



orgametrics®

**Empowering Leaders.
Aligning Organizations.
Driving Results.**

**Lake Tahoe Unified School District
January-February 2022**

Powered by  **infinity**
systems

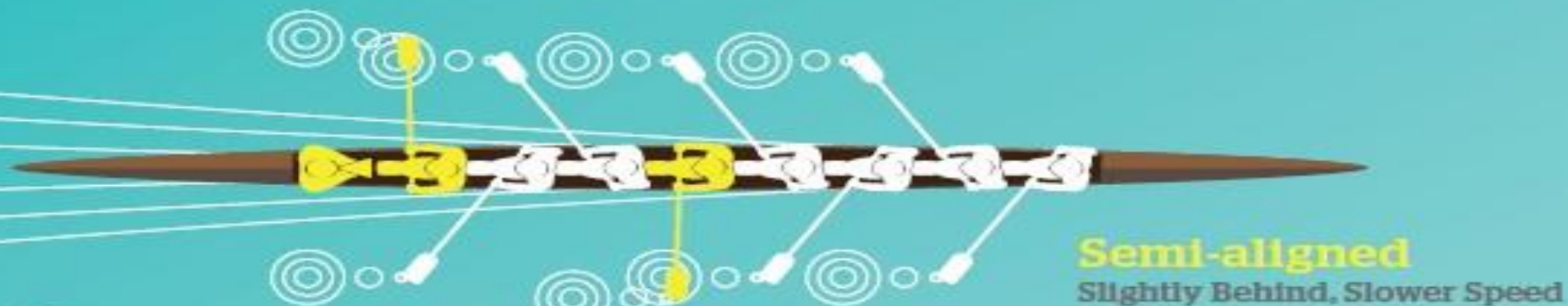
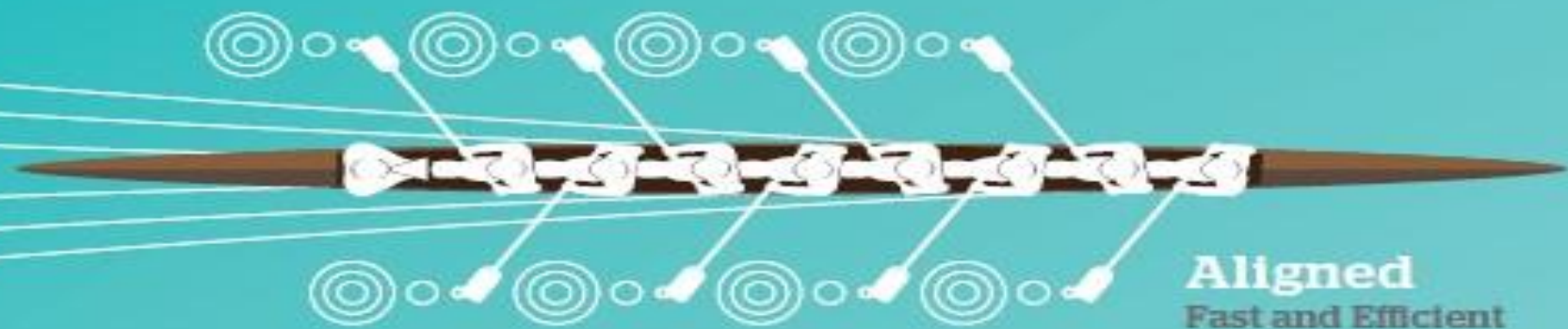
Data Review Agenda

- Your Perspective - Areas of Focus, Goals, Etc.
- Survey Details
- Overall Score / (Year 1 vs. Year 2)
- Scale Review / (Year 1 vs. Year 2)
- Item Review / (Year 1 vs. Year 2)
- Demographic Comparisons
- Key Observations
- Recommendations
- Discussion (Throughout)



Alignment wins the race.

Don't let misaligned leadership slow you down or steer you off course.



