is used to account for the accumulation of resources that are restricted, committed, or assigned for, and the payment of, long-term debt principal, interest and related costs. The primary revenue source is local property taxes levied specifically for debt service. The Debt Services Fund is a major fund.

Notes to the Financial Statements

June 30, 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

BASIS OF PRESENTATION - Continued

Governmental Funds - Continued

Capital Projects Funds are used to account for the financial resources that are restricted, committed, or assigned to be used for the acquisition or construction of, and/or additions to, major capital facilities. The District maintains one major capital projects fund. The Capital Projects Fund is used to account for financial resources to be used for the acquisition or construction of major capital facilities. Revenues are derived from transfers from other funds.

MEASUREMENT FOCUS AND BASIS OF ACCOUNTING

Measurement focus is a term used to describe “which” transactions are recorded within the various financial statements. Basis of accounting refers to “when” transactions are recorded, regardless of the measurement focus applied.

Measurement Focus

On the government-wide Statement of Net Position and the Statement of Activities, the governmental activities are presented using the economic resources measurement focus as defined below. In the fund financial statements, the “current financial resources” measurement focus is used.

All governmental funds utilize a “current financial resources” measurement focus. Only current financial assets/deferred outflows and liabilities/deferred inflows are generally included on their balance sheets. Their operating statements present sources and uses of available spendable financial resources during a given period. These funds use fund balance as their measure of available spendable financial resources at the end of the period.

The accounting objectives of the “economic resources” measurement focus is the determination of operating income, changes in net position (or cost recovery), financial position, and cash flows. All assets/deferred outflows, liabilities/deferred inflows (whether current or noncurrent) associated with their activities are reported.

Basis of Accounting

In the government-wide Statement of Net Position and Statement of Activities, the governmental activities are presented using the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when the liability/deferred inflow is incurred or economic asset used. Revenues, expenses, gains, losses, assets/deferred outflows, and liabilities/deferred inflows resulting from exchange and exchange-like transactions are recognized when the exchange takes place.

Notes to the Financial Statements

June 30, 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

MEASUREMENT FOCUS AND BASIS OF ACCOUNTING - Continued

Basis of Accounting - Continued

In the fund financial statements, governmental funds are presented on the modified accrual basis of accounting. Under this modified accrual basis of accounting, revenues are recognized when “measurable and available.” Measurable means that the amount of the transaction can be determined, and “available” means collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the District considers all revenues available if they are collected within 60 days after year-end, except for state aid. State aid payments received after 60 days are being considered as available as historically, state aid collected within 60 days has represented all state aid expected to be collected. The state is currently behind on payments to local government agencies, which is a highly unusual circumstance, resulting in current year state aid collections after 60 days of year-end. Expenditures are recorded when the related fund liability is incurred. However, expenditures for unmatured principal and interest on general long-term debt are recognized when due; and certain compensated absences, claims and judgments are recognized when the obligations are expected to be liquidated with expendable available financial resources.

On-behalf payments (payments made by a third party for the benefit of the District, such as payments made by the state to the Teachers’ Retirement System) have been recognized in the financial statements. Property taxes, replacement taxes, certain state and federal aid, and interest on investments are susceptible to accrual. Other receipts become measurable and available when cash is received by the District and are recognized as revenue at that time. Grant funds are considered to be earned to the extent of expenditures made under the provisions of the grant. Accordingly, when such funds are received, they are recorded as unearned revenues until earned.

ASSETS/DEFERRED OUTFLOWS, LIABILITIES/DEFERRED INFLOWS, AND NET POSITION OR EQUITY

Cash and Investments

For the purpose of the Statement of Net Position, cash and cash equivalents are considered to be cash on hand, demand deposits, and cash with fiscal agent.

Investments are generally reported at fair value. Short-term investments are reported at cost, which approximates fair value. For investments, the District categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.

Interfund Receivables, Payables and Activity

Interfund activity is reported as loans, services provided, reimbursements or transfers. Loans are reported as interfund receivables and payables as appropriate and are subject to elimination upon consolidation. Services provided, deemed to be at market or near market rates, are treated as revenues and expenditures/expenses. Reimbursements are when one fund incurs a cost, charges the appropriate benefiting fund and reduces its related cost as a reimbursement. All other interfund transactions are treated as transfers.

Notes to the Financial Statements

June 30, 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

ASSETS/DEFERRED OUTFLOWS, LIABILITIES/DEFERRED INFLOWS, AND NET POSITION OR EQUITY - Continued

Capital Assets

Capital assets purchased or acquired with an original cost of \$5,000 or more and an estimated life greater than one year, are reported at historical cost or estimated historical cost. Contributed assets are reported at acquisition value as of the date received. Additions, improvements and other capital outlays that significantly extend the useful life of an asset are capitalized/amortized. Other costs incurred for repairs and maintenance are expensed as incurred.

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. General capital assets are long-lived assets of the District as a whole. When purchased, such assets are recorded as expenditures in the governmental funds and capitalized. The valuation basis for general capital assets are historical cost, or where historical cost is not available, estimated historical cost based on replacement costs.

Depreciation on all assets is computed and recorded using the straight-line method of depreciation over the following estimated useful lives:

Buildings	7 - 50 Years
Building Improvements	20 - 50 Years
Equipment	5 - 30 Years
Vehicles	8 Years
Leased Assets	4 Years

Deferred Outflows/Inflows of Resources

Deferred outflow/inflow of resources represents a consumption/acquisition of net assets that applies to a future period and therefore will not be recognized as an outflow of resources (expense)/inflow of resources (revenue) until that future time.

Long-Term Obligations

In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities in the Statement of Net Position. Bond premiums and discounts are deferred and amortized over the life of the bonds using the effective interest method. Bonds payable are reported net of the applicable bond premium or discount. Bond issuance costs are reported as expenses at the time of issuance.

In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as bond issuance costs, during the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

Notes to the Financial Statements

June 30, 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

ASSETS/DEFERRED OUTFLOWS, LIABILITIES/DEFERRED INFLOWS, AND NET POSITION OR EQUITY - Continued

Net Position

In the government-wide financial statements, equity is classified as net position and displayed in three components:

Net Investment in Capital Assets - Consists of capital assets, including restricted capital assets, net of accumulated depreciation, and reduced by the outstanding balances of any bonds, mortgages, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.

Restricted - Consists of net position with constraints placed on the use either by (1) external groups such as creditors, grantors, contributors, or laws or regulations of other governments; or (2) law through constitutional provisions or enabling legislations.

Unrestricted - All other net position balances that do not meet the definition of “restricted” or “net investment in capital assets.”

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumption that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures/expenses during the reporting period. Actual results could differ from those estimates.

NOTE 2 - STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY

BUDGETARY INFORMATION

Except for the exclusion of on-behalf payments from other governments, discussed below, the budgeted amounts for the Governmental Funds are adopted on the modified accrual basis, which differs from the accounting principles generally accepted in the United States of America.

The Board of Education follows these procedures in establishing the budgetary data reflected in the general purpose financial statements:

1. The Administration submits to the Board of Education a proposed operating budget for the fiscal year commencing July 1. The operating budget includes proposed expenditures and the means of financing them.
2. Public hearings are conducted and the proposed budget is available for inspection to obtain taxpayer comments.
3. Prior to September 30, the budget is legally adopted through passage of a resolution. By the last Tuesday in December, a tax resolution is filed with the county clerk to obtain tax revenues.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 2 - STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY - Continued

BUDGETARY INFORMATION - Continued

4. Management is authorized to transfer budget amounts, provided funds are transferred between the same function and object codes. The Board of Education is authorized to transfer up to a legal level of 10% of the total budget between functions within any fund; however, any revisions that alter the total expenditures of any fund must be approved by the Board of Education, after following the public hearing process mandated by law.
5. Formal budgetary integration is employed as a management control device during the year for all governmental funds.
6. All budget appropriations lapse at the end of the fiscal year.

EXCESS OF ACTUAL EXPENDITURES OVER BUDGET IN INDIVIDUAL FUND

The following fund had an excess of actual expenditures over budget as of the date of this report:

Fund	Excess
Transportation	\$ 13,626
Debt Services	401

DEFICIT FUND BALANCE

The following fund had deficit fund balance as of the date of this report:

Fund	Excess
Operations and Maintenance	\$ 450,999

NOTE 3 - DETAIL NOTES ON ALL FUNDS

DEPOSITS AND INVESTMENTS

Under State law, limits are imposed as to investments in commercial paper, corporate bonds, and mutual funds in which the District may invest, as well as the Illinois School District Liquid Asset Fund Plus (ISDLAF+).

The ISDLAF+ is a non-profit investment trust formed pursuant to the Illinois Municipal Code and managed by a Board of Trustees elected from participating members. It is not registered with the SEC as an investment company. Investments are sold valued at share price, which is the price for which the investment could be sold.

Interest Rate Risk, Credit Risk, Custodial Credit Risk, and Concentration Risk

Deposits. At year-end, the carrying amount of the District's deposits for governmental activities totaled \$14,165,843 and the bank balances totaled \$14,164,342.³⁸⁹

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

DEPOSITS AND INVESTMENTS - Continued

Interest Rate Risk, Credit Risk, Custodial Credit Risk, and Concentration Risk - Continued

Investments. At year-end, the District has the following investments and maturities:

Investment Type	Fair Value	Investment Maturities (in Years)			
		Less Than 1	1-5	6-10	More Than 10
U.S. Treasury Securities \$	10,075,599	250,000	9,825,599	—	—
U.S. Agency Securities	8,904,518	—	8,904,518	—	—
Corporate Bonds	1,228,803	—	1,228,803	—	—
Municipal Bonds	1,988,200	—	1,988,200	—	—
ISDLAF+	46,077,864	46,077,864	—	—	—
Totals	68,274,984	46,327,864	21,947,120	—	—

The District has the following recurring fair value measurements as of June 30, 2024:

- U.S. Treasury Securities of \$10,075,599 are valued using a matrix pricing model (Level 1 inputs)
- U.S. Agency Securities of \$8,904,518 are valued using a matrix pricing model (Level 2 inputs)
- Corporate Bonds of \$1,228,803 are valued using a matrix pricing model (Level 2 inputs)
- Municipal Bonds of \$1,988,200 are valued using a matrix pricing model (Level 2 inputs)
- ISDLAF+ of \$43,573,847 are measured at the net asset value per share as determined by the pool

Debt Securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices.

Interest Rate Risk. Interest rate risk is the risk that changes in interest rates will adversely affect the value of an investment. The District's investment policy does not limit investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. However, the policy requires the District's investment portfolio to be sufficiently liquid to enable the District to meet all operating requirements as they come due.

Credit Risk. Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. To limit its exposure, the District's investment policy prefers investments shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. At year- and, the District's investment in the U.S. agency securities were rated Aaa/AA+ by Moody's and Standard & Poor's, the corporate bonds were rated A2/BBB+ by Moody's and Standard & Poor's, ISDLAF+ was rated AAAM by Standard & Poor's and the municipal bonds were rated Aa2 - AAA by Moody's and Standard and Poor's.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

DEPOSITS AND INVESTMENTS - Continued

Interest Rate Risk, Credit Risk, Custodial Credit Risk, and Concentration Risk - Continued

Custodial Credit Risk - Deposits. With respect to deposits, custodial credit risk refers to the risk that, in the event of a bank failure, the District's deposits may not be returned to it. The District's investment policy limits the exposure to deposit custodial credit risk by requiring all deposits in excess of FDIC insurable limits to be secured by collateral in the event of default or failure of the financial institution holding the funds. As of June 30, 2024, the bank balance of the District's deposits with financial institutions totaled \$14,164,342; this entire amount was insured through FDIC insurance and additional letter of credit.

Custodial Credit Risk - Investments. For an investment, this is the risk that in the event of the failure of the counterparty, the District will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The District's investment policy limits the exposure to investment custodial credit risk by requiring all investments be with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, 30 ILCS 235. At year end, the District investment in ISDLAF+ was not subject to custodial credit risk.

Concentration of Credit Risk. Concentration of credit risk is the risk of loss attributed to the magnitude of the District's investment in a single issuer. The District's investment policy requires diversification of the investment portfolio to minimize risk of loss resulting from over-concentration in a particular type of security, risk factor, issuer, or maturity. The policy requires diversification strategies to be determined and revised periodically by the District's Investment Officer to meet the District's ongoing need for safety, liquidity, and rate of return. At year-end, the District does not have any investments over 5 percent of the total cash and investment portfolio (other than investments issued or explicitly guaranteed by the U.S. government and investments in mutual funds, external investment pools, and other pooled investments).

PERSONAL PROPERTY REPLACEMENT TAXES

Personal property replacement taxes are first allocated to the Municipal Retirement/Social Security Fund, and the balance is allocated to the remaining funds at the discretion of the District.

PROPERTY TAXES

The District must file its tax levy resolution by the last Tuesday in December of each year. The District's 2023 levy resolution was approved during the December 2023 board meeting. The District's property tax is levied each year on all taxable real property located in the District and it becomes a lien on the property on January 1 of that year. The owner of the real property on January 1 in any years is liable for taxes of that year.

The tax rate ceilings are applied at the fund level. These ceilings are established by state law subject to change only by the approval of the voters of the District.

The PTELA limitation is applied in the aggregate to the total levy (excluding certain levies for the repayment of debt). PTELA limits the increase in total taxes billed to the lesser of 5% or the percentage increase in the Consumer Price Index (CPI) for the preceding year. The amount can be exceeded to the extent there is "new growth" in the District's tax base. The new growth consists of new construction, annexations and tax increment finance district property becoming eligible for taxation. 391

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

PROPERTY TAXES - Continued

Property taxes are considered to be measurable when they have been collected by DuPage County. The District recognizes property tax revenue in the fiscal year for which they were levied - intended to finance operations. Based on the historical tax collection cycle, the District has intended to finance its operations with portions of both the 2023 and 2022 property tax levies. The property tax revenue in the current fiscal year financial statements represents the collections of the first half of the 2023 tax levy, the second half of the 2022 tax levy and minimal amounts from prior year levies.

The 2023 property tax levy is recognized as a receivable in the fiscal year 2024, net of estimated uncollectible amounts approximating 1% and less amounts already received. The District considers that the first installment of the 2023 levy is to be used to finance operations in fiscal year 2024. The District has determined that the second installment of the 2023 levy is to be used to finance operations in fiscal year 2024 and has included the corresponding receivable as a deferred inflow of resources.

INTERFUND TRANSFERS

Interfund transfers for the year consisted of the following:

Transfer In	Transfer Out	Amount
Operations and Maintenance	General - Education Account	\$ 3,000,000
Capital Projects	General - Education Account	<u>3,850,000</u>
		<u><u>6,850,000</u></u>

Transfers are used to move unrestricted revenues collected in the General Fund to finance various programs accounted for in other funds in accordance with budgetary authorizations.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

CAPITAL ASSETS

Governmental Activities

Governmental capital asset activity for the year was as follows:

	Beginning Balances	Increases	Decreases	Ending Balances
Nondepreciable Capital Assets				
Land	\$ 3,211,800	—	—	3,211,800
Construction in Progress	1,717,673	1,728,150	—	3,445,823
	<u>4,929,473</u>	<u>1,728,150</u>	<u>—</u>	<u>6,657,623</u>
Depreciable Capital Assets				
Buildings	104,657,806	1,800,384	—	106,458,190
Building Improvements	2,788,716	9,250	—	2,797,966
Equipment	10,269,085	76,973	—	10,346,058
Vehicles	387,297	—	—	387,297
Leased Assets	936,622	—	936,622	—
	<u>119,039,526</u>	<u>1,886,607</u>	<u>936,622</u>	<u>119,989,511</u>
Less Accumulated Depreciation				
Buildings	43,801,882	2,495,533	—	46,297,415
Building Improvements	1,421,372	132,739	—	1,554,111
Equipment	6,035,493	574,911	—	6,610,404
Vehicles	283,625	24,454	—	308,079
Leased Assets	936,622	—	936,622	—
	<u>52,478,994</u>	<u>3,227,637</u>	<u>936,622</u>	<u>54,770,009</u>
Total Net Depreciable Capital Assets	<u>66,560,532</u>	<u>(1,341,030)</u>	<u>—</u>	<u>65,219,502</u>
Total Net Capital Assets	<u>71,490,005</u>	<u>387,120</u>	<u>—</u>	<u>71,877,125</u>

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

CAPITAL ASSETS - Continued

Governmental Activities - Continued

Depreciation expense was charged to governmental activities as follows:

Regular Programs	\$ 2,115,987
Special Programs	734,612
General Administration	126,465
Business	52,074
Operations and Maintenance	<u>198,499</u>
	<u><u>3,227,637</u></u>

LONG-TERM DEBT

General Obligation Bonds

General Obligation bonds are direct obligations and pledge the full faith and credit of the District. General obligation bonds currently outstanding are as follows:

Issue	Beginning Balances	Issuances	Retirements	Ending Balances
General Obligation School Bonds of 2017 - Due in annual installments of \$820,000 to \$1,700,000 plus semi-annual interest at 3.00% - 5.00% through January 1, 2037.	<u>\$ 19,220,000</u>	—	1,050,000	<u>18,170,000</u>

Debt Certificates

The District issues debt certificates to provide funds for the acquisition and construction of major capital facilities. Debt certificates have been issued for governmental activities. Debt certificates currently outstanding are as follows:

Issue	Beginning Balances	Issuances	Retirements	Ending Balances
Debt Certificates of 2014 - Due in quarterly installments of \$80,500 to \$161,250 plus quarterly interest at 4.02% through April 1, 2029.	<u>\$ 3,394,000</u>	—	504,000	<u>2,932,000</u>

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

LONG-TERM DEBT - Continued

Long-Term Liabilities Activity

Changes in long-term liabilities during the fiscal year were as follows:

Type of Debt	Beginning Balances	Additions	Deductions	Ending Balances	Amounts Due within One Year
Governmental Activities					
Total OPEB Liability					
Retiree's Health Plan	\$ 865,999	—	64	865,935	—
THIS	7,047,594	574,122	—	7,621,716	—
Net Pension Liability					
TRS	2,328,293	95,882	—	2,424,175	—
IMRF	3,491,180	—	915,861	2,575,319	—
General Obligation Bonds	19,220,000	—	1,050,000	18,170,000	1,100,000
Plus: Unamortized Premium	1,047,579	—	78,087	969,492	78,088
Debt Certificates Payable	3,436,000	—	504,000	2,932,000	530,000
	<u>37,436,645</u>	<u>670,004</u>	<u>2,548,012</u>	<u>35,558,637</u>	<u>1,708,088</u>

For governmental activities, the total OPEB liability for RBP, the total OPEB liability for THIS, and the net pension liability for TRS will be repaid from the General Fund (Educational Accounts). The Municipal Retirement/Social Security Fund liquidates the net pension liability for IMRF. The general obligation bonds and debt certificates payable are being paid from the Debt Service Fund.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

LONG-TERM DEBT - Continued

Legal Debt Margin

The District is subject to the Illinois School Code, which limits the amount of certain indebtedness to 6.9% of the most recent available equalized assessed valuation of the District. At year-end the legal debt margin is as follows:

Assessed Valuation - 2023	<u>\$ 1,659,318,505</u>
Legal Debt Limit - 6.9% of Assessed Value	114,492,977
Amount of Debt Applicable to Limit	<u>18,170,000</u>
Legal Debt Margin	<u><u>96,322,977</u></u>

Debt Service Requirements to Maturity

The annual debt service requirements to maturity, including principal and interest, are as follows:

Fiscal Year	General Obligation Bonds		Debt Certificates	
	Principal	Interest	Principal	Interest
2025	\$ 1,100,000	657,413	530,000	109,877
2026	1,155,000	602,413	557,000	88,164
2027	1,210,000	544,663	585,000	65,350
2028	1,275,000	484,163	615,000	41,381
2029	1,310,000	445,913	645,000	16,206
2030	1,350,000	406,613	—	—
2031	1,390,000	366,113	—	—
2032	1,435,000	320,938	—	—
2033	1,485,000	274,300	—	—
2034	1,535,000	224,181	—	—
2035	1,585,000	172,375	—	—
2036	1,640,000	116,900	—	—
2037	1,700,000	59,500	—	—
Totals	<u>18,170,000</u>	<u>4,675,485</u>	<u>2,932,000</u>	<u>320,978</u>

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

NET POSITION CLASSIFICATIONS

Net investment in capital assets was comprised of the following as of June 30, 2024:

Governmental Activities	
Capital Assets - Net of Accumulated Depreciation	\$ 71,877,125
Less Capital Related Debt:	
General Obligation School Bonds of 2017	(18,170,000)
Unamortized Premium	(969,492)
Debt Certificates of 2014	<u>(2,932,000)</u>
Net Investment in Capital Assets	<u><u>49,805,633</u></u>

FUND BALANCE CLASSIFICATIONS

In the governmental fund financial statements, the District considers restricted amounts to have been spent when an expenditure is incurred for purposes for which both restricted and unrestricted fund balance is available. The District first utilizes committed, then assigned and then unassigned fund balance when an expenditure is incurred for purposes for which all three unrestricted fund balances are available.

Nonspendable Fund Balance. Consists of resources that cannot be spent because they are either: a) not in a spendable form; or b) legally or contractually required to be maintained intact.

Restricted Fund Balance. Consists of resources that are restricted to specific purposes, that is, when constraints placed on the use of resources are either: a) externally imposed by creditors (such as through debt covenants), grantors, contributors, or laws or regulations of other governments; or b) imposed by law through constitutional provisions or enabling legislation.

Committed Fund Balance. Consists of resources constrained (issuance of an ordinance) to specific purposes by the government itself, using its highest level of decision-making authority, the Board of Education; to be reported as committed, amounts cannot be used for any other purpose unless the government takes the same highest-level action to remove or change the constraint.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

FUND BALANCE CLASSIFICATIONS - Continued

Assigned Fund Balance. Consists of amounts that are constrained by the Board of Education’ intent to be used for specific purposes but are neither restricted nor committed. Intent is expressed by a) the Board of Education itself or b) a body or official to which the Board of Education has delegated the authority to assign amounts to be used for specific purposes. The District’s highest level of decision-making authority is the Board of Education, who is authorized to assign amounts to a specific purpose.

Unassigned Fund Balance. Consists of residual net resources of a fund that has not been restricted, committed, or assigned within the General Fund and deficit fund balances of other governmental funds.

