



**orgametrics®**

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

Lake Tahoe Unified School District (LTUSD)  
June 2021

Powered by  **infinity**  
systems

# Data Review Agenda

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



# Orgametrics® Data Review

## Survey Details

Lake Tahoe Unified School District

Survey Launch: 6.2.21

Survey Close: 6.23.21

## Responses

Total Employees (from email file): 433

Total Responses: 347

Response Rate: 80.1%



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.”

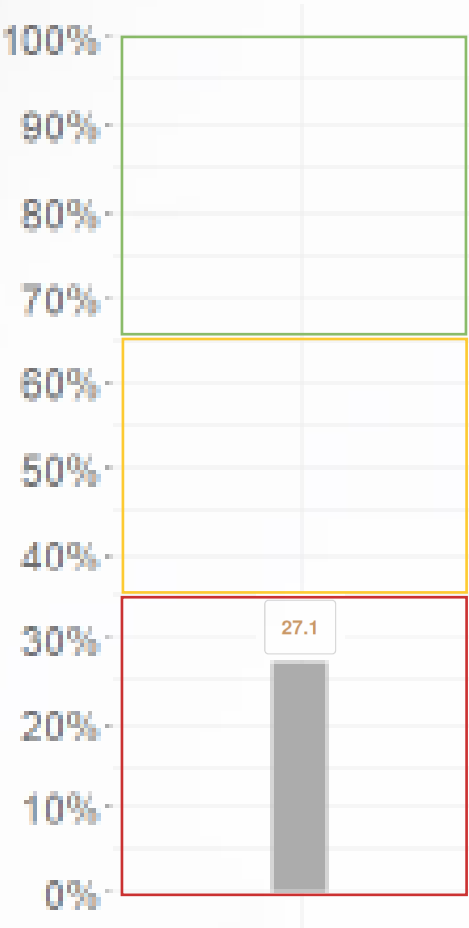


Overall Score

2020-21 Orgametrics® Score

27.1

% of Aligned Responses (9-10)



# Orgametrics® Data Review

Results  
Scale Scores



Scale Scores

2020-21 Orgametrics® Score

27.1

% of Aligned Responses (9-10)

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%
Orgametrics® Score	27.1%



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



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

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

27.1

% of Aligned Responses (9-10)





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

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

40.3

Mis-Aligned Responses (1-6)