21 Total Items

Orgametrics® Score: 19 Items in 9 Scales

2 Items in Alignment Scale



Orgametrics® Data Review

Scoring and Interpretation



Strong alignment in an organization occurs when a high percentage of employees express strong positive responses to Alignment questions

1 = Strongly Disagree

5 = Neutral

10 = Strongly Agree



These responses express clear disagreement with Alignment questions or, at best, neutral to passive agreement. These responses suggest an organization with significant Alignment opportunities.

Responses in this range are not bad, but they are also not "good enough."

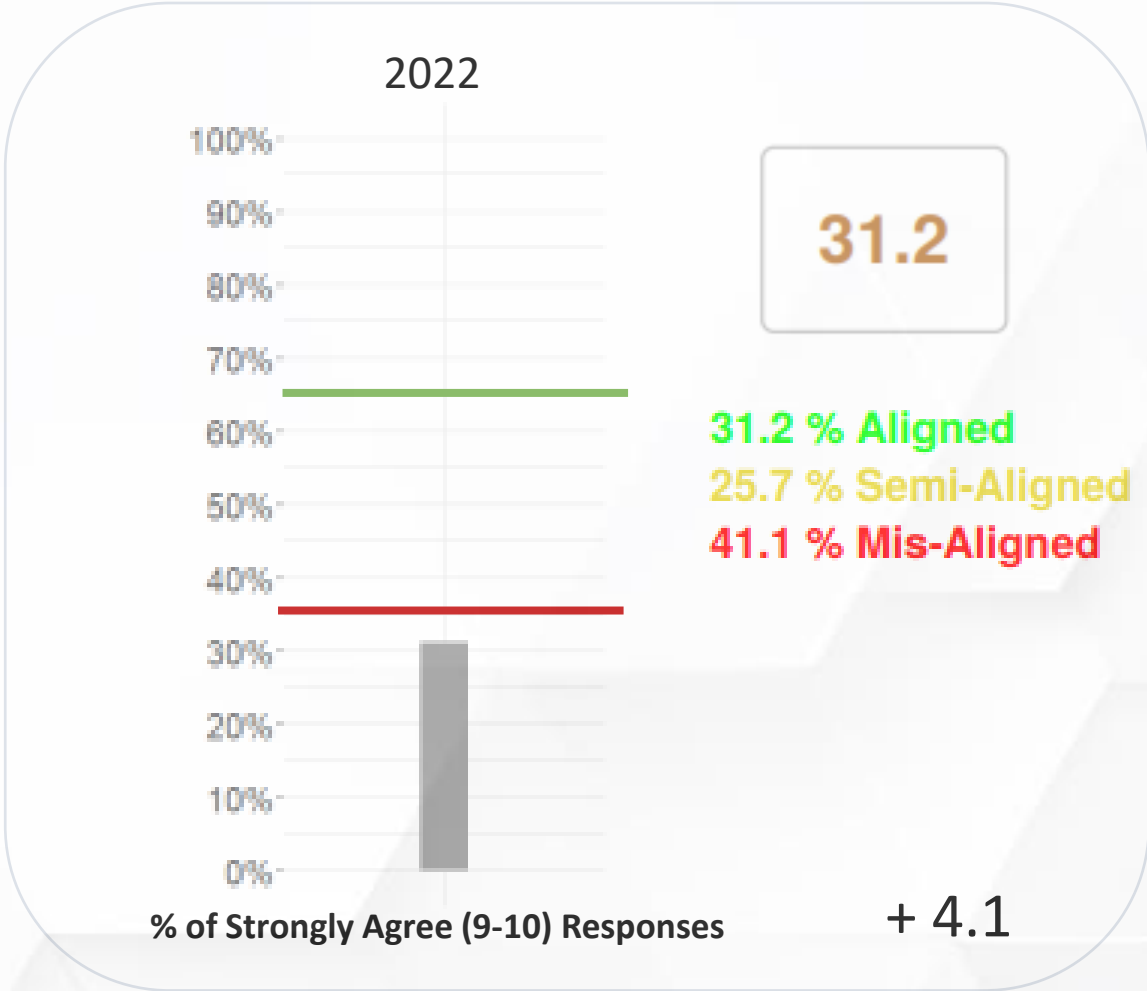
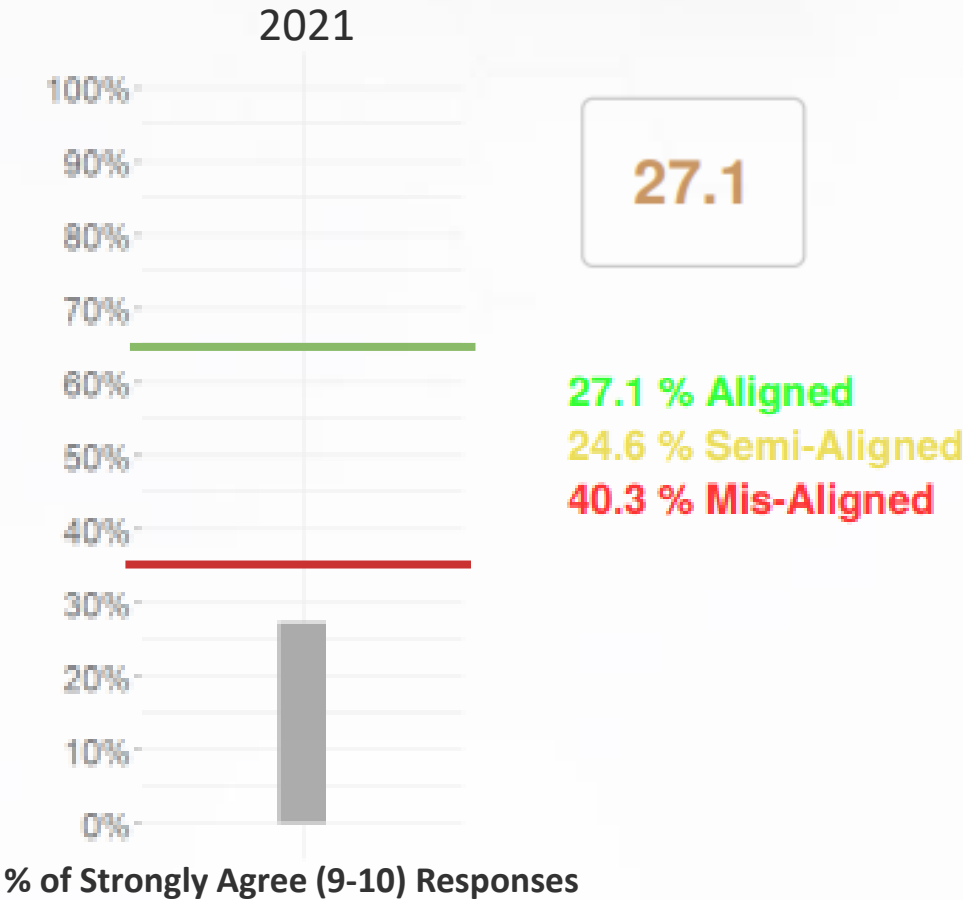
Orgametrics® Data Review