Minimum Fund Balance Policy. The District's policy manual states that the General Fund should maintain a minimum fund balance equal to 25% of the expenditures. The following is a schedule of fund balance classifications for the governmental funds as of the date of this report:

	Special Revenue						Totals
	General	Operations and Maintenance	Transportation	Municipal Retirement/ Social Security	Debt Service	Capital Projects	
Fund Balances							
Restricted							
Tort Immunity	\$ 22,030	—	—	—	—	—	22,030
Student Activities	49,021	—	—	—	—	—	49,021
Transportation	—	—	2,628,155	—	—	—	2,628,155
Retirement Benefits	—	—	—	1,857,673	—	—	1,857,673
Debt Service	—	—	—	—	478,891	—	478,891
Capital Projects	—	—	—	—	—	1,887,944	1,887,944
	<u>71,051</u>	<u>—</u>	<u>2,628,155</u>	<u>1,857,673</u>	<u>478,891</u>	<u>1,887,944</u>	<u>6,923,714</u>
Unassigned	41,750,460	(450,999)	—	—	—	—	41,299,461
Total Fund Balances	<u>41,821,511</u>	<u>(450,999)</u>	<u>2,628,155</u>	<u>1,857,673</u>	<u>478,891</u>	<u>1,887,944</u>	<u>48,223,175</u>

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION

RISK MANAGEMENT

The District is exposed to various risks of loss related to employee health benefits; workers' compensation claims; theft of, damage to, and destruction of assets; and natural disasters. To protect the District from workers' compensation risks, the District participates in the following public entity risk pool: Collective Liability Insurance Cooperative. The District pays annual premiums to the pool for insurance coverage. The arrangements with the pool provides that it will be self-sustaining through member premiums and will reinsure through commercial companies for claims in excess of certain levels established by the pool. There have been no significant reductions in insurance coverage from coverage in any of the past three fiscal years.

The District continues to carry commercial insurance for all other risks of loss, including general liability and health insurance. Premiums have been recorded as expenditures in the appropriate funds. There have been no significant reductions in insurance coverage from coverage in the prior years. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

CONTINGENT LIABILITIES

Litigation

From time to time, the District is party to various pending claims and legal proceedings with respect to employment, civil rights, property taxes and other matters. Although the outcome of such matters cannot be forecasted with certainty, it is the opinion of management and the District attorney that the likelihood is remote that any such claims or proceedings will have a material adverse effect on the District's financial position or results of operations.

State and Federal Contingencies

The District has received federal and state grants for specific purposes that are subject to review and audit by the grantor agencies. Such audits could lead to requests for reimbursements to the grantor agency for expenditures disallowed under the terms of the grant. Management believes such disallowance, if any, would be immaterial.

JOINT VENTURES

The District is a member of CASE (The Cooperative Association for Special Education) and DIEC (DuPage Intermediate Educational Cooperative), joint agreements that provide certain special education services to residents of many school districts. The District believes that because it does not control the selection of the governing authorities, and because of the control over employment of management personnel, operations, scope of public service, and special financing relationships exercised by the joint agreements' governing boards, these are not included as component units of the District.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS

Retiree Health Program

General Information about the OPEB Plan

Plan Description. The District's defined benefit OPEB plan, Retiree Health Program (RHP), provides OPEB for all permanent full-time employees of the District. RHP is a single-employer defined benefit OPEB plan administered by the District. Article 11 of the State Compiled Statutes grants the authority to establish and amend the benefit terms and financing requirements to the District Board. No assets are accumulated in a trust that meets the criteria in paragraph 4 of Statement 75.

Benefits Provided. RHP provides health insurance contributions for eligible retirees, spouses, and their dependents through the District's group health insurance plan which covers both active and retired members. Benefit provisions are established through collective bargaining agreements. Employees may continue coverage into retirement on the District medical plan on a pay-all basis. Dependents may also continue coverage on a pay-all basis. Coverage may continue for as long as required contributions are paid. TRS employees are not eligible for the plan and must seek outside coverage such as that offered through THIS. Retirees are eligible to be on the District's health insurance until the first month of Medicare.

Plan Membership. As of June 30, 2024, the measurement date, the following employees were covered by the benefit terms:

Inactive Plan Members Currently Receiving Benefits	30
Active Plan Members	<u>538</u>
Total	<u><u>568</u></u>

Total OPEB Liability

The District's total OPEB liability was measured as of June 30, 2024, and was determined by an actuarial valuation as of that date.

Actuarial Assumptions and Other Inputs. The total OPEB liability in the June 30, 2024 actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Inflation	3.00%
Salary Increases	4.00%
Discount Rate	4.21%
Healthcare Cost Trend Rates	
Initial	Blue Advantage HMO Plan & HMO Illinois Plan - 6.50%, PPO Plan - 7.50%
Ultimate	Blue Advantage HMO Plan & HMO Illinois Plan - 4.50%, PPO Plan - 4.50%
Retirees' Share of Benefit-Related Costs	100% of projected health insurance premiums for retirees

The discount rate was based on the S&P Municipal Bond ⁴⁰30-Year High-Grade Rate Index as of June 20, 2024.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Retiree Health Program - Continued

Total OPEB Liability - Continued

Actuarial Assumptions and Other Inputs - Continued.

Mortality rates were based on the following:

Active IMRF follows PubG.H-2010(B) Mortality Table – General (below-median income) with future mortality improvement using Scale MP-2021

Retirees follows PubG.H-2010(B) Mortality Table – General (below-median income), Male adjusted 106% and Female adjusted 105% tables, with future mortality improvement using scale MP-2021.

Active and Retiree TRS Mortality follows the Sex Distinct Raw Rates as Developed in the PubT-2010 Study, with Employee Mortality Adjustment. These Rates are Improved Generationally using MP-2020 Improvement Rates and Weighted Based on the TRS June 30, 2024 Actuarial Valuation.

Change in the Total OPEB Liability

	<u>Total OPEB Liability</u>
Balance at June 30, 2023	<u>\$ 865,999</u>
Changes for the Year:	
Service Cost	54,274
Interest on the Total OPEB Liability	34,145
Changes of Benefit Terms	—
Difference Between Expected and Actual Experience	106,543
Changes of Assumptions or Other Inputs	(116,533)
Benefit Payments	(78,493)
Net Changes	<u>(64)</u>
Balance at June 30, 2024	<u><u>865,935</u></u>

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Retiree Health Program - Continued

Sensitivity of the Total OPEB Liability to Changes in the Discount Rate

The following presents the total OPEB liability, calculated using a Single Discount Rate of 4.21%, while the prior valuation used 4.13%. The following presents the total OPEB liability, calculated using the discount rate, as well as what the OPEB liability would be if it were calculated using a Single Discount Rate that is one percentage point lower or one percentage point higher than the current discount rate:

		Current Discount Rate	
	1% Decrease (3.21%)	(4.21%)	1% Increase (5.21%)
Total OPEB Liability	\$ 905,641	865,935	828,283

Sensitivity of the Total OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following presents the total OPEB liability, calculated using variable Healthcare Trend Rates, as well as what the total OPEB liability would be if it were calculated using variable Healthcare Trend Rates that are one percentage point lower or one percentage point higher:

		Healthcare Cost Trend Rates	
	1% Decrease (Varies)	(Varies)	1% Increase (Varies)
Total OPEB Liability	\$ 852,980	865,935	880,379

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Retiree Health Program - Continued

OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

For the year ended June 30, 2024, the District recognized OPEB expense of \$47,356. At June 30, 2024, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Difference Between Expected and Actual Experience	\$ 96,688	(164,869)	(68,181)
Change in Assumptions	54,060	(234,564)	(180,504)
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	—	—	—
Totals	150,748	(399,433)	(248,685)

Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Fiscal Year	Net Deferred (Inflows) of Resources
2025	\$ (41,063)
2026	(41,063)
2027	(36,807)
2028	(33,462)
2029	(34,013)
Thereafter	(62,277)
Total	(248,685)

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund

Plan Description

The District participates in the Teacher Health Insurance Security (THIS) Fund, a cost-sharing, multiple-employer defined benefit post-employment healthcare plan that was established by the Illinois legislature for the benefit of retired Illinois public school teachers employed outside the City of Chicago. THIS health coverage includes provisions for medical, prescription drug, and behavioral health benefits, but does not provide vision, dental, or life insurance benefits. Annuitants not enrolled in Medicare may participate in the state-administered participating provider option plan or choose from several managed care options. Beginning February 1, 2015, annuitants who were enrolled in Medicare Parts A and B may be eligible to enroll in Medicare Advantage Plans.

Benefits Provided. The State Employees Group Insurance Act of 1971 (5 ILCS 375) outlines the benefit provisions of the THIS Fund and amendments to the plan can be made only by legislative action with the Governor's approval. The plan is administered by Illinois Department of Central Management Services (CMS) with the cooperation of TRS. Section 6.6 of the State Employees Group Insurance Act of 1971 required all active contributors to TRS, who are not employees of the State, to contribute to the THIS Fund.

The percentage of employer required contributions in the future will not exceed 105 percent of the percentage of salary actually required to be paid in the previous fiscal year.

On Behalf Contributions to THIS Fund. The State of Illinois makes employer retiree health insurance contributions on behalf of the District. State contributions are intended to match contributions to THIS Fund from active members which were 0.90 percent of pay during the year ended June 30, 2024. State of Illinois contributions were \$270,313, and the District recognized revenues and expenditures of this amount during the year.

Employer Contributions to THIS Fund. The District also makes contributions to THIS Fund. The employer THIS Fund contribution was 0.67 percent during the year ended June 30, 2024. For the year ended June 30, 2024 the District paid \$201,233 to the THIS Fund, which was 100 percent of the required contribution.

Further Information on the THIS Fund. The publicly available financial report of the THIS Fund may be found on the website of the Illinois Auditor General: <https://www.auditor.illinois.gov/Audit-Reports/ABC-List.asp>. The current reports are listed under "Central Management Services." Prior reports are available under "Healthcare and Family Services."

Actuarial Assumptions. The total OPEB liability was determined by an actuarial valuation as of June 30, 2022, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified.

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

Plan Description - Continued

Actuarial Assumptions - Continued

Inflation:	2.25%
Salary Increases:	Depends on service and ranges from 8.50% at 1 year of service to 3.50% at 20 or more years of service.
Investment Rate of Return:	2.75%, net of OPEB plan investment expense, including inflation, for all plan years.
Healthcare Cost Trend Rates:	Trend rates for plan year 2024 are based on actual premium increases. For non-medicare costs, trend rates start at 8.00% for plan year 2025 and decrease gradually to an ultimate rate of 4.25% in 2040. For MAPD costs, trend rates are 0% in 2024 to 2028, 19.42% in 2029 to 2033 and 6.08% in 2034, declining gradually to an ultimate rate of 4.25% in 2040.

Mortality rates for retirement and beneficiary annuitants were based on the PubT-2010 Retiree Mortality Table, adjusted for TRS experience. For disabled annuitants mortality rates were based on the PubNS-2010 Non-Safety Disabled Retiree Table. Mortality rates for pre-retirement were based on the PubT-2010 Employee Mortality Table. All tables reflect future mortality improvements using Projection Scale MP-2020.

The actuarial assumptions used in the June 30, 2022 valuation were based on the results of an actuarial experience study for the period July 1, 2017 through June 30, 2020.

Single Discount Rate

Projected benefit payments were discounted to their actuarial present value using a Single Discount Rate that reflects (1) a long-term expected rate of return on OPEB plan investments (to the extent that the plan's fiduciary net position is projected to be sufficient to pay benefits), and (2) tax-exempt municipal bond rate based on an index of 20-year general obligation bond with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

Since TRIP is financed on a pay-as-you-go basis, a discount rate consistent with fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity's index's "20-year Municipal GO AA Index" has been selected. The discount rates are 3.86% as of June 30, 2023, and 3.69% as of June 30, 2022.

The actuarial valuation was based on the Entry Age Normal cost method. Under this method, the normal cost and actuarial accrued liability are directly proportional to the employee's salary. The normal cost rate equals the present value of future benefits at entry age divided by the present value of future salary at entry age. The normal cost at the member's attained age equals the normal cost rate at entry age multiplied by the salary at attained age. The actuarial accrued liability equals the present value of benefits at attained age less present value of future salaries at attained age multiplied by normal cost rate at entry age.

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

Sensitivity of the Employer's Proportionate Share of the Collective Net OPEB Liability to Changes in the Discount Rate

The following presents the District's proportionate share of the collective net OPEB liability, as well as what the District's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current discount rate:

	1% Decrease (4.86%)	Current Discount Rate (3.86%)	1% Increase (2.86%)
Employer's Proportionate Share of the OPEB Liability	\$ 8,510,523	7,621,716	6,837,673

Sensitivity of the Employer's Proportionate Share of the Collective Net OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following table shows the plan's net OPEB liability as of June 30, 2023, using current trend rates and sensitivity trend rates that are either one percentage point higher or lower. The current claims trend rates are 6.00% in 2024, 8.00% in 2025, decreasing to an ultimate trend rate of 4.25% in plan year end 2040. Post-Medicare per capita costs: 0.00% from 2024 to 2028, 19.42% from 2029 to 2033, 6.08% in 2034 decreasing ratably to an ultimate trend rate of 4.25% in 2040.

	1% Decrease	Healthcare Cost Trend Rates	1% Increase
Employer's Proportionate Share of the OPEB Liability	\$ 6,487,147	7,621,716	9,011,707

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2024, the District reported a liability for its proportionate share of the net OPEB liability that reflected a reduction for State OPEB support provided to the District. The collective net OPEB liability was measured as of June 30, 2023, and the total OPEB liability used to calculate the collective net OPEB liability was determined by an actuarial valuation as of June 30, 2022. The District's proportion of the collective net OPEB liability was based on a projection of the District's long-term share of contributions to the OPEB plan relative to the projected contributions of the District, actuarially determined. At June 30, 2023, the District's proportion was 0.106936 percent, which was an increase of 0.003972 from its proportion measured in the prior year. The State's support and total are for disclosure purposes only. The amount recognized by the District as its proportionate share of the net OPEB liability, the related State support, and the total portion of the net OPEB liability that was associated with the District were as follow:

Employer's Proportionate Share of the Net OPEB Liability	\$ 7,621,716
State's Proportionate Share of the Net OPEB Liability Associated with the Employer	<u>10,307,005</u>
Total	<u><u>17,928,721</u></u>

For the year ending June 30, 2024, the District recognized OPEB revenue and expense of \$270,313 for support provided by the State. For the year ending June 30, 2024, the District recognized OPEB revenue of \$3,142,022. At June 30, 2024, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Differences Between Expected and Actual Experience	\$ —	(4,256,127)	(4,256,127)
Net Difference Between Projected and Actual Earnings on Pension Investments	—	(14,879,773)	(14,879,773)
Changes of Assumptions	3,075	(41)	3,034
Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	<u>1,967,230</u>	<u>(1,826,915)</u>	<u>140,315</u>
Total Pension Expense to be Recognized in Future Periods	1,970,305	(20,962,856)	(18,992,551)
Employer Contributions Subsequent to the Measurement Date	<u>201,233</u>	<u>—</u>	<u>201,233</u>
Totals	<u><u>2,171,538</u></u>	<u><u>(20,962,856)</u></u>	<u><u>(18,791,318)</u></u>

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB - Continued

\$201,233 reported as deferred outflows of resources related to OPEB resulting from District contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ending June 30, 2025. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the District's OPEB expense as follows:

Fiscal Year	Net Deferred (Inflows) of Resources
2025	\$ (3,476,381)
2026	(3,102,522)
2027	(3,004,089)
2028	(2,966,110)
2029	(2,735,775)
Thereafter	<u>(3,707,674)</u>
Total	<u><u>(18,992,551)</u></u>

RETIREMENT SYSTEMS

The retirement plans of the District include the Teachers' Retirement System of the State of Illinois (TRS) and the Illinois Municipal Retirement Fund (IMRF). Most funding for TRS is provided through payroll withholdings of certified employees and contributions made by the State of Illinois on-behalf of the District. IMRF is funded through property taxes and a perpetual lien of the District's corporate personal property replacement tax. Each retirement system is discussed below.

Teachers' Retirement System (TRS)

Plan Descriptions, Provisions and Funding Policies

The District participates in the Teachers' Retirement System of the State of Illinois (TRS). TRS is a cost-sharing multiple-employer defined benefit pension plan that was created by the Illinois legislature for the benefit of Illinois public school teachers employed outside the City of Chicago. TRS members include all active non-annuitants who are employed by a TRS-covered employer to provide services for which teacher licensure is required. The Illinois Pension Code outlines the benefit provisions of TRS, and amendments to the plan can only be made by legislative action with the Governor's approval. The TRS Board of Trustees is responsible for TRS's administration.

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Plan Descriptions, Provisions and Funding Policies - Continued

TRS issues a publicly available financial report that can be obtained at <https://www.trsil.org/financial/acfrs>; by writing to TRS at 2815 W. Washington, PO Box 19253, Springfield, IL 62794; or by calling 888-678-3675, option 2.

Benefits Provided

TRS provides retirement, disability, and death benefits. Tier 1 members have TRS or reciprocal system service prior to January 1, 2011. Tier 1 members qualify for retirement benefits at age 62 with five years of service, at age 60 with 10 years, or age 55 with 20 years. The benefit is determined by the average of the four highest consecutive years of creditable earnings within the last 10 years of creditable service and the percentage of average salary to which the member is entitled. Most members retire under a formula that provides 2.2 percent of final average salary up to a maximum of 75 percent with 34 years of service.

Tier 2 members qualify for retirement benefits at age 67 with 10 years of service, or a discounted annuity can be paid at age 62 with 10 years of service. Creditable earnings for retirement purposes are capped and the final average salary is based on the highest consecutive eight years of creditable service rather than the highest four. Disability provisions for Tier 2 are identical to those of Tier 1. Death benefits are payable under a formula that is different than Tier 1.

Essentially all Tier 1 retirees receive an annual 3 percent increase in the current retirement benefit beginning January 1 following the attainment of age 61 or on January 1 following the member's first anniversary in retirement, whichever is later. Tier 2 annual increases will be the lesser of three percent of the original benefit or one-half percent of the rate of inflation beginning January 1 following attainment of age 67 or on January 1 following the member's first anniversary in retirement, whichever is later.

Public Act 100-0023, enacted in 2017, creates an optional Tier 3 hybrid retirement plan, but it has not yet gone into effect. Public Act 100-0587, enacted in 2018, requires TRS to offer two temporary benefit buyout programs that expire on June 30, 2026. One program allows retiring Tier 1 members to receive a partial lump-sum payment in exchange for accepting a lower, delayed annual increase. The other allows inactive vested Tier 1 and 2 members to receive a partial lump-sum payment in lieu of a retirement annuity. Both programs began in 2019 and are funded by bonds issued by the state of Illinois.

Contributions

The State of Illinois maintains the primary responsibility for funding TRS. The Illinois Pension Code, as amended by Public Act 88-0593 and subsequent acts, provides that for years 2010 through 2045, the minimum contribution to the System for each fiscal year shall be an amount determined to be sufficient to bring the total assets of the System up to 90 percent of the total actuarial liabilities of the System by the end of fiscal year 2045.

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Contributions - Continued

Contributions from active members and TRS contributing employers are also required by the Illinois Pension Code. The contribution rates are specified in the pension code. The active member contribution rate for the year ended June 30, 2023, was 9.0 percent of creditable earnings. The member contribution, which may be paid on behalf of employees by the employer, is submitted to TRS by the employer.

On Behalf Contributions to TRS. The State of Illinois makes employer pension contributions on behalf of the employer. For the year ended June 30, 2024, State of Illinois contributions recognized by the employer were based on the State's proportionate share of the collective net pension liability associated with the employer, and the employer recognized revenue and expenditures of \$17,627,735 in pension contributions from the State.

2.2 Formula Contributions. Employers contribute 0.58 percent of total creditable earnings for the 2.2 formula change. The contribution rate is specified by statute. Contributions for the year ended June 30, 2024 were \$174,202 and are deferred because they were paid after the June 30, 2023 measurement date.

Federal and Special Trust Fund Contributions. When TRS members are paid from federal and special trust funds administered by the employer, there is a statutory requirement for the employer to pay an employer pension contribution from those funds. Under Public Act 100-0340, the federal and special trust fund contribution rate is the total employer normal cost beginning with the year ended June 30, 2018.

Previously, employer contributions for employees paid from federal and special trust funds were at the same rate as the state contribution rate to TRS and were much higher.

For the year ended June 30, 2024, the employer pension contribution was 10.60 percent of salaries paid from federal and special trust funds. For the fiscal year ended June 30, 2023, the employer pension contribution was 10.49 percent of salaries paid from federal and special trust funds. For the fiscal year ended June 30, 2024, salaries totaling \$274,853 were paid from federal and special trust funds that required employer contributions of \$29,134, which was equal to the District's actual contributions. These contributions are deferred because they were paid after the June 30, 2023 measurement date.

Employer Retirement Cost Contributions. Under GASB Statement No. 68, contributions that an employer is required to pay because of a TRS member retiring are categorized as specific liability payments. The employer is required to make a one-time contribution to TRS for members granted salary increases over 6 percent if those salaries are used to calculate a retiree's final average salary.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Contributions - Continued

A one-time contribution is also required for members granted sick leave days in excess of the normal annual allotment if those days are used as TRS service credit. For the year ended June 30, 2024, the employer paid \$4,257 to TRS for employer contributions due on salary increases in excess of 6 percent, \$8,787 for salary increases in excess of 3 percent and \$0 for sick leave days granted in excess of the normal annual allotment.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2023, the employer reported a liability for its proportionate share of the net pension liability (first amount shown below) that reflected a reduction for state pension support provided to the employer. The state's support and total are for disclosure purposes only. The amount recognized by the employer as its proportionate share of the net pension liability, the related state support and the total portion of the net pension liability that was associated with the employer follows below:

Employer's Proportionate Share of the Net Pension Liability	\$ 2,424,175
State's Proportionate Share of the Net Pension Liability Associated with the Employer	<u>209,207,570</u>
Total	<u><u>211,631,745</u></u>

The net pension liability was measured as of June 30, 2023, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of June 30, 2023. The employer's proportion of the net pension liability was based on the employer's share of contributions to TRS for the measurement year ended June 30, 2023, relative to the contributions of all participating TRS employers and the state during that period. At June 30, 2023, the employer's proportion was 0.002900%, which was an increase of 0.000100% from its proportion measured as of June 30, 2022.