# Orgametrics® Data Review

Results  
Alignment Scale



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

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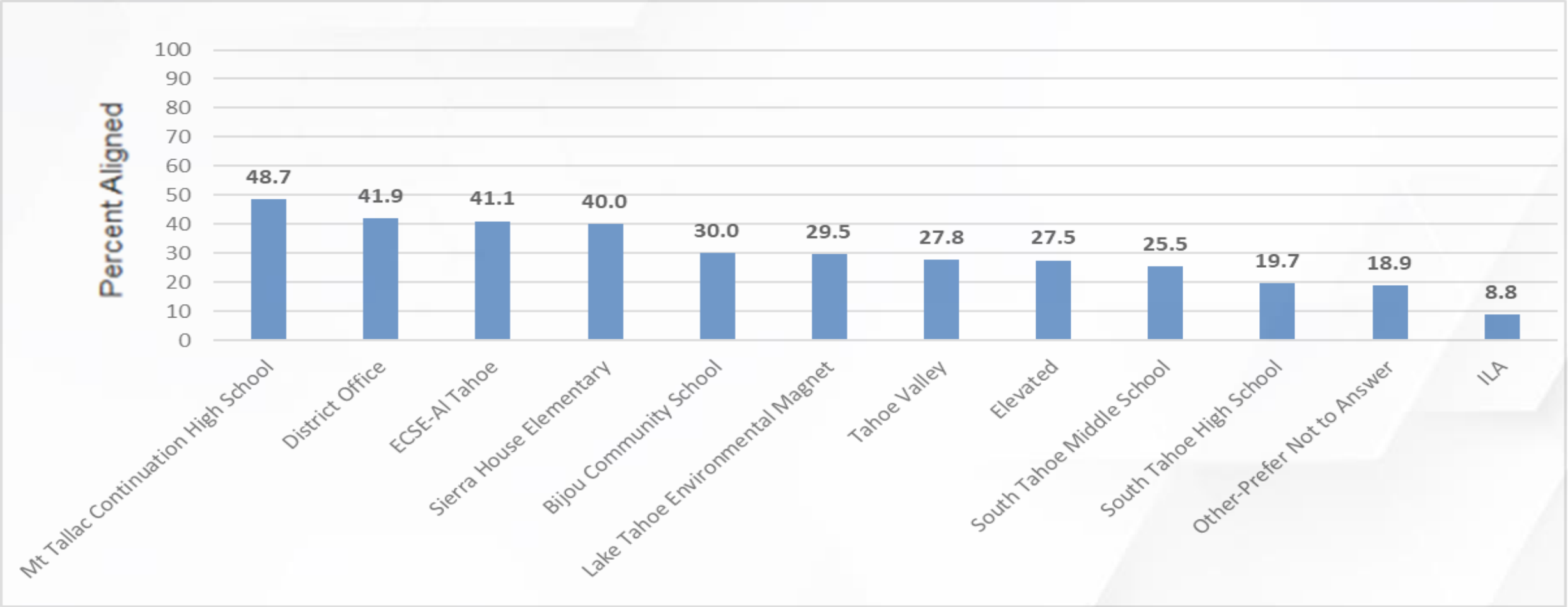
# Orgametrics® Data Review