Results



Overall Score
Year 1 vs. Year 2

Responses	Response %
353	66.9%



+ 4.1

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

Orgametrics® Data Review

Results



Scale Scores Year 1 vs. Year 2



+ 4.1

Normative
Comparison

33.1

2021

Accountability	49.1%
Empowerment	38.3%
Mission & Vision	35.3%
Teamwork	34.0%
Leadership	22.6%
Best Practices	20.3%
Development	18.6%
Creativity	15.9%
Communication	12.4%

2022

Accountability	48.2%	- 0.9
Empowerment	45.5%	+ 7.2
Mission & Vision	42.8%	+ 7.5
Teamwork	41.2%	+ 7
Leadership	26.7%	+ 4.1
Development	21.7%	+ 3.1
Best Practices	21.2%	+ 0.9
Creativity	19.3%	+ 3.4
Communication	16.9%	+ 4.5

% of Strongly Agree (9-10) Responses

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

Orgametrics® Data Review



Results

Scale Scores
Year 1 vs. Year 2



2021

27.1

2022

31.2

% of Strongly Agree (9-10) Responses

Normative
Comparison

33.1



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

Orgametrics® Data Review

Results



Orgametrics®
Item Scores

Items with the Highest Number of Aligned Responses (9-10)

9-10
Responses

Top 3 Aligned	Aligned	Avg
7. I feel a strong sense of responsibility to meet my performance goals and objectives.	63.5%	8.6
16. I have the authority to do my job without being micromanaged.	56.7%	8.2
11. In my work group, we work well together as a team.	55.5%	8.1

Overall: **31.2**

- Accountability (Personal)
- Empowerment (Personal/Manager)
- Teamwork (Within each team)

Top 3 Aligned	Aligned	Avg
7. I feel a strong sense of responsibility to meet my performance goals and objectives.	67.4%	8.9
16. I have the authority to do my job without being micromanaged.	50.1%	7.9
11. In my work group, we work well together as a team.	47.0%	7.7

2021

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

Orgametrics® Data Review

Results



Orgametrics®
Item Scores

Items with the Highest Number of Mis-Aligned Responses (1-6)

1-6
Responses

Top 3 Mis-Aligned	Mis-Aligned	Avg
2. We regularly receive information on how well my work group is performing and meeting goals.	61.5%	5.3
6. We look outside our organization to learn better ways to do our work.	58.1%	5.7
3. In my organization, we have effective methods for generating new ideas to improve our work.	55.2%	5.8

Overall: **41.1**

Top 3 Mis-Aligned	Mis-Aligned	Avg
2. We regularly receive information on how well my work group is performing and meeting goals.	63.1%	5.1
1. In my organization, we regularly talk about our Mission and Vision.	60.8%	5.3
6. We look outside our organization to learn better ways to do our work.	55.3%	5.6

- Communication (of performance)
- Best Practices (Looking outside org for Ideas)
- Creativity (Generating new ideas)

Orgametrics® Data Review

Results - Additional Items - Alignment Scale



Alignment	13.2%	19.5%	64.4%	5.0
20. In my organization, resources (e g money, people, etc) are well aligned to meet our strategic goals and fulfill our Mission and Vision.	14.4%	22.7%	60.1%	5.3
21. In my organization, rewards and recognition programs recognize performance that is aligned with our Mission and Vision.	11.9%	16.4%	68.8%	4.7

- Resources
- Rewards and Recognition

Alignment	8.6%	17.6%	64.1%	4.9
20. In my organization, resources (e g money, people, etc) are well aligned to meet our strategic goals and fulfill our Mission and Vision.	10.4%	21.6%	58.5%	5.3
21. In my organization, rewards and recognition programs recognize performance that is aligned with our Mission and Vision.	6.9%	13.5%	69.7%	4.4