For the year ended June 30, 2024, the employer recognized pension expense of \$17,627,735 and revenue of \$17,627,735 for support provided by the state. At June 30, 2024, the employer reported deferred outflows of resources and deterred inflows of resources related to pension from the following sources:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions - Continued

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Differences Between Expected and Actual Experience	\$ 10,077	(9,772)	305
Net Difference Between Projected and Actual Earnings on Pension Investments	—	(69)	(69)
Changes of Assumptions	8,269	(2,132)	6,137
Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	96,454	(309,737)	(213,283)
Total Pension Expense to be Recognized in Future Periods	114,800	(321,710)	(206,910)
Employer Contributions Subsequent to the Measurement Date	203,388	—	203,388
Totals	318,188	(321,710)	(3,522)

\$203,388 reported as deferred outflows of resources related to pensions resulting from employer contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the reporting year ended June 30, 2025. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Fiscal Year	Net Deferred (Inflows) of Resources
2025	\$ (91,559)
2026	(108,007)
2027	(10,214)
2028	(5,157)
2029	8,027
Thereafter	—
Total	(206,910)

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Actuarial Assumptions

The total pension liability in the June 30, 2023 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation: 2.50 Percent

Salary Increases: Varies by Amount of Service Credit

Investment Rate of Return: 7.00 Percent, Net of Pension Plan Investment Expense, Including Inflation

In the June 30, 2023 actuarial valuation, mortality rates were based on the PubT-2010 Table with appropriate adjustments for TRS experience. The rates are based on a fully-generational basis using projection table MP-2020. In the June 30, 2022 actuarial valuation, mortality rates were based on the PubT-2010 White Collar Table with appropriate adjustments for TRS experience. The rates were used on a fully-generational basis using projection table MP-2020.

The long-term (20-year) expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class that were used by the actuary are summarized in the following table:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Actuarial Assumptions - Continued

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Global Equity	37.0%	5.4%
Private Equity	15.0%	8.0%
Income	26.0%	4.3%
Real Assets	18.0%	4.6%
Diversifying Strategies	4.0%	3.4%
Total	100.0%	

Discount Rate

At June 30, 2023, the discount rate used to measure the total pension liability was 7.0 percent, which was the same as the June 30, 2022 rate. The projection of cash flows used to determine the discount rate assumed that employee contributions, employer contributions and state contributions will be made at the current statutorily-required rates.

Based on those assumptions, TRS's fiduciary net position at June 30, 2023 was projected to be available to make all projected future benefit payments to current active and inactive members and all benefit recipients. Tier 1's liability is partially funded by Tier 2 members, as the Tier 2 member contribution is higher than the cost of Tier 2 benefits. Due to this subsidy, contributions from future members in excess of the service cost are also included in the determination of the discount rate. All projected future payments were covered, so the long-term expected rate of return on TRS investments was applied to all periods of projected benefit payments to determine the total pension liability.

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Sensitivity of the Employer's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the employer's proportionate share of the net pension liability calculated using the discount rate of 7.00 percent, as well as what the employer's proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage-point lower or one percentage-point higher than the current rate.

	1% Decrease (8.00%)	Current Discount Rate (7.00%)	1% Increase (6.00%)
Employer's Proportionate Share of the OPEB Liability	\$ 2,983,818	2,424,175	1,959,731

TRS Fiduciary Net Position

Detailed information about the TRS's fiduciary net position as of June 30, 2023 is available in the separately issued TRS *Annual Comprehensive Financial Report*.

Illinois Municipal Retirement Fund (IMRF)

Plan Descriptions

Plan Administration. The District's defined benefit pension plan for regular employees provides retirement and disability benefits, post-retirement increases, and death benefits to plan members and beneficiaries. The District's plan is managed by the Illinois Municipal Retirement Fund (IMRF), the administrator of a defined benefit agent multi-employer public pension fund. A summary of IMRF's pension benefits is provided in the "Benefits Provided" section of this document. Details of all benefits are available from IMRF. Benefit provisions are established by statute and may only be changed by the General Assembly of the State of Illinois. IMRF issues a publicly available Annual Comprehensive Financial Report that includes financial statements, detailed information about the pension plan's fiduciary net position, and required supplementary information. The report is available for download at www.imrf.org.

Benefits Provided. IMRF has three benefit plans. The vast majority of IMRF members participate in the Regular Plan (RP). The Sheriff's Law Enforcement Personnel (SLEP) plan is for sheriffs, deputy sheriffs, and selected police chiefs. Counties could adopt the Elected County Official (ECO) plan for officials elected prior to August 8, 2011 (the ECO plan was closed to new participants after that date).

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Plan Descriptions - Continued

Benefits Provided - Continued. All three IMRF benefit plans have two tiers. Employees hired *before* January 1, 2011, are eligible for Tier 1 benefits. Tier 1 employees are vested for pension benefits when they have at least eight years of qualifying service credit. Tier 1 employees who retire at age 55 (at reduced benefits) or after age 60 (at full benefits) with eight years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any consecutive 48 months within the last 10 years of service, divided by 48. Under Tier 1, the pension is increased by 3% of the original amount on January 1 every year after retirement.

Employees hired on or after January 1, 2011, are eligible for Tier 2 benefits. For Tier 2 employees, pension benefits vest after ten years of service. Participating employees who retire at age 62 (at reduced benefits) or after age 67 (at full benefits) with ten years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any 96 consecutive months within the last 10 years of service, divided by 96. Under Tier 2, the pension is increased on January 1 every year after retirement, upon reaching age 67, by the lesser of:

- 3% of the original pension amount, or
- 1/2 of the increase in the Consumer Price Index of the original pension amount.

Plan Membership. As of December 31, 2023, the measurement date, the following employees were covered by the benefit terms:

Inactive Plan Members Currently Receiving Benefits	200
Inactive Plan Members Entitled to but not yet Receiving Benefits	424
Active Plan Members	<u>138</u>
Total	<u><u>762</u></u>

Contributions. As set by statute, the District’s Regular Plan Members are required to contribute 4.50% of their annual covered salary. The statute requires employers to contribute the amount necessary, in addition to member contributions, to finance the retirement coverage of its own employees. For the year-ended June 30, 2024, the District’s contribution was 8.66% of covered payroll.

Net Pension Liability. The District’s net pension liability was measured as of December 31, 2023. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Plan Descriptions - Continued

Actuarial Assumptions. The total pension liability was determined by an actuarial valuation performed, as of December 31, 2023, using the following actuarial methods and assumptions:

Actuarial Cost Method	Entry Age Normal
Asset Valuation Method	Fair Value
Actuarial Assumptions	
Interest Rate	7.25%
Salary Increases	2.85% to 13.75%
Cost of Living Adjustments	2.75%
Inflation	2.25%

For non-disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 108.0%) and Female (adjusted 106.4%) tables, and future mortality improvements projected using scale MP-2021. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2021. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2021.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense, and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return to the target asset allocation percentage and adding expected inflation. The target allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Plan Descriptions - Continued

Actuarial Assumptions - Continued.

Asset Class	Target	Long-Term Expected Real Rate of Return
Fixed Income	24.50%	4.75%
Domestic Equities	34.50%	5.00%
International Equities	18.00%	6.35%
Real Estate	10.50%	6.30%
Blended	11.50%	6.05% - 8.65%
Cash and Cash Equivalents	1.00%	3.80%

Discount Rate

The discount rate used to measure the total pension liability was 7.25%, the same as the prior valuation. The projection of cash flows used to determine the discount rate assumed that member contributions will be made at the current contribution rate and that District contributions will be made at rates equal to the difference between the actuarially determined contribution rates and the member rate. Based on those assumptions, the Fund's fiduciary net position was projected to be available to make all project future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all period of projected benefit payments to determine the total pension liability.

Discount Rate Sensitivity

The following is a sensitivity analysis of the net pension liability to changes in the discount rate. The table below presents the net pension liability of the District calculated using the discount rate as well as what the District's net pension liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Net Pension Liability	\$ 5,186,324	2,575,319	414,339

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Changes in the Net Pension Liability

	Total Pension Liability (A)	Plan Fiduciary Net Position (B)	Net Pension Liability (A) - (B)
Balances at December 31, 2022	\$ 24,842,086	21,350,906	3,491,180
Changes for the Year:			
Service Cost	498,111	—	498,111
Interest on the Total Pension Liability	1,769,970	—	1,769,970
Changes of Benefit Terms	—	—	—
Difference Between Expected and Actual Experience of the Total Pension Liability	344,260	—	344,260
Changes of Assumptions	(25,912)	—	(25,912)
Contributions - Employer	—	480,374	(480,374)
Contributions - Employees	—	244,525	(244,525)
Net Investment Income	—	2,335,858	(2,335,858)
Benefit Payments, Including Refunds of Employee Contributions	(1,355,514)	(1,355,514)	—
Other (Net Transfer)	—	441,533	(441,533)
Net Changes	1,230,915	2,146,776	(915,861)
Balances at December 31, 2023	26,073,001	23,497,682	2,575,319

Pension Expense, Deferred Outflows of Resources, and Deferred Inflows of Resources Related to Pensions

For the year ended June 30, 2024, the District recognized pension revenue of \$85,359. At June 30, 2024, the District reported deferred outflows or resources and deferred inflows of resources related to pensions from the following sources:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2024

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Pension Expense, Deferred Outflows of Resources, and Deferred Inflows of Resources Related to Pensions - Continued

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Differences Between Expected and Actual Experience	\$ 116,906	—	116,906
Changes of Assumptions	—	(8,799)	(8,799)
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	1,164,250	—	1,164,250
Total Pension Expense to be Recognized in Future Periods	1,281,156	(8,799)	1,272,357
Pension Contributions Made Subsequent to the Measurement Date	266,635	—	266,635
Totals	<u>1,547,791</u>	<u>(8,799)</u>	<u>1,538,992</u>

\$266,635 reported as deferred outflows of resources related to pensions resulting from employer contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the reporting year ended June 30, 2025. Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense in future periods as follows:

Fiscal Year	Net Deferred Outflows of Resources
2025	\$ 226,340
2026	396,625
2027	808,348
2028	(158,956)
Thereafter	—
Total	<u>1,272,357</u>

REQUIRED SUPPLEMENTARY INFORMATION

Required supplementary information includes financial information and disclosures that are required by the GASB but are not considered a part of the basic financial statements. Such information includes:

- Schedule of Changes in the Employer's Total OPEB Liability
Retiree Health Program
- Schedule Employer Contributions
Teacher's Health Insurance Security Fund
- Schedule of Employer's Proportionate Share of the Collective Net OPEB Liability
Teacher's Health Insurance Security Fund
- Schedule of Employer's Proportionate Share of the Net Pension Liability and Employer Contributions
Teachers' Retirement System
- Schedule Employer Contributions
Illinois Municipal Retirement Fund
- Schedule of Changes in the Employer's Net Pension Liability/(Asset)
Illinois Municipal Retirement Fund
- Budgetary Comparison Schedules
General Fund
Operations and Maintenance - Special Revenue Fund
Transportation - Special Revenue Fund
Municipal Retirement/Social Security - Special Revenue Fund

Notes to the Required Supplementary Information

Budgetary Information - Budgets are adopted on a basis consistent with generally accepted accounting principles.

GLEN ELLYN SCHOOL DISTRICT 41

Retirement Health Program

Schedule of Changes in the Employer's Total OPEB Liability

June 30, 2021

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Retirement Health Program
Schedule of Changes in the Employer's Total OPEB Liability
June 30, 2024**

	<u>6/30/18</u>
Total OPEB Liability	
Service Cost	\$ 60,064
Interest	34,006
Changes in Benefit Terms	—
Differences Between Expected and Actual Experience	(65,550)
Change of Assumptions or Other Inputs	(8,776)
Benefit Payments	(99,712)
Net Change in Total OPEB Liability	(79,968)
Total OPEB Liability - Beginning	<u>1,256,397</u>
Total OPEB Liability - Ending	<u><u>1,176,429</u></u>
Covered-Employee Payroll	\$ 28,390,598
Total OPEB Liability as a Percentage of Covered-Employee Payroll	4.14%

Notes:

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

No assets are accumulated in a trust that meets the criteria in paragraph 4 of Statement 75.

Changes of Assumptions. Changes in assumptions related to the discount rate were made in 2018 - 2024.

6/30/19	6/30/20	6/30/21	6/30/22	6/30/23	6/30/24
56,663	52,726	51,859	62,953	51,367	54,274
33,315	30,945	24,944	21,622	33,387	34,145
—	—	—	—	—	—
—	(98,472)	—	(133,474)	(1,780)	106,543
10,601	(69,379)	28,244	(68,241)	—	(116,533)
(116,975)	(99,749)	(51,770)	(50,149)	—	(78,493)
(1,023)	(11,456)	—	—	(66,588)	—
(17,419)	(195,385)	53,277	(167,289)	16,386	(64)
1,176,429	1,159,010	963,625	1,016,902	849,613	865,999
1,159,010	963,625	1,016,902	849,613	865,999	865,935
28,390,598	28,231,540	28,231,540	31,346,879	32,556,353	40,105,926
4.08%	3.41%	3.60%	2.71%	2.66%	2.16%

GLEN ELLYN SCHOOL DISTRICT 41

**Teacher's Health Insurance Security Fund
Schedule of Employer Contributions
June 30, 2024**

Fiscal Year	Actuarially Determined Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution Excess/ (Deficiency)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2018	\$ 224,097	\$ 224,097	\$ —	\$ 24,526,340	0.91%
2019	240,023	240,023	—	25,465,572	0.94%
2020	245,612	245,612	—	26,696,957	0.92%
2021	251,945	251,945	—	27,385,311	0.92%
2022	190,378	190,378	—	28,414,621	0.67%
2023	200,313	200,313	—	29,897,428	0.67%
2024	201,233	201,233	—	30,034,744	0.67%

Note:

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

GLEN ELLYN SCHOOL DISTRICT 41

**Teacher's Health Insurance Security Fund
Schedule of Employer Contributions - Continued
June 30, 2024**

Notes to the Schedule of Employer Contributions

Valuation Date	June 30, 2022
Measurement Date	June 30, 2023
Sponsor's Fiscal Year End	June 30, 2024

Methods and Assumptions Used to Determine Actuarial Liability and Contributions:

Actuarial Cost Method	Entry Age Normal, used to measure the Total OPEB Liability
Contribution Policy	Benefits are financed on a pay-as-you go basis. Contribution rates are defined by statute. For fiscal year end June 30, 2023, contribution rates are 0.90% of pay for active members, 0.67% of pay for school districts and 0.90% of pay for the State. Retired members contribute a percentage of premium rates. The goal of the policy is to finance current year costs plus a margin for incurred but not paid plan costs.
Asset Valuation Method	Fair Value
Investment Rate of Return	2.75%, net of OPEB plan investment expense, including inflation for all plan years.
Inflation	2.25%
Salary Increases	Depends on service and ranges from 8.50% at 1 year of service to 3.50% at 20 or more years of service.
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the June 30, 2021, actuarial valuation.
Mortality	Retirement and Beneficiary Annuitants: PubT-2010 Retiree Mortality Table, adjusted for TRS experience. Disabled Annuitants: PubNS-2010 Non Safety Disabled Retiree Table. Pre- Retirement: PubT-2010 Employee Mortality Table. All tables reflect future mortality improvements using Projection Scale MP-2020.
Healthcare Cost Trend Rates	Trend rates for plan year 2024 are based on actual premium increases. For non-medicare costs, trend rates start at 8.00% for plan year 2025 and decrease gradually to an ultimate rate of 4.25% in 2040. For MAPD costs, trend rates are 0% in 2024 to 2028, 19.42% in 2029 to 2033 and 6.08% in 2034, declining gradually to an ultimate rate of 4.25% in 2040.
Aging Factors	Based on the 2013 SOA Study "Health Care Costs – From Birth to Death".
Expenses	Health administrative expenses are included in the development of the per capita claims costs. Operating expenses are included as a component of the Annual OPEB Expense.

GLEN ELLYN SCHOOL DISTRICT 41

Teacher's Health Insurance Security Fund

Schedule of the Employer's Proportionate Share of the Collective Net OPEB Liability

June 30, 2024

	<u>6/30/18</u>
Employer's Proportion of the Net OPEB Liability	0.112734%
Employer's Proportionate Share of the Net OPEB Liability	\$ 29,253,933
State's Proportionate Share of the Net OPEB Liability Associated with the Employer	<u>38,417,683</u>
Total	<u><u>67,671,616</u></u>
Employer's Covered Payroll	\$ 24,814,128
Employer's Proportionate Share of the Net OPEB Liability as a % of its Covered Payroll	117.89%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	(0.17%)

Notes:

The amounts presented were determined as of the prior fiscal-year end.

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

6/30/19	6/30/20	6/30/21	6/30/22	6/30/23	6/30/24
0.108590%	0.100457%	0.105444%	0.105487%	0.102964%	0.106936%
28,608,970	27,803,871	28,191,518	23,265,492	7,047,594	7,621,716
38,415,677	37,649,959	38,191,824	31,544,657	9,587,582	10,307,005
67,024,647	65,453,830	66,383,342	54,810,149	16,635,176	17,928,721
24,526,340	25,465,572	26,696,957	27,385,311	28,414,621	29,897,428
116.65%	109.18%	105.60%	84.96%	24.80%	25.49%
(0.07%)	0.25%	0.70%	1.40%	5.24%	6.21%

GLEN ELLYN SCHOOL DISTRICT 41

Teachers' Retirement System

**Schedule of the Employer's Proportionate Share of the Net Pension Liability and Employer Contributions
June 30, 2024**

	6/30/15	6/30/16	6/30/17
Employer's Proportion of the Net Pension Liability	0.003913%	0.004518%	0.005279%
Employer's Proportionate Share of the Net Pension Liability \$	2,381,414	2,959,718	4,167,281
State's Proportionate Share of the Net Pension Liability Associated with the Employer	132,094,587	162,328,767	203,120,786
Total	134,476,001	165,288,485	207,288,067
Employer's Covered Payroll \$	N/A	N/A	24,307,482
Employer's Proportionate Share of the Net Pension Liability as a % of its Covered-Employee Payroll	N/A	N/A	17.14%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	43.00%	41.50%	36.40%
Contractually-Required Contribution \$	153,586	197,996	239,125
Contributions in Relation to the Contractually Required Contribution	159,373	197,996	260,915
Contribution Deficiency (Excess)	(5,787)	—	(21,790)
Employer's Covered Payroll \$	N/A	24,307,482	24,814,128
Contributions as a % of Covered Payroll	N/A	N/A	1.05%

Notes:

The amounts presented were determined as of the prior fiscal-year end.

For the 2023 measurement year, the assumed investment rate of return was of 7.0 percent, including an inflation rate of 2.50 percent and a real return of 4.50 percent. Salary increases were assumed to vary by service credit. These actuarial assumptions were based on an experience study dated September 30, 2021.

For the 2022-2018 measurement years, the assumed investment rate of return was 7.0, including an inflation rate of 2.25 percent and a real return of 4.75 percent. Salary increases were assumed to vary by service credit.

The assumptions used for the 2020-2018 and 2017-2016 measurement years were based on an experience study dated September 18, 2018 and August 13, 2015, respectively.

For the 2015 measurement year, the assumed investment rate of return was 7.5 percent, including an inflation rate of 3.0 percent and a real return of 4.5 percent. Salary increases were assumed to vary by service credit. Various other changes in assumptions were adopted based on the experience analysis for the three year period ending June 30, 2014.

N/A - Not Available

6/30/18	6/30/19	6/30/20	6/30/21	6/30/22	6/30/23	6/30/24
0.006161%	0.002996%	0.003740%	0.003174%	0.003053%	0.002771%	0.002900%
4,707,121	2,335,256	3,033,205	2,736,093	2,381,958	2,328,293	2,424,175
189,862,200	159,974,799	215,869,887	214,305,022	199,633,377	201,963,973	209,207,570
194,569,321	162,310,055	218,903,092	217,041,115	202,015,335	204,292,266	211,631,745
24,814,128	24,526,340	25,465,572	26,696,957	27,385,311	28,414,621	29,897,428
18.97%	9.52%	11.91%	10.25%	8.70%	8.19%	8.11%
39.30%	40.00%	39.60%	37.80%	45.10%	42.80%	43.90%
158,509	173,678	178,117	180,130	217,318	187,390	203,336
173,428	175,953	179,498	181,136	210,408	187,239	203,388
(14,919)	(2,275)	(1,381)	(1,006)	6,910	151	(52)
24,526,340	25,465,572	26,696,957	27,385,311	28,414,621	29,897,428	30,034,744
0.71%	0.69%	0.67%	0.66%	0.74%	0.63%	0.68%

GLEN ELLYN SCHOOL DISTRICT 41

**Illinois Municipal Retirement Fund
Schedule of Employer Contributions
June 30, 2024**

Fiscal Year	Actuarially Determined Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution Excess/ (Deficiency)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2015	\$ 503,371	\$ 502,330	\$ (1,041)	\$ 4,373,334	11.49%
2016	479,580	479,579	(1)	4,225,373	11.35%
2017	484,961	484,961	—	4,148,511	11.69%
2018	513,022	520,054	7,032	4,314,733	12.05%
2019	555,649	557,236	1,587	4,742,809	11.75%
2020	516,705	516,705	—	4,807,488	10.75%
2021	600,313	600,313	—	5,167,246	11.62%
2022	548,938	548,938	—	5,119,624	10.72%
2023	478,013	478,013	—	5,110,865	9.35%
2024	509,746	509,746	—	5,888,854	8.66%

Notes to the Required Supplementary Information:

Actuarial Cost Method	Aggregate Entry Age Normal
Amortization Method	Level % Pay (Closed)
Remaining Amortization Period	20 Years
Asset Valuation Method	5-Year Smoothed Fair Value
Inflation	2.25%
Salary Increases	2.75% to 13.75%, Including Inflation
Investment Rate of Return	7.25%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2020 valuation pursuant to an experience study of the period 2017-2019.
Mortality	For non-disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 106%) and Female (adjusted 105%) tables, and future mortality improvements projected using scale MP-2020. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020.