Results  
Demographic Comparisons



## ORGAMETRICS SCORE - demo 01

School / Site Location



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

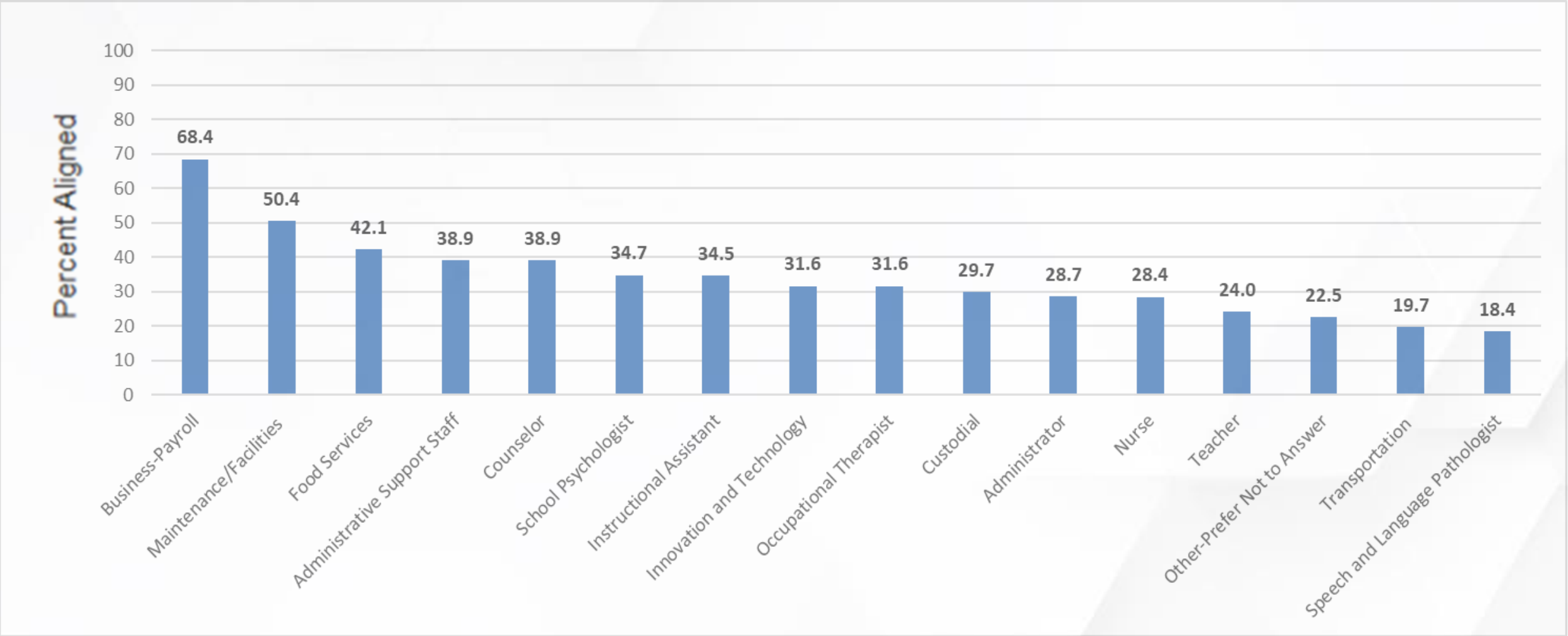
# Orgametrics® Data Review

Results  
Demographic Comparisons



ORGAMETRICS SCORE - demo 02

Job Title



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

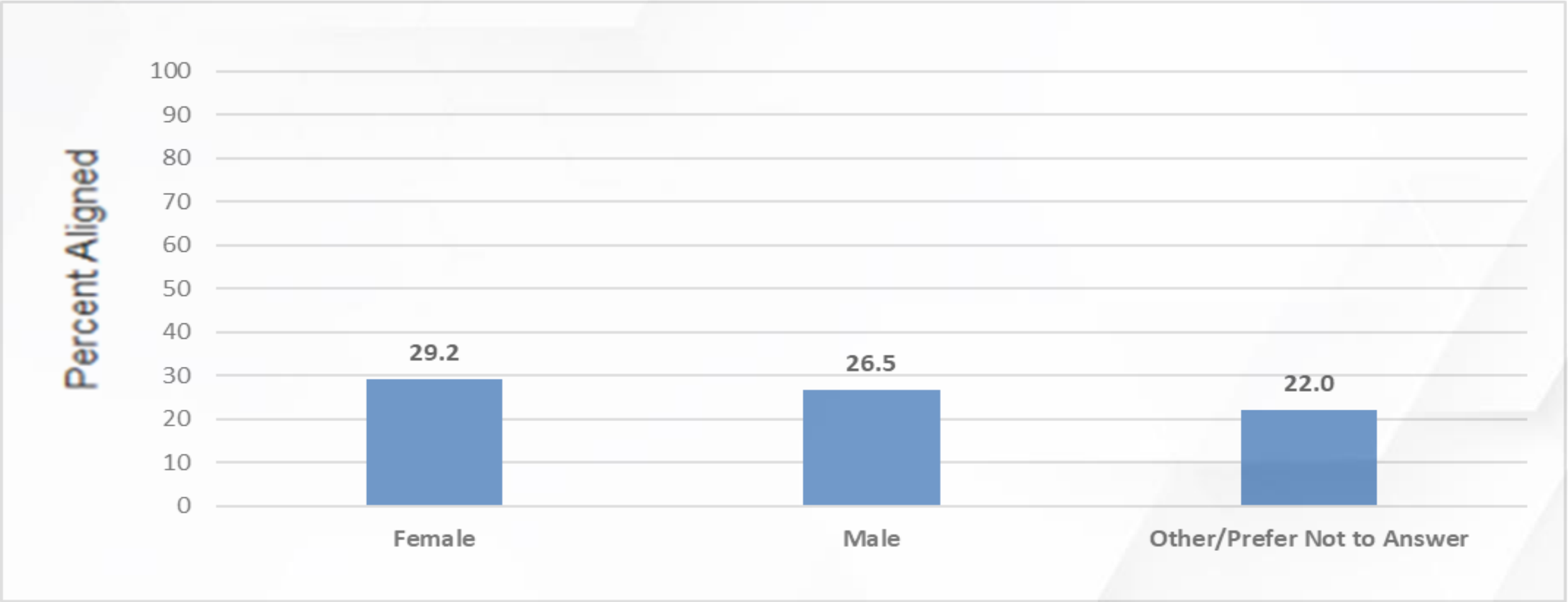