2021

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

Orgametrics® Data Review

Results - Demographic Comparisons

School Site / Location

31.2



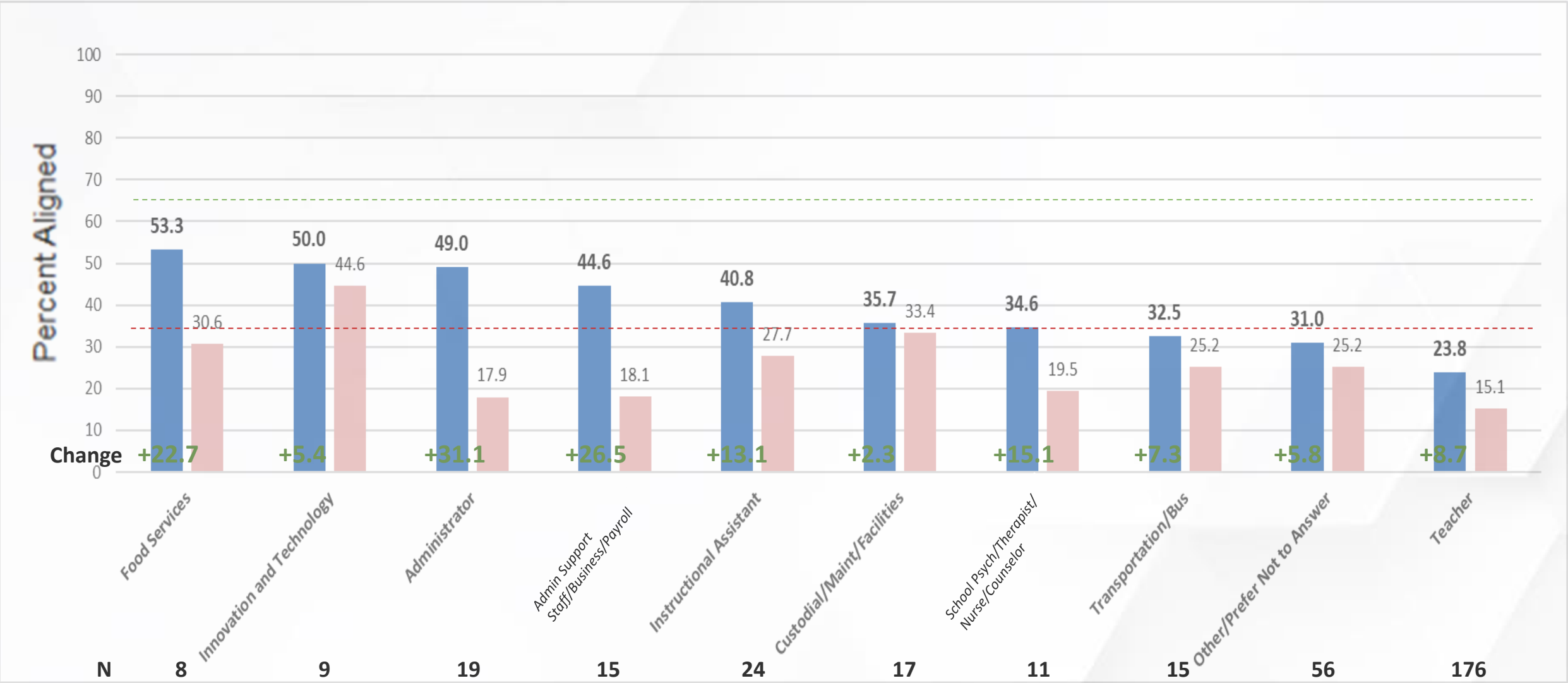
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Orgametrics® Data Review

Results - Demographic Comparisons

School Site / Location

31.2



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

Orgametrics® Data Review

Results - Key Observations



2022

Accountability	48.2%	25.6%	24.2%	7.8
7. I feel a strong sense of responsibility to meet my performance goals and objectives.	63.5%	21.8%	12.7%	8.6
8. In my work group, we hold each other accountable to achieve our goals.	32.9%	29.5%	35.7%	7.0

Employees have a very strong sense of personal accountability.
A sense of shared accountability, however, is not as high.

2021

Accountability	49.1%	23.2%	20.5%	7.9
7. I feel a strong sense of responsibility to meet my performance goals and objectives.	67.4%	19.0%	6.3%	8.9
8. In my work group, we hold each other accountable to achieve our goals.	30.8%	27.4%	34.6%	6.9

Accountability Gap: 30.6 points (6-point improvement)

Orgametrics® Data Review

Results - Key Observations



2022

Teamwork	41.2%	26.1%	30.7%	7.3
11. In my work group, we work well together as a team.	55.5%	24.1%	18.4%	8.1
12. In my organization, we work well across departments and teams.	26.9%	28.0%	43.1%	6.5

Work within teams is very strong.