GLEN ELLYN SCHOOL DISTRICT 41

Illinois Municipal Retirement Fund

Schedule of Changes in the Employer's Net Pension Liability/(Asset)

June 30, 2024

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Illinois Municipal Retirement Fund

Schedule of Changes in the Employer's Net Pension Liability/(Asset)

June 30, 2024

	12/31/14	12/31/15	12/31/16
Total Pension Liability			
Service Cost	\$ 516,324	510,323	475,524
Interest	1,183,675	1,333,210	1,406,311
Changes in Benefit Terms	—	—	—
Differences Between Expected and Actual Experience	277,372	(48,931)	157,754
Change of Assumptions	880,888	(660,359)	(85,993)
Benefit Payments, Including Refunds of Member Contributions	(752,204)	(1,044,129)	(954,449)
Net Change in Total Pension Liability	2,106,055	90,114	999,147
Total Pension Liability - Beginning	15,900,274	18,006,329	18,096,443
Total Pension Liability - Ending	18,006,329	18,096,443	19,095,590
Plan Fiduciary Net Position			
Contributions - Employer	\$ 502,330	479,579	484,961
Contributions - Members	196,388	190,142	197,191
Net Investment Income	912,452	79,099	1,091,273
Benefit Payments, Including Refunds of Member Contributions	(752,204)	(875,650)	(954,449)
Other (Net Transfer)	78,889	98,233	165,307
Net Change in Plan Fiduciary Net Position	937,855	(28,597)	984,283
Plan Net Position - Beginning	14,984,966	15,922,821	15,894,224
Plan Net Position - Ending	15,922,821	15,894,224	16,878,507
Employer's Net Pension Liability/(Asset)	\$ 2,083,508	2,202,219	2,217,083
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	88.43%	87.83%	88.39%
Covered Payroll	\$ 4,373,334	4,225,373	4,148,511
Employer's Net Pension Liability/(Asset) as a Percentage of Covered Payroll	47.64%	52.12%	53.44%

Changes of Assumptions. Changes in assumptions related to the discount rate were made in 2014 through 2018 and 2020. Changes in assumptions related to the demographics were made in 2014 and 2017.

12/31/17	12/31/18	12/31/19	12/31/20	12/31/21	12/31/22	12/31/23
481,362	453,610	507,156	511,419	515,559	523,629	498,111
1,485,644	1,494,898	1,494,682	1,571,564	1,617,096	1,716,281	1,769,970
—	—	—	—	—	—	—
75,146	(656,991)	203,558	(103,393)	463,980	(172,478)	344,260
41,461	524,724	—	(170,622)	—	—	(25,912)
(875,650)	(1,196,767)	(1,120,610)	(1,173,562)	(1,192,442)	(1,272,758)	(1,355,514)
1,207,963	619,474	1,084,786	635,406	1,404,193	794,674	1,230,915
19,095,590	20,303,553	20,923,027	22,007,813	22,643,219	24,047,412	24,842,086
20,303,553	20,923,027	22,007,813	22,643,219	24,047,412	24,842,086	26,073,001
520,054	557,236	461,420	572,303	605,826	507,576	480,374
198,746	213,660	211,876	222,401	234,010	231,406	244,525
2,930,396	(1,062,120)	3,133,641	2,788,740	3,624,391	(3,044,899)	2,335,858
(1,044,129)	(1,196,767)	(1,120,610)	(1,173,562)	(1,192,442)	(1,272,758)	(1,355,514)
(376,392)	(838,973)	62,884	(148,317)	(35,053)	(98,145)	441,533
2,228,675	(2,326,964)	2,749,211	2,261,565	3,236,732	(3,676,820)	2,146,776
16,878,507	19,107,182	16,780,218	19,529,429	21,790,994	25,027,726	21,350,906
19,107,182	16,780,218	19,529,429	21,790,994	25,027,726	21,350,906	23,497,682
1,196,371	4,142,809	2,478,384	852,225	(980,314)	3,491,180	2,575,319
94.11%	80.20%	88.74%	96.24%	104.08%	85.95%	90.12%
4,314,733	4,742,809	4,708,363	4,938,984	5,200,231	5,132,218	5,418,320
27.73%	87.35%	52.64%	17.26%	(18.85%)	68.02%	47.53%

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
General Levy	\$ 47,194,334	47,194,334	45,848,092	(1,346,242)
Special Education Levy	884,334	884,334	792,819	(91,515)
Personal Property				
Replacement Taxes	2,720,000	2,720,000	2,198,810	(521,190)
Regular Tuition	65,000	65,000	74,947	9,947
Earnings on Investments	1,325,000	1,325,000	3,251,634	1,926,634
Sales to Pupils - Lunch	525,000	525,000	401,678	(123,322)
Fees	255,875	255,875	242,345	(13,530)
Book Store Sales	92,000	92,000	66,621	(25,379)
Contributions and Donations from				
Private Sources	54,812	54,812	55,562	750
Student Activity Fund	15,000	15,000	19,908	4,908
Other Local Sources	85,000	85,000	132,921	47,921
	<u>53,216,355</u>	<u>53,216,355</u>	<u>53,085,337</u>	<u>(131,018)</u>
State Sources				
Evidence Based Funding Formula	2,114,802	2,114,802	2,115,136	334
Special Education				
Private Facility Tuition	260,000	260,000	348,920	88,920
Orphanage - Individual	12,000	12,000	—	(12,000)
State Free Lunch & Breakfast	750	750	—	(750)
Early Childhood	511,418	511,418	522,380	10,962
School Infrastructure - Maintenance Projects	—	—	150,000	150,000
Other State Sources	2,845	2,845	2,832	(13)
	<u>2,901,815</u>	<u>2,901,815</u>	<u>3,139,268</u>	<u>237,453</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues - Continued				
Federal Sources				
Special Milk Program	\$ 2,500	2,500	27,160	24,660
Title I - Low Income	356,695	356,695	430,168	73,473
Federal Special Education				
Preschool Flow-Through	28,818	28,818	17,173	(11,645)
IDEA - Flow-Through	784,584	784,584	1,143,652	359,068
Title III - Immigrant Education Program	50,000	50,000	53,472	3,472
Title II - Teacher Quality	91,066	91,066	147,209	56,143
Medicaid Matching Funds				
Administrative Outreach	45,000	45,000	74,635	29,635
Fee-For-Service Program	200,000	200,000	155,868	(44,132)
Other Federal Grants	249,930	249,930	247,747	(2,183)
	<u>1,808,593</u>	<u>1,808,593</u>	<u>2,297,084</u>	<u>488,491</u>
On-Behalf Payments - State of Illinois	—	—	18,348,048	18,348,048
Total Revenues	<u>57,926,763</u>	<u>57,926,763</u>	<u>76,869,737</u>	<u>18,942,974</u>
Expenditures				
Instruction				
Regular Programs				
Salaries	17,677,098	17,677,098	17,476,735	200,363
Employee Benefits	2,628,800	2,628,800	2,715,393	(86,593)
Purchased Services	113,133	113,133	121,227	(8,094)
Supplies and Materials	611,894	611,894	475,306	136,588
Capital Outlay	700	700	—	700
Other Objects	1,200	1,200	1,030	170
	<u>21,032,825</u>	<u>21,032,825</u>	<u>20,789,691</u>	<u>243,134</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Instruction - Continued				
Pre-K Programs				
Salaries	\$ 391,748	391,748	359,187	32,561
Employee Benefits	82,193	82,193	78,419	3,774
Supplies and Materials	34,056	34,056	16,322	17,734
	<u>507,997</u>	<u>507,997</u>	<u>453,928</u>	<u>54,069</u>
Special Education Programs				
Salaries	3,834,690	3,834,690	3,727,310	107,380
Employee Benefits	687,294	687,294	737,228	(49,934)
Purchased Services	9,950	9,950	7,521	2,429
Supplies and Materials	15,036	15,036	14,827	209
	<u>4,546,970</u>	<u>4,546,970</u>	<u>4,486,886</u>	<u>60,084</u>
Special Education Programs Pre-K				
Salaries	451,935	451,935	440,648	11,287
Employee Benefits	92,836	92,836	112,632	(19,796)
	<u>544,771</u>	<u>544,771</u>	<u>553,280</u>	<u>(8,509)</u>
Remedial and Supplemental Programs K-12				
Salaries	367,089	367,089	378,213	(11,124)
Purchased Services	5,500	5,500	—	5,500
Supplies and Materials	1,000	1,000	341	659
Employee Benefits	75,889	75,889	150,659	(74,770)
	<u>449,478</u>	<u>449,478</u>	<u>529,213</u>	<u>(79,735)</u>
Interscholastic Programs				
Salaries	126,500	126,500	115,552	10,948
Employee Benefits	1,588	1,588	1,194	394
Purchased Services	9,485	9,485	8,517	968
Supplies and Materials	12,610	12,610	12,242	368
Other Objects	2,337	2,337	2,115	222
	<u>152,520</u>	<u>152,520</u>	<u>139,620</u>	<u>12,900</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Instruction - Continued				
Summer School Programs				
Salaries	\$ 7,000	7,000	40	6,960
Employee Benefits	—	—	4	(4)
Supplies and Materials	—	—	(283)	283
	7,000	7,000	(239)	7,239
Gifted Programs				
Salaries	568,325	568,325	551,862	16,463
Employee Benefits	65,110	65,110	61,003	4,107
	633,435	633,435	612,865	20,570
Bilingual Programs				
Salaries	2,358,521	2,358,521	2,306,534	51,987
Employee Benefits	420,027	420,027	416,221	3,806
Purchased Services	42,850	42,850	102,511	(59,661)
Supplies and Materials	26,000	26,000	29,909	(3,909)
Other Objects	1,000	1,000	—	1,000
	2,848,398	2,848,398	2,855,175	(6,777)
Special Education Program K-12 - Private Tuition				
Other Objects	1,283,900	1,283,900	1,156,556	127,344
Student Activity Fund				
Other Objects	10,000	10,000	18,607	(8,607)
Total Instruction	32,017,294	32,017,294	31,595,582	421,712
Support Services				
Pupils				
Attendance and Social Work Services				
Salaries	898,947	898,947	916,289	(17,342)
Employee Benefits	212,516	212,516	202,081	10,435
Purchased Services	156	156	59	97
Supplies and Materials	1,395	1,395	1,403	(8)
	1,113,014	1,113,014	1,119,832	(6,818)

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Pupils - Continued				
Guidance Services				
Salaries	\$ 260,823	260,823	275,222	(14,399)
Employee Benefits	55,659	55,659	54,163	1,496
Purchased Services	—	—	4,000	(4,000)
	<u>316,482</u>	<u>316,482</u>	<u>333,385</u>	<u>(16,903)</u>
Health Services				
Salaries	378,148	378,148	374,555	3,593
Employee Benefits	57,775	57,775	46,669	11,106
Purchased Services	334,128	334,128	234,631	99,497
Supplies and Materials	18,510	18,510	9,913	8,597
	<u>788,561</u>	<u>788,561</u>	<u>665,768</u>	<u>122,793</u>
Psychological Services				
Salaries	487,322	487,322	487,820	(498)
Employee Benefits	73,881	73,881	72,141	1,740
Purchased Services	12,000	12,000	1,708	10,292
Supplies and Materials	7,225	7,225	7,282	(57)
	<u>580,428</u>	<u>580,428</u>	<u>568,951</u>	<u>11,477</u>
Speech Pathology and Audiology Services				
Salaries	914,020	914,020	906,769	7,251
Employee Benefits	104,480	104,480	125,468	(20,988)
Purchased Services	—	—	59	(59)
Supplies and Materials	4,000	4,000	2,382	1,618
	<u>1,022,500</u>	<u>1,022,500</u>	<u>1,034,678</u>	<u>(12,178)</u>
Total Pupils	<u>3,820,985</u>	<u>3,820,985</u>	<u>3,722,614</u>	<u>98,371</u>
Instructional Staff				
Improvement of Instruction Services				
Salaries	300,976	300,976	346,773	(45,797)
Employee Benefits	80,677	80,677	85,871	(5,194)
Purchased Services	243,344	243,344	179,708	63,636
Supplies and Materials	2,500	2,500	341	2,159
Other Objects	500	500	186	314
	<u>627,997</u>	<u>627,997</u>	<u>612,879</u>	<u>15,118</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Instructional Staff - Continued				
Educational Media Services				
Salaries	\$ 638,147	638,147	641,541	(3,394)
Employee Benefits	130,393	130,393	129,585	808
Supplies and Materials	38,393	38,393	36,523	1,870
	<u>806,933</u>	<u>806,933</u>	<u>807,649</u>	<u>(716)</u>
Assessment and Testing				
Purchased Services	35,000	35,000	23,204	11,796
	<u>1,469,930</u>	<u>1,469,930</u>	<u>1,443,732</u>	<u>26,198</u>
General Administration				
Board of Education Services				
Employee Benefits	135,000	135,000	83,715	51,285
Purchased Services	802,103	802,103	612,063	190,040
Supplies and Materials	12,000	12,000	14,005	(2,005)
Other Objects	14,000	14,000	12,923	1,077
	<u>963,103</u>	<u>963,103</u>	<u>722,706</u>	<u>240,397</u>
Executive Administration Services				
Salaries	336,867	336,867	350,458	(13,591)
Employee Benefits	95,947	95,947	100,200	(4,253)
Purchased Services	15,000	15,000	11,428	3,572
Supplies and Materials	6,000	6,000	2,094	3,906
Other Objects	5,250	5,250	3,520	1,730
	<u>459,064</u>	<u>459,064</u>	<u>467,700</u>	<u>(8,636)</u>
Special Area Administration Services				
Salaries	338,614	338,614	316,844	21,770
Employee Benefits	120,882	120,882	123,714	(2,832)
Purchased Services	175,713	175,713	147,595	28,118
Supplies and Materials	6,060	6,060	7,653	(1,593)
Capital Outlay	4,399	4,399	—	4,399
Other Objects	11,000	11,000	3,315	7,685
Non-Capitalized Equipment	—	—	17,640	(17,640)
	<u>656,668</u>	<u>656,668</u>	<u>616,761</u>	<u>39,907</u>
Total General Administration	<u>2,078,835</u>	<u>2,078,835</u>	<u>1,807,167</u>	<u>271,668</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
School Administration				
Office of the Principal Services				
Salaries	\$ 1,706,568	1,706,568	1,704,904	1,664
Employee Benefits	547,265	547,265	586,109	(38,844)
Purchased Services	4,650	4,650	2,547	2,103
Supplies and Materials	1,750	1,750	1,289	461
Other Objects	4,700	4,700	2,989	1,711
Total School Administration	2,264,933	2,264,933	2,297,838	(32,905)
Business				
Direction of Business Support Services				
Salaries	188,974	188,974	188,974	—
Employee Benefits	47,117	47,117	51,309	(4,192)
Purchased Services	1,000	1,000	—	1,000
Other Objects	1,200	1,200	675	525
	238,291	238,291	240,958	(2,667)
Fiscal Services				
Salaries	262,874	262,874	269,949	(7,075)
Employee Benefits	77,364	77,364	91,170	(13,806)
Purchased Services	24,000	24,000	12,847	11,153
Supplies and Materials	8,500	8,500	5,917	2,583
Capital Outlay	750	750	—	750
Other Objects	17,500	17,500	4,094	13,406
	390,988	390,988	383,977	7,011
Operations and Maintenance of Plant Services				
Purchased Services	16,000	16,000	15,700	300

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Business - Continued				
Food Services				
Salaries	\$ 442,800	442,800	388,175	54,625
Employee Benefits	1,135	1,135	1,515	(380)
Purchased Services	925,500	925,500	812,208	113,292
Supplies and Materials	2,500	2,500	2,105	395
Capital Outlay	15,000	15,000	—	15,000
Other Objects	3,500	3,500	3,627	(127)
	<u>1,390,435</u>	<u>1,390,435</u>	<u>1,207,630</u>	<u>182,805</u>
Internal Services				
Purchased Services	200	200	—	200
	<u>2,035,914</u>	<u>2,035,914</u>	<u>1,848,265</u>	<u>187,649</u>
Central				
Planning, Research, Development, and Evaluation Services				
Salaries	4,500	4,500	5,472	(972)
Employee Benefits	—	—	56	(56)
Purchased Services	30,983	30,983	16,383	14,600
Supplies and Materials	39,123	39,123	12,913	26,210
	<u>74,606</u>	<u>74,606</u>	<u>34,824</u>	<u>39,782</u>
Information Services				
Salaries	227,749	227,749	228,149	(400)
Employee Benefits	43,310	43,310	49,866	(6,556)
Purchased Services	32,000	32,000	29,546	2,454
Supplies and Materials	6,300	6,300	5,467	833
Other Objects	2,000	2,000	2,123	(123)
	<u>311,359</u>	<u>311,359</u>	<u>315,151</u>	<u>(3,792)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Central - Continued				
Staff Services				
Salaries	\$ 404,196	404,196	504,164	(99,968)
Employee Benefits	91,530	91,530	90,858	672
Purchased Services	83,500	83,500	52,579	30,921
Supplies and Materials	41,400	41,400	22,943	18,457
Other Objects	8,500	8,500	1,778	6,722
	<u>629,126</u>	<u>629,126</u>	<u>672,322</u>	<u>(43,196)</u>
Data Processing Services				
Salaries	510,312	510,312	502,224	8,088
Employee Benefits	104,773	104,773	103,850	923
Purchased Services	287,500	287,500	222,615	64,885
Supplies and Materials	1,554,430	1,554,430	1,080,836	473,594
Capital Outlay	663,000	663,000	—	663,000
Other Objects	3,000	3,000	1,035	1,965
Non-Capitalized Equipment	—	—	9,653	(9,653)
	<u>3,123,015</u>	<u>3,123,015</u>	<u>1,920,213</u>	<u>1,202,802</u>
Total Central	<u>4,138,106</u>	<u>4,138,106</u>	<u>2,942,510</u>	<u>1,195,596</u>
Total Support Services	<u>15,808,703</u>	<u>15,808,703</u>	<u>14,062,126</u>	<u>1,746,577</u>
Community Services				
Salaries	25,935	25,935	60,042	(34,107)
Employee Benefits	515	515	940	(425)
Purchased Services	10,280	10,280	1,671	8,609
Supplies and Materials	11,065	11,065	8,289	2,776
Total Community Services	<u>47,795</u>	<u>47,795</u>	<u>70,942</u>	<u>(23,147)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Payments to Other Districts and Governmental Units				
Payments for Special Education Programs				
Other Objects	\$ 1,165,100	1,165,100	1,493,854	(328,754)
Total Direct Expenditures	49,038,892	49,038,892	47,222,504	1,816,388
On-Behalf Payments - State of Illinois	—	—	18,348,048	(18,348,048)
Total Expenditures	49,038,892	49,038,892	65,570,552	(16,531,660)
Excess (Deficiency) of Revenues Over Over(Under) Expenditures	8,887,871	8,887,871	11,299,185	2,411,314
Other Financing (Uses)				
Transfers Out	(6,850,000)	(6,850,000)	(6,850,000)	—
Net Change in Fund Balance	2,037,871	2,037,871	4,449,185	2,411,314
Fund Balances - Beginning			37,372,326	
Fund Balance - Ending			41,821,511	

GLEN ELLYN SCHOOL DISTRICT 41

Operations and Maintenance - Special Revenue Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,660,874	1,660,874	1,675,002	14,128
Earnings on Investments	25,000	25,000	42,113	17,113
Total Revenues	<u>1,685,874</u>	<u>1,685,874</u>	<u>1,717,115</u>	<u>31,241</u>
Expenditures				
Support Services				
Business				
Food Services				
Non-Capitalized Equipment	7,000	7,000	9,067	(2,067)
Capital Outlay	15,000	15,000	—	15,000
Total Expenditures	<u>22,000</u>	<u>22,000</u>	<u>9,067</u>	<u>12,933</u>
Operation and Maintenance of Plant Services				
Salaries	1,995,634	1,995,634	2,068,745	(73,111)
Employee Benefits	410,222	410,222	414,180	(3,958)
Purchased Services	1,197,500	1,197,500	995,988	201,512
Supplies and Materials	811,000	811,000	635,784	175,216
Capital Outlay	572,500	572,500	326,032	246,468
Non-Capitalized Equipment	—	—	107,336	(107,336)
Total Expenditures	<u>4,986,856</u>	<u>4,986,856</u>	<u>4,548,065</u>	<u>438,791</u>
Total Expenditures	<u>5,008,856</u>	<u>5,008,856</u>	<u>4,557,132</u>	<u>451,724</u>
Excess (Deficiency) of Revenues Over Under) Expenditures	(3,322,982)	(3,322,982)	(2,840,017)	482,965
Other Financing Sources/(Uses)				
Transfers In	—	—	3,000,000	3,000,000
Net Change in Fund Balance	<u>(3,322,982)</u>	<u>(3,322,982)</u>	159,983	<u>3,482,965</u>
Fund Balance - Beginning			<u>(610,982)</u>	
Fund Balance - Ending			<u>(450,999)</u>	

GLEN ELLYN SCHOOL DISTRICT 41

**Transportation - Special Revenue Fund
 Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual
 For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,932,693	1,932,693	1,813,147	(119,546)
Earnings on Investments	90,000	90,000	153,260	63,260
	<u>2,022,693</u>	<u>2,022,693</u>	<u>1,966,407</u>	<u>(56,286)</u>
State Sources				
Transportation - Regular/Vocational	75,000	75,000	201,106	126,106
Transportation - Special Education	625,000	625,000	729,882	104,882
	<u>700,000</u>	<u>700,000</u>	<u>930,988</u>	<u>230,988</u>
Total Revenues	<u>2,722,693</u>	<u>2,722,693</u>	<u>2,897,395</u>	<u>174,702</u>
Expenditures				
Support Services				
Business				
Pupil Transport Services				
Salaries	5,552	5,552	5,040	512
Employee Benefits	1,133	1,133	2,059	(926)
Purchased Services	2,805,350	2,805,350	2,818,562	(13,212)
	<u>2,812,035</u>	<u>2,812,035</u>	<u>2,825,661</u>	<u>(13,626)</u>
Total Expenditures	<u>2,812,035</u>	<u>2,812,035</u>	<u>2,825,661</u>	<u>(13,626)</u>
Net Change in Fund Balance	<u>(89,342)</u>	<u>(89,342)</u>	71,734	<u>161,076</u>
Fund Balance - Beginning			<u>2,556,421</u>	
Fund Balance - Ending			<u>2,628,155</u>	

GLEN ELLYN SCHOOL DISTRICT 41

Municipal Retirement/Social Security - Special Revenue Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,833,733	1,833,733	1,777,042	(56,691)
Personal Property				
Replacement Taxes	117,216	117,216	117,216	—
Earnings on Investments	49,000	49,000	102,457	53,457
Total Revenues	1,999,949	1,999,949	1,996,715	(3,234)
Expenditures				
Instruction				
Regular Programs	241,335	241,335	244,860	(3,525)
Pre-K Programs	5,680	5,680	4,736	944
Special Education Programs	196,754	196,754	185,945	10,809
Special Education Programs Pre-K	59,703	59,703	51,738	7,965
Remedial and Supplemental Programs	59,909	59,909	52,189	7,720
Interscholastic Programs	2,600	2,600	3,489	(889)
Summer School Programs	—	—	1	(1)
Gifted Programs	8,240	8,240	7,697	543
Bilingual Programs	64,700	64,700	57,765	6,935
	638,921	638,921	608,420	30,501
Support Services				
Pupil				
Attendance and Social Work Services	20,470	20,470	19,436	1,034
Guidance Services	3,782	3,782	3,653	129
Health Services	43,761	43,761	49,182	(5,421)
Psychological Services	7,067	7,067	6,611	456
Speech Pathology and Audiology Service	13,253	13,253	12,593	660
	88,333	88,333	91,475	(3,142)
Instructional Staff				
Improvement of Instruction Services	10,097	10,097	11,387	(1,290)
Educational Media Services	29,770	29,770	27,645	2,125
	39,867	39,867	39,032	835

GLEN ELLYN SCHOOL DISTRICT 41

Municipal Retirement/Social Security - Special Revenue Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
General Administration				
Executive Administration Services	\$ 17,302	17,302	21,239	(3,937)
Special Area Administration Services	14,061	14,061	10,436	3,625
	<u>31,363</u>	<u>31,363</u>	<u>31,675</u>	<u>(312)</u>
School Administration				
Office of the Principal Services	81,494	81,494	81,424	70
Business				
Direction of Business Support Services	2,740	2,740	2,731	9
Fiscal Services	27,303	27,303	26,237	1,066
Operations and Maintenance of Plant Services	331,543	331,543	329,191	2,352
Pupil Transportation Services	—	—	746	(746)
Food Services	33,875	33,875	22,960	10,915
	<u>395,461</u>	<u>395,461</u>	<u>381,865</u>	<u>13,596</u>
Central				
Planning, Research, Development and Evaluation Services	—	—	228	(228)
Information Services	43,715	43,715	37,618	6,097
Staff Services	26,571	26,571	26,730	(159)
Data Processing Services	62,914	62,914	61,130	1,784
	<u>133,200</u>	<u>133,200</u>	<u>125,706</u>	<u>7,494</u>
Total Support Services	<u>769,718</u>	<u>769,718</u>	<u>751,177</u>	<u>18,541</u>
Community Services	4,233	4,233	5,115	(882)
Total Expenditures	<u>1,412,872</u>	<u>1,412,872</u>	<u>1,364,712</u>	<u>48,160</u>
Net Change in Fund Balance	<u>587,077</u>	<u>587,077</u>	632,003	<u>44,926</u>
Fund Balance - Beginning			<u>1,225,670</u>	
Fund Balance - Ending			<u>1,857,673</u>	

OTHER SUPPLEMENTARY INFORMATION

Other supplementary information includes financial statements and schedules not required by the GASB, nor a part of the basic financial statements, but are presented for purposes of additional analysis.

Such statements and schedules include:

- Combining Statements - General Fund - by Account
- Budgetary Comparison Schedules - Major Governmental Funds
- Consolidated Year-End Financial Report

INDIVIDUAL FUND DESCRIPTIONS

GENERAL FUND

The General Fund is used to account for all financial resources except those required to be accounted for in another fund. The General Fund includes the Educational, Tort Immunity and Judgement, and Working Cash Accounts.

SPECIAL REVENUE FUNDS

The Special Revenue Funds are used to account for the proceeds of specific revenue sources (other than fiduciary funds or capital project funds) that are legally restricted to expenditure for specified purposes.

Operations and Maintenance Fund

The Operations and Maintenance Fund is used to account for expenditures made for repair and maintenance of the District's buildings and land. Revenue consists primarily of local property taxes, tax increment financing district monies, and personal property replacement taxes.

Transportation Fund

The Transportation Fund is used to account for all revenue and expenditures made for student transportation. Revenue is derived primarily from local property taxes and state reimbursement grants.

Municipal Retirement/Social Security

The Municipal Retirement/Social Security Fund is used to account for the District's portion of pension contributions to the Illinois Municipal Retirement Fund, payments to Medicare, and payments to the Social Security System for non-certified employees. Revenue to finance the contributions is derived primarily from local property taxes and personal property replacement taxes.

DEBT SERVICE FUND

The Debt Service Fund is used to account for the accumulation of resources that are restricted, committed, or assigned for, and the payment of, long-term debt principal, interest and related costs. The primary revenue source is local property taxes levied specifically for debt service.

CAPITAL PROJECTS FUND

The Capital Projects Fund is used to account for financial resources that are restricted, committed, or assigned to be used for the acquisition or construction of, and/or additions to, major capital facilities.

GLEN ELLYN SCHOOL DISTRICT 41

**General Fund - by Account
Combining Balance Sheet
June 30, 2024**

	Educational Account	Tort Immunity and Judgement Account	Working Cash Account	Totals
ASSETS				
Cash and Investments	\$ 67,691,629	22,846	700,032	68,414,507
Receivables - Net of Allowances				
Property Taxes	25,424,840	843	843	25,426,526
Intergovernmental	370,116	—	—	370,116
Total Assets	<u>93,486,585</u>	<u>23,689</u>	<u>700,875</u>	<u>94,211,149</u>
LIABILITIES				
Accounts Payable	243,586	—	—	243,586
Salaries and Wages Payable	2,027,596	—	—	2,027,596
Total Liabilities	<u>2,271,182</u>	<u>—</u>	<u>—</u>	<u>2,271,182</u>
DEFERRED INFLOWS OF RESOURCES				
Property Taxes	50,051,685	1,659	1,659	50,055,003
Other Deferred Revenues	63,453	—	—	63,453
Total Deferred Inflows of Resources	<u>50,115,138</u>	<u>1,659</u>	<u>1,659</u>	<u>50,118,456</u>
Total Liabilities and Deferred Inflows of Resources	<u>52,386,320</u>	<u>1,659</u>	<u>1,659</u>	<u>52,389,638</u>
FUND BALANCES				
Restricted	49,021	22,030	—	71,051
Unassigned	41,051,244	—	699,216	41,750,460
Total Fund Balances	<u>41,100,265</u>	<u>22,030</u>	<u>699,216</u>	<u>41,821,511</u>
Total Liabilities, Deferred Inflows of Resources and Fund Balances	<u>93,486,585</u>	<u>23,689</u>	<u>700,875</u>	<u>94,211,149</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund - by Accounts

Combining Statement of Revenues, Expenditures and Changes in Fund Balances

For the Fiscal Year Ended June 30, 2024

	Educational Account	Tort Immunity and Judgement Account	Working Cash Account	Totals
Revenues				
Local Sources				
Property Taxes	\$ 45,844,952	1,570	1,570	45,848,092
Personal Property Replacement Taxes	2,198,810	—	—	2,198,810
Earnings on Investments	3,223,804	846	26,984	3,251,634
Other Local Sources	993,982	—	—	993,982
State Sources	3,139,268	—	—	3,139,268
Federal Sources	2,297,084	—	—	2,297,084
Total Direct Revenues	57,697,900	2,416	28,554	57,728,870
On-Behalf Payments - State of Illinois	18,348,048	—	—	18,348,048
Total Revenues	76,045,948	2,416	28,554	76,076,918
Expenditures				
Instruction				
Regular Programs	20,789,691	—	—	20,789,691
Special Programs	6,725,935	—	—	6,725,935
Other Instructional Programs	4,079,956	—	—	4,079,956
Support Services				
Pupils	3,722,614	—	—	3,722,614
Instructional Staff	1,443,732	—	—	1,443,732
General Administration	1,807,167	—	—	1,807,167
School Administration	2,297,838	—	—	2,297,838
Business	1,832,565	—	—	1,832,565
Operations and Maintenance	15,700	—	—	15,700
Central	2,942,510	—	—	2,942,510
Community Services	70,942	—	—	70,942
Payments to Other Districts and Government Units	1,493,854	—	—	1,493,854
Total Direct Expenditures	47,222,504	—	—	47,222,504
On-Behalf Payments - State of Illinois	18,348,048	—	—	18,348,048
Total Expenditures	65,570,552	—	—	65,570,552
Excess (Deficiency) of Revenues Over (Under) Expenditures	10,475,396	2,416	28,554	10,506,366
Other Financing (Uses) Transfers Out	(6,850,000)	—	—	(6,850,000)
Net Change in Fund Balance	3,625,396	2,416	28,554	3,656,366
Fund Balances - Beginning	36,682,050	19,614	670,662	37,372,326
Fund Balances - Ending	40,307,446	22,030	699,216	41,028,692

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 47,194,334	47,194,334	45,844,952	(1,349,382)
Special Education Levy	884,334	884,334	792,819	(91,515)
Replacement Taxes	2,720,000	2,720,000	2,198,810	(521,190)
Regular Tuition	65,000	65,000	74,947	9,947
Earnings on Investments	1,325,000	1,325,000	3,223,804	1,898,804
Sales to Pupils - Lunch	525,000	525,000	401,678	(123,322)
Fees	255,875	255,875	242,345	(13,530)
Book Store Sales	92,000	92,000	66,621	(25,379)
Contributions and Donations				
from Private Sources	54,812	54,812	55,562	750
Student Activity Fund	15,000	15,000	19,908	4,908
Other Local Revenues	85,000	85,000	132,921	47,921
	<u>53,216,355</u>	<u>53,216,355</u>	<u>53,054,367</u>	<u>(161,988)</u>
State Sources				
General State Aid	2,114,802	2,114,802	2,115,136	334
Special Education				
Private Facility Tuition	260,000	260,000	348,920	88,920
Orphanage - Individual	12,000	12,000	—	(12,000)
Projects	—	—	150,000	150,000
State Fee Lunch and Breakfast	750	750	—	(750)
Early Childhood - Block Grant	511,418	511,418	522,380	10,962
State Sources	2,845	2,845	2,832	(13)
	<u>2,901,815</u>	<u>2,901,815</u>	<u>3,139,268</u>	<u>237,453</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues - Continued				
Federal Sources				
Special Milk Program	2,500	2,500	27,160	24,660
Title I - Low Income	356,695	356,695	430,168	73,473
Federal - Special Education				
Preschool Flow-Through	28,818	28,818	17,173	(11,645)
Federal - Special Education				
IDEA Flow-Through	784,584	784,584	1,143,652	359,068
Title III - Immigrant Education				
Program	50,000	50,000	53,472	3,472
Title II - Teacher Quality	91,066	91,066	147,209	56,143
Medicaid Matching Funds				
Administrative Outreach	45,000	45,000	74,635	29,635
Fee-For-Service Program	200,000	200,000	155,868	(44,132)
Other Restricted Revenue from				
Federal Grants	249,930	249,930	247,747	(2,183)
	<u>1,808,593</u>	<u>1,808,593</u>	<u>2,297,084</u>	<u>488,491</u>
Total Direct Revenues	57,926,763	57,926,763	58,490,719	563,956
On-Behalf Payments - State of Illinois	—	—	18,348,048	18,348,048
Total Revenues	<u>57,926,763</u>	<u>57,926,763</u>	<u>76,838,767</u>	<u>18,912,004</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures				
Instruction				
Regular Programs				
Salaries	\$ 17,677,098	17,677,098	17,476,735	200,363
Employee Benefits	2,628,800	2,628,800	2,715,393	(86,593)
Purchased Services	113,133	113,133	121,227	(8,094)
Supplies and Materials	611,894	611,894	475,306	136,588
Capital Outlay	700	700	—	700
Other Objects	1,200	1,200	1,030	170
	<u>21,032,825</u>	<u>21,032,825</u>	<u>20,789,691</u>	<u>243,134</u>
Pre-K Programs				
Salaries	391,748	391,748	359,187	32,561
Employee Benefits	82,193	82,193	78,419	3,774
Supplies and Materials	34,056	34,056	16,322	17,734
	<u>507,997</u>	<u>507,997</u>	<u>453,928</u>	<u>54,069</u>
Special Education Programs				
Salaries	3,834,690	3,834,690	3,727,310	107,380
Employee Benefits	687,294	687,294	737,228	(49,934)
Purchased Services	9,950	9,950	7,521	2,429
Supplies and Materials	15,036	15,036	14,827	209
	<u>4,546,970</u>	<u>4,546,970</u>	<u>4,486,886</u>	<u>60,084</u>
Special Education Programs Pre-K				
Salaries	451,935	451,935	440,648	11,287
Employee Benefits	92,836	92,836	112,632	(19,796)
	<u>544,771</u>	<u>544,771</u>	<u>553,280</u>	<u>(8,509)</u>
Remedial and Supplemental Programs K-12				
Salaries	367,089	367,089	378,213	(11,124)
Employee Benefits	75,889	75,889	150,659	(74,770)
Supplies and Materials	1,000	1,000	341	659
Purchased Services	5,500	5,500	—	5,500
	<u>449,478</u>	<u>449,478</u>	<u>529,213</u>	<u>(79,735)</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Instruction - Continued				
Interscholastic Programs				
Salaries	\$ 126,500	126,500	115,552	10,948
Employee Benefits	1,588	1,588	1,194	394
Purchased Services	9,485	9,485	8,517	968
Supplies and Materials	12,610	12,610	12,242	368
Other Objects	2,337	2,337	2,115	222
	<u>152,520</u>	<u>152,520</u>	<u>139,620</u>	<u>12,900</u>
Summer School Programs				
Salaries	7,000	7,000	40	6,960
Employee Benefits	—	—	4	(4)
Supplies and Materials	—	—	(283)	283
	<u>7,000</u>	<u>7,000</u>	<u>(239)</u>	<u>7,239</u>
Gifted Programs				
Salaries	568,325	568,325	551,862	16,463
Employee Benefits	65,110	65,110	61,003	4,107
	<u>633,435</u>	<u>633,435</u>	<u>612,865</u>	<u>20,570</u>
Bilingual Programs				
Salaries	2,358,521	2,358,521	2,306,534	51,987
Employee Benefits	420,027	420,027	416,221	3,806
Purchased Services	42,850	42,850	102,511	(59,661)
Supplies and Materials	26,000	26,000	29,909	(3,909)
Other Objects	1,000	1,000	—	1,000
	<u>2,848,398</u>	<u>2,848,398</u>	<u>2,855,175</u>	<u>(6,777)</u>
Special Education Programs Pre - K				
Other Objects	1,283,900	1,283,900	1,156,556	127,344
Student Activity Fund				
Other Objects	10,000	10,000	18,607	(8,607)
	<u>32,017,294</u>	<u>32,017,294</u>	<u>31,595,582</u>	<u>421,712</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services				
Pupils				
Attendance and Social Work Services				
Salaries	\$ 898,947	898,947	916,289	(17,342)
Employee Benefits	212,516	212,516	202,081	10,435
Purchased Services	156	156	59	97
Supplies and Materials	1,395	1,395	1,403	(8)
	<u>1,113,014</u>	<u>1,113,014</u>	<u>1,119,832</u>	<u>(6,818)</u>
Guidance Services				
Salaries	260,823	260,823	275,222	(14,399)
Employee Benefits	55,659	55,659	54,163	1,496
Purchased Services	—	—	4,000	(4,000)
	<u>316,482</u>	<u>316,482</u>	<u>333,385</u>	<u>(16,903)</u>
Health Services				
Salaries	378,148	378,148	374,555	3,593
Employee Benefits	57,775	57,775	46,669	11,106
Purchased Services	334,128	334,128	234,631	99,497
Supplies and Materials	18,510	18,510	9,913	8,597
	<u>788,561</u>	<u>788,561</u>	<u>665,768</u>	<u>122,793</u>
Psychological Services				
Salaries	487,322	487,322	487,820	(498)
Employee Benefits	73,881	73,881	72,141	1,740
Purchased Services	12,000	12,000	1,708	10,292
Supplies and Materials	7,225	7,225	7,282	(57)
	<u>580,428</u>	<u>580,428</u>	<u>568,951</u>	<u>11,477</u>
Speech Pathology and Audiology Services				
Salaries	914,020	914,020	906,769	7,251
Employee Benefits	104,480	104,480	125,468	(20,988)
Purchased Services	—	—	59	(59)
Supplies and Materials	4,000	4,000	2,382	1,618
	<u>1,022,500</u>	<u>1,022,500</u>	<u>1,034,678</u>	<u>(12,178)</u>
Total Pupils	<u>3,820,985</u>	<u>3,820,985</u>	<u>3,722,614</u>	<u>98,371</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Instructional Staff				
Improvement of Instructional Services				
Salaries	\$ 300,976	300,976	346,773	(45,797)
Employee Benefits	80,677	80,677	85,871	(5,194)
Purchased Services	243,344	243,344	179,708	63,636
Supplies and Materials	2,500	2,500	341	2,159
Other Objects	500	500	186	314
	<u>627,997</u>	<u>627,997</u>	<u>612,879</u>	<u>15,118</u>
Educational Media Services				
Salaries	638,147	638,147	641,541	(3,394)
Employee Benefits	130,393	130,393	129,585	808
Supplies and Materials	38,393	38,393	36,523	1,870
	<u>806,933</u>	<u>806,933</u>	<u>807,649</u>	<u>(716)</u>
Assessment and Testing				
Purchased Services	35,000	35,000	23,204	11,796
	<u>1,469,930</u>	<u>1,469,930</u>	<u>1,443,732</u>	<u>26,198</u>
General Administration				
Board of Education Services				
Employee Benefits	135,000	135,000	83,715	51,285
Purchased Services	802,103	802,103	612,063	190,040
Supplies and Materials	12,000	12,000	14,005	(2,005)
Other Objects	14,000	14,000	12,923	1,077
	<u>963,103</u>	<u>963,103</u>	<u>722,706</u>	<u>240,397</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
General Administration - Continued				
Executive Administration Services				
Salaries	\$ 336,867	336,867	350,458	(13,591)
Employee Benefits	95,947	95,947	100,200	(4,253)
Purchased Services	15,000	15,000	11,428	3,572
Supplies and Materials	6,000	6,000	2,094	3,906
Other Objects	5,250	5,250	3,520	1,730
	<u>459,064</u>	<u>459,064</u>	<u>467,700</u>	<u>(8,636)</u>
Special Area Administration Services				
Salaries	338,614	338,614	316,844	21,770
Employee Benefits	120,882	120,882	123,714	(2,832)
Purchased Services	175,713	175,713	147,595	28,118
Supplies and Materials	6,060	6,060	7,653	(1,593)
Capital Outlay	4,399	4,399	—	4,399
Other Objects	11,000	11,000	3,315	7,685
Non-Capitalized Equipment	—	—	17,640	(17,640)
	<u>656,668</u>	<u>656,668</u>	<u>616,761</u>	<u>39,907</u>
Total General Administration	<u>2,078,835</u>	<u>2,078,835</u>	<u>1,807,167</u>	<u>271,668</u>
School Administration				
Office of the Principal Services				
Salaries	1,706,568	1,706,568	1,704,904	1,664
Employee Benefits	547,265	547,265	586,109	(38,844)
Purchased Services	4,650	4,650	2,547	2,103
Supplies and Materials	1,750	1,750	1,289	461
Other Objects	4,700	4,700	2,989	1,711
	<u>2,264,933</u>	<u>2,264,933</u>	<u>2,297,838</u>	<u>(32,905)</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Business				
Direction of Business Support Services				
Salaries	\$ 188,974	188,974	188,974	—
Employee Benefits	47,117	47,117	51,309	(4,192)
Purchased Services	1,000	1,000	—	1,000
Other Objects	1,200	1,200	675	525
	<u>238,291</u>	<u>238,291</u>	<u>240,958</u>	<u>(2,667)</u>
Fiscal Services				
Salaries	262,874	262,874	269,949	(7,075)
Employee Benefits	77,364	77,364	91,170	(13,806)
Purchased Services	24,000	24,000	12,847	11,153
Supplies and Materials	8,500	8,500	5,917	2,583
Capital Outlay	750	750	—	750
Other Objects	17,500	17,500	4,094	13,406
	<u>390,988</u>	<u>390,988</u>	<u>383,977</u>	<u>7,011</u>
Operations and Maintenance of Plant Services				
Purchased Services	16,000	16,000	15,700	300
Food Services				
Salaries	442,800	442,800	388,175	54,625
Employee Benefits	1,135	1,135	1,515	(380)
Purchased Services	925,500	925,500	812,208	113,292
Supplies and Materials	2,500	2,500	2,105	395
Capital Outlay	15,000	15,000	—	15,000
Other Objects	3,500	3,500	3,627	(127)
	<u>1,390,435</u>	<u>1,390,435</u>	<u>1,207,630</u>	<u>182,805</u>
Internal Services				
Purchased Services	200	200	—	200
Total Business	<u>2,035,914</u>	<u>2,035,914</u>	<u>1,848,265</u>	<u>187,649</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Central				
Planning, Research, Development and Evaluation Services				
Salaries	\$ 4,500	4,500	5,472	(972)
Employee Benefits	—	—	56	(56)
Purchased Services	30,983	30,983	16,383	14,600
Supplies and Materials	39,123	39,123	12,913	26,210
	<u>74,606</u>	<u>74,606</u>	<u>34,824</u>	<u>39,782</u>
Information Services				
Salaries	227,749	227,749	228,149	(400)
Employee Benefits	43,310	43,310	49,866	(6,556)
Purchased Services	32,000	32,000	29,546	2,454
Supplies and Materials	6,300	6,300	5,467	833
Other Objects	2,000	2,000	2,123	(123)
	<u>311,359</u>	<u>311,359</u>	<u>315,151</u>	<u>(3,792)</u>
Staff Services				
Salaries	404,196	404,196	504,164	(99,968)
Employee Benefits	91,530	91,530	90,858	672
Purchased Services	83,500	83,500	52,579	30,921
Supplies and Materials	41,400	41,400	22,943	18,457
Other Objects	8,500	8,500	1,778	6,722
	<u>629,126</u>	<u>629,126</u>	<u>672,322</u>	<u>(43,196)</u>
Data Processing Services				
Salaries	510,312	510,312	502,224	8,088
Employee Benefits	104,773	104,773	103,850	923
Purchased Services	287,500	287,500	222,615	64,885
Supplies and Materials	1,554,430	1,554,430	1,080,836	473,594
Capital Outlay	663,000	663,000	—	663,000
Other Objects	3,000	3,000	1,035	1,965
Non-Capitalized Equipment	—	—	9,653	(9,653)
	<u>3,123,015</u>	<u>3,123,015</u>	<u>1,920,213</u>	<u>1,202,802</u>
Total Central	<u>4,138,106</u>	<u>4,138,106</u>	<u>2,942,510</u>	<u>1,195,596</u>
Total Support Services	<u>15,808,703</u>	<u>15,808,703</u>	<u>14,062,126</u>	<u>1,746,577</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Community Services				
Salaries	\$ 25,935	25,935	60,042	(34,107)
Employee Benefits	515	515	940	(425)
Purchased Services	10,280	10,280	1,671	8,609
Supplies and Materials	11,065	11,065	8,289	2,776
Total Community Services	47,795	47,795	70,942	(23,147)
Payments to Other Districts and Governmental Units				
Payments for Special Education Programs				
Purchased Services	1,165,100	1,165,100	1,493,854	(328,754)
Total Payments to Other Districts and Governmental Units	1,165,100	1,165,100	1,493,854	(328,754)
Total Direct Expenditures	49,038,892	49,038,892	47,222,504	1,816,388
On Behalf Payments - State of Illinois	—	—	18,348,048	(18,348,048)
Total Expenditures	49,038,892	49,038,892	65,570,552	(16,531,660)
Excess (Deficiency) of Revenues Over (Under) Expenditures	8,887,871	8,887,871	11,268,215	2,380,344
Other Financing (Uses)				
Transfers Out	(6,850,000)	(6,850,000)	(6,850,000)	—
Net Change in Fund Balance	<u>2,037,871</u>	<u>2,037,871</u>	4,418,215	<u>2,380,344</u>
Fund Balance - Beginning			<u>36,682,050</u>	
Fund Balance - Ending			<u><u>41,100,265</u></u>	