Work between/across teams, however, is not as strong.

2021

Teamwork	34.0%	26.2%	31.4%	7.0
11. In my work group, we work well together as a team.	47.0%	21.6%	23.1%	7.7
12. In my organization, we work well across departments and teams.	21.0%	30.8%	39.8%	6.3

Teamwork Gap: 28.6 points (2 points greater)
Both items higher, scale score higher

Orgametrics® Data Review

Results - Key Observations



2022

Empowerment	45.5%	26.5%	25.8%	7.5
16. I have the authority to do my job without being micromanaged.	56.7%	25.2%	15.9%	8.2
17. I am empowered to do my job without getting slowed down by bureaucracy.	34.3%	27.8%	35.7%	6.8

Personal empowerment is very strong.
System/policy, however, is not as strong.

2021

Empowerment	38.3%	25.4%	27.4%	7.2
16. I have the authority to do my job without being micromanaged.	50.1%	21.6%	19.3%	7.9
17. I am empowered to do my job without getting slowed down by bureaucracy.	26.5%	29.1%	35.4%	6.6

Empowerment Gap: 22.4 points (1 point greater)
Both items higher, scale score higher

Orgametrics® Data Review

Results - Comments



Comment Themes

- **Communication:** Consistency (different messages in different places)
- **Creativity/Best Practices:** Transparency /Process (awareness varies by dept/site)
- **Accountability:** Self-Accountability vs. Team-Accountability (clarity on how to hold each other accountable)
- **Development:** Alignment of Resources
- **Teamwork:** Consistency across District (closer groups stronger, clarity between groups)
- **Leadership:** Consistency across District (closer groups stronger, clarity between groups and Trust)
- **Empowerment:** Communication, Process and Site vs. District Clarity
- **Mission & Vision:** Specifically translating words to actions and District vs. Site
- **Alignment:** Opportunities for communication of where/how/why of resources



Spend time with your data

- What is going on behind these results?
- Zoom out: look at org-wide data and look for actionable areas
- Leverage the comments to deepen understanding of employee perspectives
- Identify areas of strength and areas of critical need
- Use feedback to spark discussion and uncover more insights
- Continue to ask questions

Orgametrics® Data Review

Recommendations



Strengths, Links and Opportunities

Aligned

Above 65% 9-10 responses

Semi-Aligned

- Accountability
- Empowerment
- Mission & Vision
- Teamwork

Above 35% 9-10 responses

Mis-Aligned

- Communication
- Creativity
- Best Practices
- Development
- Leadership

Below 35% 9-10 responses

Overall Orgametrics® Score

31.2

Orgametrics® Data Review

Recommendations



Strengths, Links and Opportunities

Leverage Strengths

- **Accountability**
- **Empowerment**
- **Mission & Vision**
- **Teamwork**

Links

- **Accountability-Empowerment**
- **Mission & Vision-ALL**
- **Leadership-ALL**
- **Accountability-ALL**
- **Communication-ALL**

Scale Gaps

- **Teamwork**
- **Accountability**
- **Empowerment**

Orgametrics® Data - Metrics that Matter

Metrics Correlation



STRATEGIC Areas of Focus

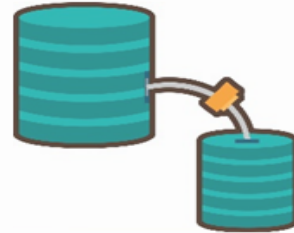
Prioritization

①



Data Connection

②



Statistical Analysis

③



Integration

④



Key Objectives and RESULTS

Identify areas with greatest improvement opportunity

Establish a data infrastructure linking feedback to metrics

Apply statistical tools to deliver insights in a forward-looking model

Build insights into decision-support tools to drive action



**orgametrics
process**

**assessment
&
communication**

**planning
&
execution**

analytics





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Aligning Organizations.
Driving Results.**



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