GLEN ELLYN SCHOOL DISTRICT 41

Tort Immunity and Judgement Account - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,556	1,556	1,570	14
Earnings on Investments	400	400	846	446
Total Revenues	1,956	1,956	2,416	460
Expenditures	—	—	—	—
Net Change in Fund Balance	1,956	1,956	2,416	460
Fund Balance - Beginning			19,614	
Fund Balance - Ending			22,030	

GLEN ELLYN SCHOOL DISTRICT 41

**Working Cash Account - General Fund
 Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual
 For the Fiscal Year Ended June 30, 2024**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Taxes				
General Levy	\$ 1,556	1,556	1,570	14
Earnings on Investments	15,000	15,000	26,984	11,984
Total Revenues	16,556	16,556	28,554	11,998
Expenditures	—	—	—	—
Net Change in Fund Balance	16,556	16,556	28,554	11,998
Fund Balance - Beginning			670,662	
Fund Balance - Ending			699,216	

GLEN ELLYN SCHOOL DISTRICT 41

Debt Service Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,758,867	1,758,867	1,775,472	16,605
Earnings on Investments	30,000	30,000	48,812	18,812
Total Local Sources	1,788,867	1,788,867	1,824,284	35,417
State Sources				
Evidence Based Funding	521,558	521,558	521,558	—
Total Revenues	2,310,425	2,310,425	2,345,842	35,417
Expenditures				
Debt Service				
Principal Retirement	1,554,000	1,554,000	1,554,000	—
Interest and Fiscal Charges	840,941	840,941	841,342	(401)
Total Expenditures	2,394,941	2,394,941	2,395,342	(401)
Net Change in Fund Balance	(84,516)	(84,516)	(49,500)	35,016
Fund Balance - Beginning			528,391	
Fund Balance - Ending			478,891	

GLEN ELLYN SCHOOL DISTRICT 41

Capital Projects Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2024

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Earnings on Investments	\$ 90,000	90,000	126,857	36,857
State Sources				
Other Revenue from State Sources	50,000	50,000	—	(50,000)
Total Revenues	<u>140,000</u>	<u>140,000</u>	<u>126,857</u>	<u>(13,143)</u>
Expenditures				
Facilities and Acquisition and Construction Services				
Purchased Services	1,431,124	1,431,124	—	1,431,124
Non-Capitalized Equipment	—	—	15,200	(15,200)
Capital Outlay	2,432,286	2,432,286	3,288,725	(856,439)
Total Expenditures	<u>3,863,410</u>	<u>3,863,410</u>	<u>3,303,925</u>	<u>559,485</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	(3,723,410)	(3,723,410)	(3,177,068)	546,342
Other Financing Sources				
Transfers In	<u>3,850,000</u>	<u>3,850,000</u>	<u>3,850,000</u>	<u>—</u>
Net Change in Fund Balance	<u>126,590</u>	<u>126,590</u>	<u>672,932</u>	<u>546,342</u>
Fund Balance - Beginning			<u>1,215,012</u>	
Fund Balance - Ending			<u>1,887,944</u>	

GLEN ELLYN SCHOOL DISTRICT 41

**Consolidated Year-End Financial Report
June 30, 2024**

CSFA #	Program Name	State	Federal	Other	Totals
478-00-0251	Medical Assistance Program	\$ —	77,744	—	77,744
586-18-0408	Special Milk Program	—	27,159	—	27,159
586-18-0428	Title III Lang Inst Program-Limited Eng LIPLEP	—	53,472	—	53,472
586-18-0868	Early Childhood Block Grant	522,380	—	—	522,380
586-43-0430	Title II - Teacher Quality	—	147,209	—	147,209
586-44-0414	Title I Grants to Local Educational Agencies	—	430,168	—	430,168
586-57-0420	Special Education - IDEA Pre-School Flow	—	17,173	—	17,173
586-53-2590	ARP - LEA - IDEA	—	13,654	—	13,654
586-64-0417	Special Education - IDEA Flow Through	—	1,143,652	—	1,143,652
	Totals	522,380	1,910,231	—	2,432,611

SUPPLEMENTAL SCHEDULES

GLEN ELLYN SCHOOL DISTRICT 41

**Long-Term Debt Requirements
General Obligation School Bonds of 2017
June 30, 2024**

Date of Issue	July 20, 2017
Date of Maturity	January 1, 2037
Authorized Issue	\$23,755,000
Denomination of Bonds	\$5,000
Interest Rates	3.00% - 5.00%
Interest Dates	July 1 and January 1
Principal Maturity Date	January 1
Payable at	Zions Bankcorporation, National Association

CURRENT AND LONG-TERM PRINCIPAL AND INTEREST REQUIREMENTS

Fiscal Year	Principal	Interest	Totals
2025	\$ 1,100,000	657,413	1,757,413
2026	1,155,000	602,413	1,757,413
2027	1,210,000	544,663	1,754,663
2028	1,275,000	484,163	1,759,163
2029	1,310,000	445,913	1,755,913
2030	1,350,000	406,613	1,756,613
2031	1,390,000	366,113	1,756,113
2032	1,435,000	320,938	1,755,938
2033	1,485,000	274,300	1,759,300
2034	1,535,000	224,181	1,759,181
2035	1,585,000	172,375	1,757,375
2036	1,640,000	116,900	1,756,900
2037	1,700,000	59,500	1,759,500
	18,170,000	4,675,485	22,845,485

GLEN ELLYN SCHOOL DISTRICT 41

Long-Term Debt Requirements

Debt Certificate of 2014

June 30, 2024

Date of Issue	March 26, 2014
Date of Maturity	April 1, 2029
Authorized Issue	\$7,000,000
Interest Rate	4.02%
Interest Dates	July 1, October 1, January 1, and April 1
Principal Maturity Date	April 1
Payable at	Fifth Third Bank, National Association

CURRENT AND LONG-TERM PRINCIPAL AND INTEREST REQUIREMENTS

Fiscal Year	Principal	Interest	Totals
2025	\$ 530,000	109,877	639,877
2026	557,000	88,164	645,164
2027	585,000	65,350	650,350
2028	615,000	41,381	656,381
2029	645,000	16,206	661,206
	<u>2,932,000</u>	<u>320,978</u>	<u>3,252,978</u>

STATISTICAL SECTION (Unaudited)

This part of the annual financial report presents detailed information as a context for understanding what the information in the financial statements, note disclosures, and required supplementary information says about the District's overall financial health.

Financial Trends

These schedules contain trend information to help the reader understand how the District's financial performance and well-being have changed over time.

Revenue Capacity

These schedules contain information to help the reader assess the District's most significant local revenue sources.

Debt Capacity

These schedules present information to help the reader assess the affordability of the District's current levels of outstanding debt and the government's ability to issue additional debt in the future.

Demographic and Economic Information

These schedules offer demographic and economic indicators to help the reader understand the environment within which the District's financial activities take place.

Operating Information

These schedules contain service and infrastructure data to help the reader understand how the information in the District's financial report relates to the services the District provides and the activities it performs.

GLEN ELLYN SCHOOL DISTRICT 41

Net Position by Component - Last Ten Fiscal Years*
June 30, 2024 (Unaudited)

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Net Position by Component - Last Ten Fiscal Years*
June 30, 2024 (Unaudited)

	2015	2016	2017	2018 (1)
Governmental Activities				
Net Investment in Capital Assets	\$ 31,567,588	37,265,827	40,347,158	40,529,586
Restricted	3,057,580	2,039,540	1,926,302	5,942,122
Unrestricted (Deficit)	7,295,807	7,120,845	12,000,761	(18,694,264)
Total Governmental Activities Net Position	41,920,975	46,426,212	54,274,221	27,777,444

* Accrual Basis of Accounting

Data Source: The District's Annual Financial Report

(1) In 2018 the District implemented GASB Statement 75, Accounting and Financial Reporting for Post-employment Benefits Other than Pensions. The implementation of this accounting statement resulted in a restatement of beginning net position for fiscal year 2018.

2019	2020	2021	2022	2023	2024
40,582,098	43,362,604	42,957,837	43,405,002	47,786,426	49,805,633
9,844,051	6,715,970	6,818,595	8,619,580	5,203,340	6,565,541
(16,761,222)	(16,440,424)	(15,249,150)	(6,272,991)	1,520,796	10,371,236
33,664,927	33,638,150	34,527,282	45,751,591	54,510,562	66,742,410

GLEN ELLYN SCHOOL DISTRICT 41

Changes in Net Position - Last Ten Fiscal Years*
June 30, 2024 (Unaudited)

	2015	2016	2017	2018
Expenses				
Instruction				
Regular Programs	\$ 19,543,703	20,619,860	20,844,968	22,372,484
Special Programs	6,701,903	6,102,737	6,585,422	7,139,326
Other Instructional Programs	2,454,294	2,307,601	2,875,586	3,327,903
State Retirement Contributions	10,882,953	13,564,853	20,222,394	18,985,822
Support Services:				
Pupils	2,185,824	2,587,380	2,426,341	3,130,521
Instructional Staff	1,232,578	1,210,971	1,122,625	1,266,558
General Administration	1,454,717	1,320,021	1,377,421	1,559,503
School Administration	1,982,845	2,106,160	2,201,902	2,087,853
Business	1,772,473	1,715,210	1,913,424	1,742,179
Transportation	1,333,631	1,276,757	1,590,220	1,971,243
Operations and Maintenance	3,879,625	4,120,225	2,579,452	3,632,041
Central	3,027,857	2,955,374	2,504,067	2,559,077
Other Supporting Services	—	—	12,999	—
Community Services	396,670	463,289	61,513	87,032
Interest and Fees	817,084	727,902	525,535	1,842,549
Total Expenses	57,666,157	61,078,340	66,843,869	71,704,091
Program Revenues				
Charges for Services				
Instruction				
Regular Programs	508,619	745,281	740,686	417,108
Special Programs	302,237	336,372	—	7,120
Other Instructional Programs	—	—	—	1,500
Support Services				
Business	261,297	266,118	308,442	294,803
Transportation	37,723	25,126	17,719	7,094
Operations and Maintenance	120	120	120	—
Operating Grants and Contributions	13,834,693	16,505,417	23,589,334	21,045,632
Capital Grants and Contributions	28,784	14,244	20,323	—
Total Program Revenues	14,973,473	17,892,678	24,676,624	21,773,257
Net (Expense)/Revenue	(42,692,684)	(43,185,662)	(42,167,245)	(49,930,834)
General Revenues				
Taxes:				
Real Estate Taxes, levied for general purposes	35,457,008	37,169,910	37,848,702	37,111,136
Real Estate Taxes, levied for specific purposes	5,679,423	5,149,500	5,247,355	6,832,909
Real Estate Taxes, levied for debt service	2,859,386	2,870,613	2,921,865	3,101,886
Personal Property Replacement Taxes	1,110,382	892,122	1,265,665	950,165
State Aid - Formula Grants	1,394,647	1,457,338	1,516,878	2,618,961
Earnings on Investments	76,176	71,795	139,477	1,018,129
Miscellaneous	19,164	79,621	1,075,312	1,222,348
Total General Revenues	46,596,186	47,690,899	50,015,254	52,855,534
Change in Net Position	3,903,502	4,505,237	7,848,009	2,924,700

* Accrual Basis of Accounting

Data Source: The District's Annual Financial Report

2019	2020	2021	2022	2023	2024
21,019,613	22,788,092	21,772,312	21,242,593	19,990,822	18,969,002
6,626,276	7,912,264	8,166,560	7,792,941	8,178,272	9,244,273
3,558,327	3,671,253	3,771,254	4,030,915	4,265,980	4,153,644
17,098,592	23,769,129	23,163,203	14,574,632	16,133,614	18,348,048
3,076,381	2,851,064	3,607,802	3,213,875	3,501,708	3,814,089
1,200,027	1,240,115	1,142,997	1,133,644	1,291,322	1,482,764
1,420,102	1,576,016	1,764,985	1,987,717	2,038,902	1,965,307
1,819,065	1,997,567	2,069,764	2,126,086	2,231,632	2,379,262
1,803,444	1,945,784	1,757,916	2,515,293	2,134,660	2,266,504
1,754,668	1,531,282	1,774,159	2,165,273	2,382,539	2,825,661
3,397,787	6,913,420	4,225,109	3,648,925	3,860,899	4,460,499
2,492,187	2,898,060	3,395,031	3,143,286	4,021,704	3,068,216
165	—	25,018	5,616	—	—
81,879	80,907	83,027	89,307	83,890	76,057
1,069,394	996,949	934,657	883,524	809,366	731,940
66,417,907	80,171,902	77,653,794	68,553,627	70,925,310	73,785,266
537,955	520,928	378,582	443,414	507,926	536,742
71,559	—	—	—	—	—
7,013	6,680	—	—	—	—
335,764	279,976	(1,205)	5,469	424,073	401,678
11,432	—	3	—	—	—
—	—	—	—	—	—
19,793,279	26,904,108	27,563,199	19,924,013	19,598,977	22,660,873
—	—	—	—	—	—
20,757,002	27,711,692	27,940,579	20,372,896	20,530,976	23,599,293
(45,660,905)	(52,460,210)	(49,713,215)	(48,180,731)	(50,394,334)	(50,185,973)
37,560,570	38,098,092	39,204,392	45,502,047	43,879,593	45,846,522
7,382,242	7,556,808	6,805,369	6,720,900	6,071,059	6,059,580
1,647,335	1,706,550	1,763,189	1,835,483	1,775,929	1,775,472
1,027,905	1,125,177	1,427,171	3,110,864	3,516,192	2,316,026
2,623,001	2,626,974	2,632,077	2,649,640	2,636,610	2,639,526
1,119,960	1,296,439	91,264	(674,722)	1,273,922	3,725,133
187,375	43,761	30,242	260,593	—	55,562
51,548,388	52,453,801	51,953,704	59,404,805	59,153,305	62,417,821
5,887,483	(6,409)	2,240,489	11,224,074	8,758,971	12,231,848

GLEN ELLYN SCHOOL DISTRICT 41

Fund Balances of Governmental Funds - Last Ten Fiscal Years*
June 30, 2024 (Unaudited)

	2015	2016	2017	2018
General Fund				
Restricted	\$ 7,305	8,410	9,645	11,203
Unassigned	9,131,240	12,048,322	17,269,726	19,825,657
Total General Fund	9,138,545	12,056,732	17,279,371	19,836,860
All Other Governmental Funds				
Assigned	3,191,575	—	—	—
Unassigned	—	—	(23,039)	—
Restricted, Reported in				
Special Revenue Funds	3,088,731	1,485,494	1,031,534	2,497,420
Debt Service Funds	752,453	773,322	789,625	957,085
Capital Project Funds	—	551,114	1,356,893	22,600,873
Total All Other Governmental Funds	7,032,759	2,809,930	3,155,013	26,055,378
Total Fund Balances	16,171,304	14,866,662	20,434,384	45,892,238

* Modified Accrual Basis of Accounting

Data Source: The District's Annual Financial Report

2019	2020	2021	2022	2023	2024
12,776	14,538	68,490	68,959	67,334	71,051
22,589,678	23,864,865	25,031,865	32,316,816	37,304,992	41,750,460
22,602,454	23,879,403	25,100,355	32,385,775	37,372,326	41,821,511
—	—	—	—	—	—
—	—	—	—	(610,982)	(450,999)
4,485,834	6,016,438	5,344,191	4,759,944	3,782,091	4,485,828
864,794	734,556	623,379	591,291	528,391	478,891
10,599,300	425,059	1,230,170	3,618,688	1,215,012	1,887,944
15,949,928	7,176,053	7,197,740	8,969,923	4,914,512	6,401,664
38,552,382	31,055,456	32,298,095	41,355,698	42,286,838	48,223,175

GLEN ELLYN SCHOOL DISTRICT 41

**Governmental Funds Revenues - Last Ten Fiscal Years*
June 30, 2024 (Unaudited)**

	2015	2016	2017	2018
Local Sources				
Property Taxes	\$ 43,995,817	45,190,023	46,017,922	47,045,931
Replacement Taxes	1,110,382	892,122	1,265,665	950,165
Tuition	341,208	420,459	273,542	46,725
Earnings on Investments	76,176	71,795	139,477	663,881
Other Local Sources	816,736	829,320	2,106,163	1,903,248
Total Local Sources	46,340,319	47,403,719	49,802,769	50,609,950
State Sources				
Evidence Based Funding/General State Aid	1,394,647	1,457,338	1,516,878	2,618,961
Other State Aid	13,104,372	15,008,748	22,146,187	20,324,706
Total State Sources	14,499,019	16,466,086	23,663,065	22,943,667
Federal Sources	885,254	923,713	1,351,029	1,104,635
Total Revenues	61,724,592	64,793,518	74,816,863	74,658,252

* Modified Accrual Basis of Accounting

Data Source: The District's Annual Financial Report

2019	2020	2021	2022	2023	2024
46,590,147	47,361,450	47,772,950	54,058,430	51,726,581	53,681,574
1,027,905	1,125,177	1,427,171	3,110,864	3,516,192	2,316,026
128,784	—	—	—	—	—
1,234,536	1,543,236	91,264	(674,722)	1,273,922	3,725,133
1,022,314	851,345	407,622	709,476	931,999	993,982
50,003,686	50,881,208	49,699,007	57,204,048	57,448,694	60,716,715
2,623,001	4,023,854	3,882,534	4,125,501	3,929,160	4,591,814
13,299,593	23,769,129	23,163,203	14,574,632	16,133,614	18,348,048
15,922,594	27,792,983	27,045,737	18,700,133	20,062,774	22,939,862
1,216,306	1,699,704	3,149,626	3,905,777	2,179,400	2,297,084
67,142,586	80,373,895	79,894,370	79,809,958	79,690,868	85,953,661

GLEN ELLYN SCHOOL DISTRICT 41

Governmental Funds Expenditures and Debt Service Ratio - Last Ten Fiscal Years*

June 30, 2024 (Unaudited)

	2015	2016	2017	2018
Instruction				
Regular Programs	\$ 18,222,440	19,272,069	19,208,644	18,922,880
Special Programs	4,860,306	4,749,611	5,037,292	5,373,996
Other Instructional Programs	2,443,256	2,277,163	2,852,113	3,191,253
State Retirement Contributions	10,882,953	13,564,853	20,222,394	18,985,822
Total Instruction	36,408,955	39,863,696	47,320,443	46,473,951
Supporting Services				
Pupils	2,178,029	2,561,226	2,407,881	2,980,396
Instructional Staff	1,220,814	1,181,288	1,137,207	1,196,095
General Administration	1,351,977	1,217,420	1,297,745	1,411,038
School Administration	1,974,021	2,037,585	2,046,716	1,957,872
Business	1,707,773	1,615,981	1,787,268	1,693,592
Transportation	1,333,631	1,276,757	1,583,616	1,969,020
Operations and Maintenance	3,510,524	3,880,179	3,354,131	4,730,013
Central	2,882,311	2,748,581	2,502,884	2,521,419
Other Supporting Services	—	483,559	12,999	—
Total Supporting Services	16,159,080	17,002,576	16,130,447	18,459,445
Community Services	387,558	441,138	95,700	90,372
Nonprogrammed Charges	1,208,247	685,426	940,955	1,000,775
	54,163,840	57,992,836	64,487,545	66,024,543
Other				
Debt Service:				
Principal	3,102,032	3,209,156	3,303,187	3,498,708
Interest	545,901	444,502	345,343	1,276,130
Capital Outlay	11,214,792	4,451,666	1,580,366	3,172,386
Total Other	14,862,725	8,105,324	5,228,896	7,947,224
Total Expenditures	69,026,565	66,098,160	69,716,441	73,971,767
Debt Service as a Percentage of Noncapital Expenditures	5.53%	5.96%	5.23%	6.45%

* Modified Accrual Basis of Accounting

Data Source: The District's Annual Financial Report 481

2019	2020	2021	2022	2023	2024
19,162,403	19,627,452	19,724,812	20,706,760	21,075,775	21,034,551
5,507,145	5,564,455	6,107,774	5,683,267	6,026,268	7,015,807
3,537,488	3,671,253	3,771,254	4,030,915	4,265,980	4,153,644
11,540,383	23,769,129	23,163,203	14,574,632	16,133,614	18,348,048
39,747,419	52,632,289	52,767,043	44,995,574	47,501,637	50,552,050
3,056,163	2,851,064	3,607,802	3,213,875	3,501,708	3,814,089
1,200,682	1,240,115	1,142,997	1,133,644	1,291,322	1,482,764
1,303,740	1,439,792	1,641,157	1,852,687	1,899,155	1,838,842
1,971,238	1,997,567	2,069,764	2,126,086	2,231,632	2,379,262
1,740,205	1,889,692	1,706,928	2,459,692	2,077,117	2,214,430
1,751,725	1,531,282	1,774,159	2,165,273	2,382,539	2,825,661
5,131,108	17,279,983	6,768,378	5,596,187	9,776,146	7,876,757
2,408,290	2,978,601	3,395,031	3,143,286	4,021,704	3,068,216
165	—	25,018	5,616	—	—
18,563,316	31,208,096	22,131,234	21,696,346	27,181,323	25,500,021
74,925	80,907	83,027	89,307	83,890	76,057
345,133	1,556,511	1,339,494	1,325,309	1,340,237	1,493,854
58,730,793	85,477,803	76,320,798	68,106,536	76,107,087	77,621,982
1,213,000	1,273,000	1,339,000	1,655,874	1,735,373	1,554,000
1,156,751	1,099,650	1,039,731	989,945	917,268	841,342
13,381,898	—	—	—	—	—
15,751,649	2,372,650	2,378,731	2,645,819	2,652,641	2,395,342
74,482,442	87,850,453	78,699,529	70,752,355	78,759,728	80,017,324
3.94%	3.07%	3.13%	3.86%	3.65%	3.10%

GLEN ELLYN SCHOOL DISTRICT 41

**Other Financing Sources and Uses and Net Change in Fund Balances - Last Ten Fiscal Years*
June 30, 2024 (Unaudited)**

	2015	2016	2017	2018
Excess of Revenues Over (Under) Expenditures	\$ (7,301,973)	(1,304,642)	5,100,422	686,485
Other Financing Sources (Uses)				
Principal on Debt Certificates/Bonds Sold	—	—	—	23,755,000
Premium on Bonds Sold	—	—	467,300	1,016,369
Transfers In	12,105,008	2,456,191	2,192,760	2,404,070
Transfers Out	(12,105,008)	(2,456,191)	(2,192,760)	(2,404,070)
	—	—	467,300	24,771,369
Net Change in Fund Balances	(7,301,973)	(1,304,642)	5,567,722	25,457,854

* Modified Accrual Basis of Accounting

Data Source: The District's Annual Financial Report

2019	2020	2021	2022	2023	2024
(7,339,856)	(7,476,558)	1,194,841	9,057,603	931,140	5,936,337
—	—	—	—	—	—
—	—	—	—	—	—
1,810,000	3,151,000	2,990,000	4,223,116	3,348,116	6,850,000
(1,810,000)	(3,151,000)	(2,990,000)	(4,223,116)	(3,348,116)	(6,850,000)
—	—	—	—	—	—
(7,339,856)	(7,476,558)	1,194,841	9,057,603	931,140	5,936,337

GLEN ELLYN SCHOOL DISTRICT 41

**Assessed Valuation and Estimated Actual Value of Taxable Property - Last Ten Tax Levy Years
June 30, 2024 (Unaudited)**

Tax Levy Year	Residential Property	Farm	Commercial Property	Industrial Property	Railroad	Total Assessed Value	Total Direct Tax Rate
2014	\$ 1,054,168,853	\$ 1,773	\$ 93,325,708	\$ 6,415,460	\$ 830,674	\$ 1,154,742,468	3.9236
2015	1,121,843,134	2,110	99,355,955	6,514,650	989,438	1,228,705,287	3.7579
2016	1,194,672,084	2,495	100,089,797	6,786,470	1,005,517	1,302,556,363	3.6171
2017	1,257,096,569	2,746	102,654,499	7,206,840	1,024,558	1,367,985,212	3.4080
2018	1,318,672,898	2,670	104,867,685	7,488,860	1,097,706	1,432,129,819	3.3384
2019	1,348,327,461	2,090	105,956,273	8,981,600	1,194,639	1,464,462,063	3.3558
2020	1,387,394,762	2,290	106,818,376	9,268,030	1,243,454	1,504,726,912	3.3574
2021	1,400,796,898	2,525	111,465,227	11,312,520	1,349,754	1,524,926,924	3.4017
2022	1,446,987,529	2,780	112,501,746	11,337,630	1,477,080	1,572,306,765	3.4688
2023	1,527,497,190	2,920	116,748,159	13,476,432	1,593,804	1,659,318,505	3.4644

Data Source: DuPage County Clerk

Note: The county assesses property at approximately 33.3% of actual value for all types of real property. Estimated actual value is calculated by dividing assessed value by that percentage. Tax rates are per \$100 of assessed value. This Total Direct Rate includes Bond and Interest Fund.

GLEN ELLYN SCHOOL DISTRICT 41

**Property Tax Rates - All Direct and Overlapping Governments - Last Ten Tax Levy Years
June 30, 2024 (Unaudited)**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Property Tax Rates - All Direct and Overlapping Governments - Last Ten Tax Levy Years
June 30, 2024 (Unaudited)**

	2014	2015	2016
District Direct Rates			
Educational	\$ 3.2014	3.0660	2.8288
Tort Immunity	0.0001	0.0001	0.0001
Operations and Maintenance	0.2750	0.2634	0.3674
Special Education	0.0258	0.0248	0.0238
Bond and Interest	0.2492	0.2386	0.2385
Transportation	0.0774	0.0742	0.0713
Working Cash	0.0001	0.0001	0.0001
Illinois Municipal Retirement	0.0344	0.0330	0.0317
Social Security	0.0602	0.0577	0.0554
Total Direct	3.9236	3.7579	3.6171
Overlapping Rates			
Taxing Districts			
School District Number 41	3.9236	3.7579	3.6171
DuPage County	0.2057	0.1971	0.1848
DuPage County Forest Preserve	0.1691	0.1622	0.1514
DuPage Airport Authority	0.0169	0.0188	0.0176
Bloomington Township	0.1069	0.0911	0.0833
Bloomington Road District	0.1205	0.1180	0.1112
Bloomington Special Police	0.0398	0.0419	0.0390
Milton Township	0.0484	0.0475	0.0457
Milton Township Road District	0.0793	0.0778	0.0748
Milton Township Special Police	0.0379	0.0406	0.0411
Milton Township Mosquito District	0.0219	0.0229	0.0228
Municipalities			
Village of Carol Stream & Library	0.3400	0.3252	0.3046
Village of Glen Ellyn & Library	0.9315	0.8943	0.8555
Village of Glendale Heights	1.3899	1.3995	1.3086
Village of Lombard	0.6917	0.6747	0.6453
City of Wheaton	1.0341	1.0342	0.9960
Fire Protection Districts			
Bloomington Fire District	0.7604	0.7475	0.7063
Carol Stream Fire District	0.8998	0.8750	0.8366
Glenside Fire District	1.1904	1.2087	1.1143
Public Library Districts			
Glenside Library District	0.6398	0.6504	0.6125
Miscellaneous Districts			
Glen Ellyn Mosquito Abatement	0.0115	0.0111	0.0107
Wheaton Mosquito Abatement	0.0188	0.0156	0.0136
DuPage County SSA #38	3.0648	3.0288	2.8336
Glen Ellyn SSA #13	0.1250	0.1250	0.1250
Glen Ellyn SSA #14	0.1250	0.1250	0.1250
Glen Ellyn SSA #16	0.1250	0.1250	0.1250
Glen Ellyn SSA #18	0.1107	0.0854	0.1333
Park Districts			
Carol Stream Park District	0.6570	0.6562	0.6395
Glen Ellyn Park District	0.4534	0.4435	0.3981
Glen Ellyn Countryside Park District	0.1481	0.1520	0.1418
Wheaton Park District	0.8442	0.8275	0.7892
School Districts			
High School District Number 87	2.5824	2.5173	2.4030
Community College District 502	0.2975	0.2786	0.2626

Data Source: DuPage County Clerk
Note: Tax rates are per \$100 of assessed value.

2017	2018	2019	2020	2021	2022	2023
2.7250	2.6668	2.7397	2.8280	2.8864	2.9696	2.9569
0.0001	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
0.3729	0.3325	0.2669	0.1548	0.1222	0.1067	0.1005
0.0225	0.0221	0.0258	0.0324	0.0416	0.0505	0.0595
0.1205	0.1194	0.1213	0.1180	0.1166	0.1131	0.1070
0.0845	0.1164	0.1217	0.1411	0.1323	0.1155	0.1250
0.0001	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
0.0300	0.0295	0.0301	0.0335	0.0414	0.0422	0.0417
0.0524	0.0515	0.0501	0.0494	0.0610	0.0710	0.0736
3.4080	3.3384	3.3558	3.3574	3.4017	3.4688	3.4644

3.4080	3.3384	3.3558	3.3574	3.4017	3.4688	3.4644
0.1749	0.1673	0.1655	0.1609	0.1587	0.1428	0.1473
0.1306	0.1278	0.1242	0.1205	0.1177	0.1130	0.1076
0.0166	0.0146	0.0141	0.0148	0.0144	0.0139	0.0132
0.0984	0.0910	0.0868	0.0691	0.0783	0.0799	0.0789
0.1056	0.0966	0.0946	0.0852	0.0822	0.0793	0.0769
0.0360	0.0356	0.0370	0.0378	0.0392	0.0388	0.0399
0.0449	0.0442	0.0408	0.0434	0.0596	0.0606	0.0609
0.0734	0.0722	0.0722	0.0725	0.0734	0.0744	0.0748
0.0415	0.0425	0.0438	0.0454	0.0472	0.0481	0.0496
0.0225	0.0225	0.0124	0.0122	0.0127	0.0131	0.0133
0.2880	0.2938	0.5671	0.5578	0.5466	0.5274	0.4908
0.8347	0.8124	0.8146	0.7847	0.8063	0.8089	0.8007
1.2891	1.1956	1.0681	1.0411	1.0519	0.9862	0.8968
0.6250	0.6151	0.6043	0.5971	0.5976	0.6042	0.6201
0.9631	0.9338	0.9123	0.8913	0.8771	0.8379	0.7983
0.6422	0.6664	0.6799	0.6866	0.6816	0.6735	0.6769
0.8085	0.7903	0.7694	0.7764	0.7757	0.7799	0.7581
0.9975	0.9433	0.8512	0.8429	0.8368	0.8304	0.7993
0.5857	0.5243	0.4512	0.4496	0.4426	0.4262	0.4007
0.0106	0.0105	—	—	—	—	—
0.0165	0.0161	0.0160	0.0157	0.0154	0.0148	0.0141
2.6694	2.6483	2.4065	2.3991	2.4435	2.3000	2.2059
0.1250	0.1250	0.1250	0.1250	0.1250	0.1250	0.1251
0.1250	0.1250	0.1250	0.1250	0.1252	0.1250	0.1262
0.1250	0.1250	0.1250	0.1250	0.1250	0.1250	0.1250
0.1367	0.1857	0.0928	0.1250	0.1089	0.0959	0.1630
0.6306	0.6292	0.6170	0.5991	0.6465	0.6427	0.6227
0.3090	0.3025	0.3057	0.3043	0.3064	0.3756	0.3746
0.1307	0.1207	0.1078	0.1048	0.0999	0.0939	0.0859
0.7670	0.7469	0.7425	0.7403	0.7201	0.5705	0.5695
2.3402	2.2834	2.2296	2.2255	2.2284	2.2216	2.1976
0.2431	0.2317	0.2112	0.2114	0.2037	0.1946	0.1907

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GLEN ELLYN SCHOOL DISTRICT 41

**Principal Property Taxpayers - Current Tax Levy Year and Nine Tax Levy Years Ago
June 30, 2024 (Unaudited)**

Taxpayer	2023			2014		
	Taxable Assessed Valuation	Rank	Percentage of Total District Taxable Assessed Value	Taxable Assessed Valuation	Rank	Percentage of Total District Taxable Assessed Value
TLC Management Company	\$ 9,655,560	1	0.56%			
Brookdale	8,034,300	2	0.47%			
Nare Market Plaza	8,000,610	3	0.47%			
Baker Hill Station LLC	7,215,690	4	0.42%	\$ 6,854,440	4	0.58%
DuPage Medical Group	5,837,000	5	0.34%	6,086,610	5	0.51%
SIM Briar Street LLC	5,634,890	6	0.33%			
NICOR Gas	4,496,850	7	0.26%	3,852,850	7	0.33%
SIM Parkside II LLC	3,628,640	8	0.21%			
T J Adam Company	3,576,400	9	0.21%			
HealthTrack Sports & Wellness	3,561,990	10	0.21%			
Market Plaza 450 LLC				11,428,580	1	0.97%
AH IL Owner Ltd Partners				8,333,330	2	0.71%
Arbors of Glen Ellyn				8,066,660	3	0.68%
Glen Hill North LLC				6,033,160	6	0.51%
Central DuPage Health Systems				3,803,390	8	0.32%
Madison Corp Group Eilers				3,575,120	9	0.30%
Healthtrack Sports & Wellness				3,500,370	10	0.30%
	<u>59,641,930</u>		<u>3.48%</u>	<u>61,534,510</u>		<u>5.21%</u>

Data Source: Offices of the DuPage County Clerk, Assessor and Bloomingdale and Milton Township Assessors

GLEN ELLYN SCHOOL DISTRICT 41

**Property Tax Levies and Collections - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

Fiscal Year	Tax Levy Year	Taxes Levied for the Fiscal Year	Collected within the Fiscal Year of the Levy		Collections in Subsequent Years	Total Collections to Date	
			Total Collections	Percentage of Levy		Amount	Percentage of Levy
2015	2014	\$ 45,307,475	\$ 22,032,081	48.63%	\$ 23,157,939	\$ 45,190,020	99.74%
2016	2015	46,173,516	22,745,277	49.26%	23,273,481	46,018,758	99.66%
2017	2016	47,114,766	23,857,542	50.64%	23,188,389	47,045,931	99.85%
2018	2017	46,610,712	26,117,470	56.03%	20,455,844	46,573,314	99.92%
2019	2018	47,810,222	24,070,384	50.35%	23,644,366	47,714,750	99.80%
2020	2019	49,144,418	24,504,428	49.86%	24,519,776	49,024,204	99.76%
2021	2020	50,519,701	24,566,754	48.63%	25,784,923	50,351,677	99.67%
2022	2021	51,873,440	27,109,715	52.26%	24,701,417	51,811,132	99.88%
2023	2022	54,540,176	28,404,277	52.08%	26,049,792	54,454,069	99.84%
2024	2023	57,485,430	29,495,931	51.31%	—	29,495,931	51.31%

Data Source: DuPage County Levy, Rate and Extension Reports for 2014 - 2023

GLEN ELLYN SCHOOL DISTRICT 41

**Ratios of Outstanding Debt by Type - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

Fiscal Year	Governmental Activities			Total Primary Government	Percentage of Personal Income (1)	Per Capita (1)
	General Obligation Bonds	Leases	Debt Certificates			
2015	\$ 7,933,916	\$ 374,051	\$ 6,678,000	\$ 14,985,967	2.32%	\$ 520
2016	5,511,727	182,895	6,340,000	12,034,622	1.83%	417
2017	2,910,033	49,708	5,985,000	8,944,741	1.24%	300
2018	23,755,000	—	5,611,000	29,366,000	4.00%	988
2019	22,935,000	—	5,218,000	28,153,000	3.70%	936
2020	23,356,843	—	4,805,000	28,161,843	3.39%	1,004
2021	22,373,755	—	4,371,000	26,744,755	3.16%	965
2022	21,345,667	256,373	3,915,000	25,517,040	2.93%	885
2023	20,267,579	—	3,436,000	23,703,579	2.62%	836
2024	19,139,492	—	2,932,000	22,071,492	2.36%	779

Data Source: District Records

(1) See the Schedule of Demographic and Economic Statistics for personal income and population data.

Note: Details regarding the District's outstanding debt can be found in the notes to the financial statements.

GLEN ELLYN SCHOOL DISTRICT 41

**Ratios of General Bonded Debt Outstanding - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

Fiscal Year	General Bonded Debt	Less: Amounts Available for Debt Service	Total	Percentage of Total Taxable Assessed Value of Property (1)	Per Capita (2)
2015	\$ 7,933,916	\$ 752,453	\$ 7,181,463	0.62%	\$ 249
2016	5,511,727	773,322	4,738,405	0.39%	164
2017	2,910,033	789,625	2,120,408	0.16%	71
2018	23,755,000	957,085	22,797,915	1.67%	767
2019	22,935,000	864,794	22,070,206	1.54%	733
2020	23,356,843	259,935	23,096,908	1.58%	824
2021	22,373,755	175,744	22,198,011	1.48%	801
2022	21,345,667	171,989	21,173,678	1.39%	734
2023	20,267,579	138,903	20,128,676	1.28%	710
2024	19,139,492	120,718	19,018,774	1.15%	671

Data Source: District Records

(1) See the Schedule of Assessed Value and Actual Value of Taxable Property for property value data.

(2) See the Schedule of Demographic and Economic Statistics for population data.

Note: Details regarding the District's outstanding debt can be found in the notes to the financial statements.

GLEN ELLYN SCHOOL DISTRICT 41

**Direct and Overlapping General Obligation Bonded Debt
June 30, 2024 (Unaudited)**

	Outstanding Bonds	Applicable to District	
		Percent	Amount
DuPage County	\$ 83,145,000 (1)(3)	3.59%	2,984,906
DuPage County Forest Preserve	55,545,000 (2)	3.59%	1,994,066
Municipalities:			
Village of Glen Ellyn	28,937,538	75.14%	21,743,666
Village of Glendale Heights	19,922,442	11.16%	2,223,345
Village of Lombard	— (1)	1.60%	—
City of Wheaton	52,420,000	3.19%	1,672,198
Miscellaneous:			
Glenside Fire Protection District	— (1)	9.99%	—
Glenside Library District	1,595,000	100.00%	1,595,000
DuPage Co. Special Service Area #38	—	0.26%	—
Wheaton Sanitary District	50,585,091 (3)	5.48%	2,772,063
Park Districts:			
Carol Stream	73,252,623 (2)	0.75%	549,395
Glen Ellyn	17,761,006	80.34%	14,269,192
Wheaton	6,226,246 (1)	0.31%	19,301
School Districts:			
High School District #87	53,265,000 (1)(3)	25.15%	13,396,148
Community College District #502	103,020,000 (1)	3.19%	3,286,338
Total Overlapping General Obligation Bonded Debt			66,505,618
DuPage School District Number 41	22,071,492	100.00%	22,071,492
Total Direct and Overlapping General Obligation Bonded Debt			<u>88,577,110</u>

Data Source: DuPage County Clerk's Office

(1) Excludes principal amounts of outstanding General Obligation Alternate Revenue Source Bonds which are expected to be paid from sources other than general taxation.

(2) Includes original principal amounts of outstanding General Obligation Capital Appreciation Bonds.

(3) Excludes outstanding Certificates of Indebtedness and/or notes.

Tax boundaries divided by the total assessed value for each overlapping government. This ratio is then applied to the total outstanding bonds to determine the amount of outstanding bonds from each overlapping government that is allocated to the District' assessed valuation.

GLEN ELLYN SCHOOL DISTRICT 41

**Schedule of Legal Debt Margin - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Schedule of Legal Debt Margin - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

	2015	2016	2017	2018
Legal Debt Limit	\$ 79,677,230	84,780,665	89,876,389	94,370,280
Total Net Debt Applicable to Limit	12,318,894	10,564,773	7,737,009	29,366,000
Legal Debt Margin	67,358,336	74,215,892	82,139,380	65,004,280
Total Net Debt Applicable to the Limit as a Percentage of Debt Limit	15.46%	12.46%	8.61%	31.12%

Data Source: The District's Annual Financial Report

2019	2020	2021	2022	2023	2024
98,816,958	101,047,882	103,826,157	105,219,958	108,489,167	114,492,977
28,153,000	26,880,000	25,541,000	20,220,000	19,220,000	18,170,000
70,663,958	74,167,882	78,285,157	84,999,958	89,269,167	96,322,977
28.49%	26.60%	24.60%	19.22%	17.72%	15.87%

Legal Debt Margin Calculation for Fiscal Year 2024

Assessed Value	<u>\$ 1,659,318,505</u>
Bonded Debt Limit - 6.9% of Assessed Value	114,492,977
Amount of Debt Applicable to Limit	<u>(18,170,000)</u>
Legal Debt Margin	<u>132,662,977</u>

GLEN ELLYN SCHOOL DISTRICT 41

**Demographic and Economic Statistics - Last Ten Calendar Years
June 30, 2024 (Unaudited)**

Fiscal Year	Population	Personal Income	Personal Income (Median Household Income)	Per Capita Income (Family of 4)	Unemployment Rate
2014	28,833	\$ 645,037,460	\$ 97,039	\$ 49,126	4.5%
2015	28,833	656,318,371	91,051	52,486	4.6%
2016	29,772	722,261,277	97,039	49,126	4.5%
2017	29,727	734,866,304	98,882	51,087	4.0%
2018	30,091	761,061,572	101,168	52,079	3.1%
2019	28,042	829,734,738	118,356	59,178	2.7%
2020	27,714	846,932,430	110,678	61,180	7.4%
2021	28,846	872,340,403	118,208	65,328	4.5%
2022	28,364	905,491,269	124,754	69,566	3.5%
2023	28,347	936,503,715	128,132	72,404	3.4%

Data Sources:

Population and Per Capita Personal Income obtained from US Census Bureau's American Community 5-Year Survey 2013-2017 Profile published by National Center of Educational Statistics' Edge (Education, Demographic and Geographic Estimates)

Illinois Department of Employment Security

GLEN ELLYN SCHOOL DISTRICT 41

**Principal Employers - Current Fiscal Year and Nine Fiscal Years Ago
June 30, 2024 (Unaudited)**

Employer	2024			2015		
	Employees	Rank	Percentage of Total District Employment	Employees	Rank	Percentage of Total District Employment
College of DuPage	3,983	1	14.05%	3,845	1	13.85%
School District 41	549	2	1.94%	415	6	1.49%
School District 87	515	3	1.82%	873	2	3.14%
Village of Glen Ellyn	501	4	1.77%	261	7	0.94%
School District 89	302	5	1.07%	248	8	0.89%
Duly Health and Care (2)	275	6	0.97%	430	4	1.55%
Walmart Supercenter	250	7	0.88%			
First Student	250	8	0.88%			
Innovative Systems Group	220	9	0.78%			
Health Track Sports & Wellness	210	10	0.74%			
Glen Ellyn Park District				698	3	2.51%
Grade School District 44				429	5	1.55%
B.R. Ryall YMCA				170	9	0.61%
NICOR				125	10	0.45%
	<u>7,055</u>		<u>24.90%</u>	<u>7,494</u>		<u>26.98%</u>

Data Sources:
Village of Glen Ellyn

GLEN ELLYN SCHOOL DISTRICT 41

**Staffing Information by Function - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

Function	2015	2016	2017
Administration			
Superintendent	1.00	1.00	1.00
Assistant Superintendent	3.00	3.00	3.00
District Administrators	7.00	7.00	7.00
Principals and Assistants	11.00	11.00	11.00
Total Administration	22.00	22.00	22.00
Teachers			
Elementary & Middle School, Regular Education Grades Pre-K - 8	131.50	126.85	128.64
Specialists - K-5: Art, Music, PE, K-8 Literacy, Math, Gifted, ENL, BI-Lingual Resource. Inclusion, Speech Therapists, Band & Orchestra, JH Exploratories	100.70	108.99	115.13
Special Education Self-Contained Programs: ECE, MIP, GIP, EBD	9.00	9.50	9.50
Psychologists, Social Worker, Nurses, Counselors	18.60	18.76	23.40
Total Teachers	259.80	264.10	276.67
Other Supporting Staff			
Other Support Staff	43.12	40.22	41.13
Aides - Classroom.Program, Learning Center, Technology, Health Maintenance, Custodians, Courier	76.96	63.08	61.96
Total Support Staff	147.08	129.67	129.52
Total Staff	428.88	415.77	428.19

Data Source: District 41 Personnel

2018	2019	2020	2021	2022	2023	2024
1.00	1.00	1.00	1.00	1.00	1.00	1.00
3.00	3.00	3.00	3.00	3.00	3.00	3.00
7.00	7.00	8.00	8.00	9.00	10.00	10.00
11.00	11.00	11.00	11.00	11.00	11.00	11.00
22.00	22.00	23.00	23.00	24.00	25.00	25.00
125.00	125.00	131.00	133.69	132.88	132.69	134.10
125.14	125.29	137.46	135.20	138.52	136.49	137.49
9.50	10.00	—	—	—	—	—
22.76	18.60	22.54	21.53	22.35	18.60	19.60
282.40	278.89	291.00	290.42	293.75	287.78	291.19
36.30	31.43	25.49	33.24	32.95	29.00	29.00
66.50	69.77	72.00	68.35	65.24	60.62	49.60
26.67	24.65	26.46	30.57	32.59	33.04	32.60
129.47	125.85	123.95	132.16	130.78	122.66	111.20
433.87	426.74	437.95	445.58	448.53	435.44	427.39

GLEN ELLYN SCHOOL DISTRICT 41

**Operating Indicators by Function - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

Fiscal Year	Enrollment (ADA)	Operating Expenditures	Cost Per Pupil	Percentage Change (in Operating Cost/Pupil of ADA)	Expenses	Cost Per Pupil	Percentage Change	Teaching Staff	Pupil-Teacher Ratio (1)	Percentage of Students Receiving Free or Reduced Meals (2)
2015	3,025	\$ 40,575,201	\$ 13,413	3.73%	\$ 38,108,402	\$ 12,598	5.50%	260	11.6	20.9%
2016	2,970	41,440,011	13,953	4.02%	40,471,646	13,627	8.17%	264	11.3	N/A
2017	3,114	41,794,811	13,422	(3.81%)	40,282,242	12,936	(5.07%)	277	11.2	N/A
2018	3,158	44,677,215	14,147	5.41%	42,995,640	13,615	5.25%	282	11.2	N/A
2019	3,137	44,632,376	14,228	0.57%	45,038,076	14,357	5.45%	279	11.2	N/A
2020	3,485	45,131,509	12,950	(8.98%)	44,308,176	12,714	(11.44%)	291	12.0	N/A
2021	3,058	47,796,761	15,630	20.69%	46,026,113	15,051	18.38%	290	10.5	N/A
2022	3,040	49,691,360	16,346	4.58%	46,607,468	15,331	1.86%	294	10.3	N/A
2023	3,071	50,921,681	16,581	1.44%	50,500,302	16,444	7.26%	288	10.7	N/A
2024	3,069	52,533,105	17,117	3.23%	50,487,096	16,451	0.04%	297	10.3	N/A

Data Source: District Records

(1) Based on ADA

(2) Illinois Interactive Report Cards at www.iirc.niu.edu and Illinois School Report Cards, District Low Income Rate

N/A - Not Available

GLEN ELLYN SCHOOL DISTRICT 41

**School Building Information - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**School Building Information - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

	2015	2016	2017	2018
Abraham Lincoln School (1961)				
Square Feet, Main Building	55,525	59,275	59,275	59,275
Sq. Ft, Portables (6 Classrooms)	3,325	—	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	547	582	526	553
Benjamin Franklin School (1928)				
Square Feet, Main Building	55,632	61,876	61,876	61,876
Sq. Ft, Portables (4 Classrooms)	3,808	—	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	546	559	553	547
Churchill School (1957)				
Square Feet, Main Building	54,615	63,295	63,295	63,295
Sq. Ft, Portables (8 Classrooms)	7,360	—	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	625	645	591	665
Forest Glen School (1949)				
Square Feet, Main Building	49,221	53,184	53,184	53,184
Sq. Ft, Portables (4 Classrooms)	3,372	—	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	608	578	631	650
Hadley Junior High School (1954)				
Square Feet, Main Building	158,741	158,741	158,741	158,741
Sq. Ft, Portables (6 Classrooms)	8,736	8,736	8,736	8,736
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	1,175	1,139	1,145	1,148

Data Source: District Building Plans and Annual ISBE Fall Housing Reports

2019	2020	2021	2022	2023	2024
59,275	59,275	59,275	59,275	59,275	59,275
—	—	—	—	—	—
—	—	—	—	—	—
543	572	503	532	530	521
618,760	61,876	61,876	61,876	61,876	61,876
—	—	—	—	—	—
—	—	—	—	—	—
518	552	509	562	568	553
63,295	63,295	63,295	63,295	63,295	63,295
—	—	—	—	—	—
—	—	—	—	—	—
673	661	624	649	620	639
53,184	53,184	53,184	53,184	53,184	53,184
—	—	—	—	—	—
—	—	—	—	—	—
656	694	539	645	651	627
158,741	181,241	181,241	181,241	181,241	181,241
8,736	—	—	—	—	—
—	—	—	—	—	—
1,159	1,143	1,147	1,111	1,139	1,105

GLEN ELLYN SCHOOL DISTRICT 41

**Enrollment Statistics - Last Ten Fiscal Years
June 30, 2024 (Unaudited)**

Fiscal Year	Fall Housing Total Enrollment*	Difference	% Increase/ (Decrease)
2015	3,501	(69)	(1.93%)
2016	3,503	2	0.06%
2017	3,574	71	2.03%
2018	3,563	(11)	(0.31%)
2019	3,549	(14)	(0.39%)
2020	3,622	73	2.06%
2021	3,545	(77)	(2.13%)
2022	3,499	(46)	(1.30%)
2023	3,508	9	0.26%
2024	3,445	(63)	(1.80%)

Data Source: District Records

* Enrollment from annual September 30 Fall Housing Reports, including K-8, Early Childhood SE, and Pre-K

GLEN ELLYN SCHOOL DISTRICT 41

General Information

June 30, 2024 (Unaudited)

Location:	25 miles due west of the Chicago Loop in central DuPage County
Date of Organization:	1849
Number of Schools:	5
Area Served:	North side of Glen Ellyn (mostly north of Roosevelt Road), plus sections of Wheaton, Lombard, Glendale Heights, and Carol Stream), located approximately 23 miles west of downtown Chicago
Median Home Value:	\$516,600 According to the U.S. Census Bureau
Student Enrollment:	3,445
Certified Teaching Staff:	297
Pupil/Teacher Ratio:	11.60

GLEN ELLYN SCHOOL DISTRICT 41

**Operating Cost and Tuition Charge
For the Fiscal Year Ended June 30, 2024**

	2024	2023
Operating Cost Per Pupil		
Average Daily Attendance (ADA)	3,069	3,071
Operating Costs:		
Educational	\$ 47,203,897	46,531,440
Operations and Maintenance	4,557,132	4,176,567
Debt Service	2,395,342	2,652,641
Transportation	2,825,661	2,382,539
Municipal Retirement/Social Security	1,364,712	1,271,861
Subtotal	58,346,744	57,015,048
Less Revenues/Expenditures of Nonregular Programs		
Tuition	1,156,556	946,764
Pre-K Programs	1,063,682	1,000,886
Summer School	(238)	7,263
Capital Outlay	469,728	978,954
Debt Principal Retired	1,554,000	1,735,373
Community Services	76,057	83,890
Payments to Other Districts and Governmental Units	1,493,854	1,340,237
Subtotal	5,813,639	6,093,367
Operating Costs	52,533,105	50,921,681
Operating Costs Per Pupil - Based on ADA	16,450	16,581
Tuition Charge		
Operating Costs	52,533,105	50,921,681
Less Revenues from Specific Programs, Such as Special Education or Lunch Programs	5,289,536	4,030,729
Net Operating Cost	47,243,569	46,890,952
Depreciation Allowance	3,243,527	3,609,350
Allowable Tuition Costs	50,487,096	50,500,302
Tuition Charge Per Pupil - Based on ADA	16,451	16,444

Board Report

Date: December 16, 2024

Title: Approval of 2024 Levy

Submitted by: Eric DePorter, Assistant Superintendent Finance, Facilities and Operations

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: The Truth in Taxation Act stipulates the requirements of the Board in adopting the levy. That is, a levy estimate must be approved not less than 20 days prior to adoption. The taxing district must give notice and hold a public hearing if the levy estimate is greater than a 5% increase over the prior year's tax extension. The notice must be published in the local newspaper between 7 and 14 days prior to the scheduled public hearing date. The public hearing can be held at any time other than the time of the Board's budget hearing.

Discussion: The 2024 Property Tax Levy will support the fiscal year 2025-2026 budget. The Property Tax Extension Limitation Act (PTELL), which is based on the Consumer Price Index (CPI) or 5% whichever is less, will limit the actual levy extension. For 2024, the limitation is 3.4% (exclusive of new property growth adjustment), based on the December 2023 CPI of 3.4%.

The other critical variable in this calculation is the estimated new property growth for 2024. To determine the new property growth estimate, we contacted both the Milton Township and Bloomingdale Township Assessors. Each Assessor provided an estimate of the total new property growth values they expect for their respective township property within District 41's boundary.

After analyzing the responses we received, and also taking into account historical new growth activity the recommended estimate for new property growth included in the proposed levy is set at \$20,000,000. If this estimate is higher than actual new growth the county clerk will automatically lower our estimated number to the appropriate actual number. In no situation would the District be issued a tax extension above the amount permitted by PTELL.

The estimated tax extension with a new property valuation of \$20,000,000 is estimated to be \$58,192,263 plus \$1,774,987 for Bond and Interest payments for a total levy request of \$59,967,250. This is a 4.46% or \$2,561,467 increase over the 2023 levy. Again, the PTELL limitations would apply and the district would only collect this amount if new property were equal to or greater than \$20,000,000. If new property actually exceeded \$20,000,000 the district would forfeit future taxing capacity for the amount above the \$20,000,000.

Other Information: Public Act 102-0895 which was passed in May of 2022 requires school districts to disclose "certain cash reserve balances." Included within each regular board meeting agenda is the Treasurer's Report which includes the required information.

Budgetary Funding: This recommendation will impact the FY 2025-2026 budget.

Recommendation: The administration recommends that the Board of Education approve and adopt the 2024 Tax Levy Resolution. Upon adoption, the 2024 levy will be filed with the DuPage County Clerk's office.

Attachments: Tax Levy Worksheet

Certificate of Tax Levy (ISBE 50-02)
Tax Levy Resolution
Certificate Regarding Compliance with the Truth-in-Taxation Law

Calculating the December 2024 Tax Levy

Step 1: Increase the extended 2023 tax levy by the CPI

Operating Funds	2023 Actual Levy extended	Tax Rate		Notes:
Education	48,984,742	2.9521		
Tort	1,659	0.0001		
Special Education	987,295	0.0595		
Op & Maintenance	1,667,615	0.1005		
Transportation	2,074,148	0.1250		
IMRF	691,936	0.0417		
Life Safety	0	0.0000		
Social Security	1,221,258	0.0736		
Working Cash	1,659	0.0001		
Subtotal	<u>55,630,312</u>	3.3526		
x 3.4% CPI (Dec 2023)	1.034		\$1,891,431	New tax dollars for FY26
Tax revenue base for 2024 levy	\$57,521,743			

Step 2: Estimate new property

Tax Year	New Property EAV	Percent increase		
2011	\$9,120,910	-31.47%		
2012	\$6,294,264	-30.99%		
2013	\$8,382,250	33.17%		
2014	\$13,151,520	56.90%		
2015	\$13,420,420	2.04%		
2016	\$13,692,270	2.03%		
2017	\$11,142,270	-18.62%		
2018	\$11,462,140	2.87%		
2019	\$12,097,350	5.54%		
2020	\$8,840,230	-26.92%		
2021	\$9,693,190	9.65%		
2022	\$8,171,350	-15.70%		
2023	\$8,632,370	5.64%		
Estimated 2024	\$20,000,000			Based on property development trends

Step 3: Calculate the taxes related to different estimates of new property growth

New Property Value Estimate	Estimated new property tax dollars	Estimated total tax levy dollars	Estimated Percent increase over 2023 levy	Dollar impact on new property development
\$6,000,000	\$201,156	\$59,497,886	3.64%	
\$9,000,000	\$301,734	\$59,598,464	3.82%	
\$12,000,000	\$402,312	\$59,699,042	3.99%	
\$15,000,000	\$502,890	\$59,799,620	4.17%	
\$18,000,000	\$603,468	\$59,900,198	4.35%	
\$21,000,000	\$704,046	\$60,000,776	4.52%	
\$24,000,000	\$804,624	\$60,101,354	4.70%	
\$27,000,000	\$905,202	\$60,201,932	4.87%	
\$30,000,000	\$1,005,780	\$60,302,510	5.05%	
\$33,000,000	\$1,106,358	\$60,403,088	5.22%	

Step 4: Estimate value of new property in tax revenue

New EAV divided by 100, times last year's tax rate				
New property	\$200,000			
2023 tax rate (2024 bills) x	<u>3.3526</u>			
New property tax revenue	\$670,520			Additional dollars from new property improvements

Step 5: Estimate tax revenue for 2024 levy

Tax revenue base for 2024 levy	\$57,521,743			
New property tax revenue	<u>\$670,520</u>			Increase over prior year
Estimated 2024 levy revenue (all but B&I)	\$58,192,263			
add estimated Bond & Interest levy	\$1,774,987			Based on bond schedule
Estimated 2024 levy revenue	\$59,967,250			

Step 6: Determine if Proposed 2024 levy is greater than 5% above the 2023 levy

2023 levy	\$57,405,783			
Estimated 2024 levy	\$59,967,250			
Truth in Taxation Test	4.61%			If above 5%, community must be notified in newspaper
Overall percent difference (including B & I)	4.46%			Year over year change

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

**CERTIFICATE OF COMPLIANCE WITH
THE TRUTH-IN-TAXATION LAW**

I DO HEREBY CERTIFY that I am the presiding officer of the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois.

I DO HEREBY CERTIFY that the 2024 real estate tax levy resolution of Glen Ellyn School District 41, DuPage County, Illinois, attached hereto, was adopted pursuant to and in full compliance with the provisions of Sections 18-60 through 18-85 of the Illinois Property Tax Code (35 ILCS 200/18-60 to 18-85), also known as the “Truth in Taxation Law.”

IN WITNESS THEREOF, I have placed my official signature this 16th day of December, 2024.

President, Board of Education
Glen Ellyn School District 41
DuPage County, Illinois

ATTEST:

Board Secretary

ILLINOIS STATE BOARD OF EDUCATION

School Business Services Department
217-785-8779

Original:

X

Amended:

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CERTIFICATE OF TAX LEVY

A copy of this Certificate of Tax Levy shall be filed with the county clerk of each county in which the school district is located on or before the last Tuesday of December.

District Name Glen Ellyn School District 41	District Number 19-022-0410-02	County DuPage
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Amount of Levy

Educational	\$ 50,832,024	Fire Prevention & Safety *	\$ _____
Operations & Maintenance	\$ 1,667,615	Tort Immunity	\$ 1,659
Transportation	\$ 2,385,270	Special Education	\$ 1,234,118
Working Cash	\$ 1,659	Leasing	\$ _____
Municipal Retirement	\$ 726,533	Other	\$ _____
Social Security	\$ 1,343,384	Other	\$ _____
		Total Levy	\$ 58,192,263

* Includes Fire Prevention, Safety, Energy Conservation, Disabled Accessibility, School Security, and Specified Repair Purposes.

See explanation on reverse side.

Note: Any district proposing to adopt a levy must comply with the provisions set forth in the Truth in Taxation Law.

We hereby certify that we require:

the sum of 50,832,024 dollars to be levied as a special tax for educational purposes; and
 the sum of 1,667,615 dollars to be levied as a special tax for operations and maintenance purposes; and
 the sum of 2,385,270 dollars to be levied as a special tax for transportation purposes; and
 the sum of 1,659 dollars to be levied as a special tax for a working cash fund; and
 the sum of 726,533 dollars to be levied as a special tax for municipal retirement purposes; and
 the sum of 1,343,384 dollars to be levied as a special tax for social security purposes; and
 the sum of 0 dollars to be levied as a special tax for fire prevention, safety, energy conservation,
 disabled accessibility, school security and specified repair purposes; and
 the sum of 1,659 dollars to be levied as a special tax for tort immunity purposes; and
 the sum of 1,234,118 dollars to be levied as a special tax for special education purposes; and
 the sum of 0 dollars to be levied as a special tax for leasing of educational facilities
 or computer technology or both, and temporary relocation expense purposes; and
 the sum of 0 dollars to be levied as a special tax for _____; and
 the sum of 0 dollars to be levied as a special tax for _____
 on the taxable property of our school district for the year _____.

Signed this 16 day of December 2024 . _____
(President)

 (Clerk or Secretary of the School Board of Said School District)

When any school is authorized to issue bonds, the school board shall file a certified copy of the resolution in the office of the county clerk of each county in which the district is situated to provide for the issuance of the bonds and to levy a tax to pay for them. The county clerk shall extend the tax for bonds and interest as set forth in the certified copy of the resolution, each year during the life of the bond issue. Therefore to avoid a possible duplication of tax levies, the school board should not include a levy for bonds and interest in the district's annual tax levy.

Number of bond issues of said school district that have not been paid in full 1 .

(Detach and Return to School District)

This is to certify that the Certificate of Tax Levy for School District No. 41 , DuPage County, Illinois, on the equalized assessed value of all taxable property of said school district for the year 2024 , was filed in the office of the County Clerk of this County on _____ .

In addition to an extension of taxes authorized by levies made by the Board of Education (Directors), an additional extension(s) will be made, as authorized by resolution(s) on file in this office, to provide funds to retire bonds and pay interest thereon.

The total levy, as provided in the original resolution(s), for said purposes for the year 2024 , is \$ _____ .

 (Signature of County Clerk)

 (Date)

 (County)

Board Report

Date: December 16, 2024

Title: Approval of Professional Services Contract with Amergis Educational Staffing

Submitted by: Dr. David Bruno, Assistant Superintendent for Human Resources

Strategic Priority Goal Area 1: Growth Focused Learning: The District 41 community of learners, educators and stakeholders cultivate students who are actively engaged and committed to their own learning. District 41 provides a guaranteed rigorous and differentiated learning environment where all students can demonstrate high levels of growth and success. District 41 uses data to form a detailed profile of student, school and district performance; illuminate successes; and identify opportunities for improvement.

Background: A full time long term Certified School Nurse position is open at Benjamin Franklin, Abraham Lincoln and Churchill Elementary due to 1 employee on family medical leave. The total FTE for all 3 locations is 1.0. This vacancy was posted on the District 41 website on October 16, 2024. Due to staffing shortages for Certified School Nurses the district also reached out to contract agencies as soon as possible. A full time Certified School Nurse could not be found, but Amergis Educational Staffing was able to secure a .50 FTE School Certified Nurse.

Discussion: The contracts started December 12, 2024 and is expected to end at the end of the 2024-2025 School Year. The total contract amount for the Certified School Nurse is \$40,115.00

Budgetary Funding: The hourly rate for the Certified School Nurse is \$100.00 per hour at .50 FTE.

Recommendation: It is recommended the Board of Education approve David Bruno, the Assistant Superintendent for Human Resources to enter into a Professional Service Contract Amergis Educational Staffing for a cost of approximately \$40,115.00 for the time period of December 09, 2024 through the end of the 2024-2025 school year funded from the district budget contract services special education account.

Board Report

Date: December 16, 2024

Title: Approval of Professional Services Contract with New Direction Solutions, LLC dba Procure Therapy

Submitted by: Dr. David Bruno, Assistant Superintendent for Human Resources

Strategic Priority Goal Area 1: Growth Focused Learning: The District 41 community of learners, educators and stakeholders cultivate students who are actively engaged and committed to their own learning. District 41 provides a guaranteed rigorous and differentiated learning environment where all students can demonstrate high levels of growth and success. District 41 uses data to form a detailed profile of student, school and district performance; illuminate successes; and identify opportunities for improvement.

Background: A part time School Psychologist .60 FTE is currently open due to a retirement as of June 03, 2024 and not being able to fill the position for the 2024-2025 school year. This vacancy was posted on the District 41 website on April 18, 2024. Due to lack of qualified candidates the district also reached out to contract agencies. The district was able to find a .40 FTE part time virtual School Psychologist.

Discussion: The contract will start on December 18, 2024 and is expected to end at the end of the 2024-2025 School Year. The total contract amount for the .40 FTE part time School Psychologist is \$28,559.93. The hourly rate for the part time School Psychologist is \$100.00 per hour at .40 FTE.

Budgetary Funding: The 2024-2025 district budget contract services special education account.

Recommendation: It is recommended the Board of Education authorize Dr. David Bruno, the Assistant Superintendent for Human Resources to enter into a Professional Service Contract with New Direction Solutions, LLC dba Procure Therapy for a cost of approximately \$28,559.93 for the time period of December 18, 2024 through the end of the 2024-2025 school year funded from the district budget contract services special education account.