# Orgametrics® Data Review

Results  
Demographic Comparisons



ORGAMETRICS SCORE - demo 03

Gender



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

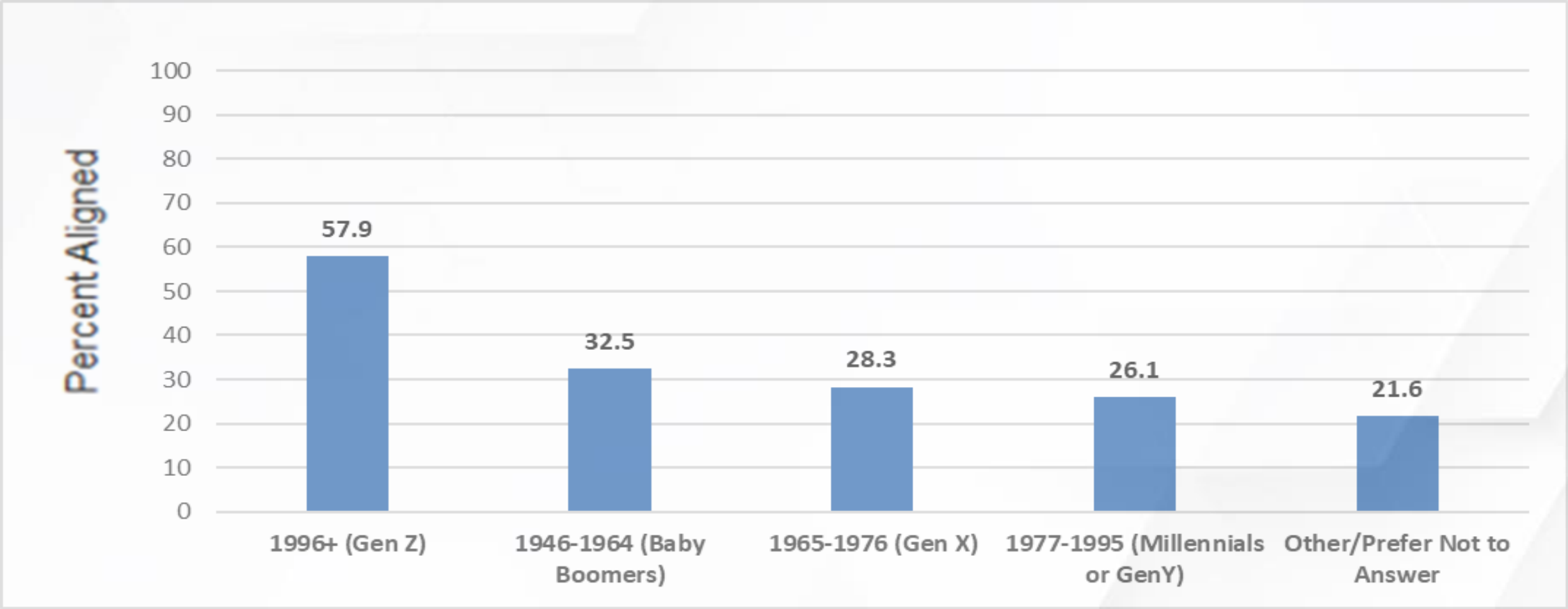
# Orgametrics® Data Review

Results  
Demographic Comparisons



Generation

## ORGAMETRICS SCORE - demo 04



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

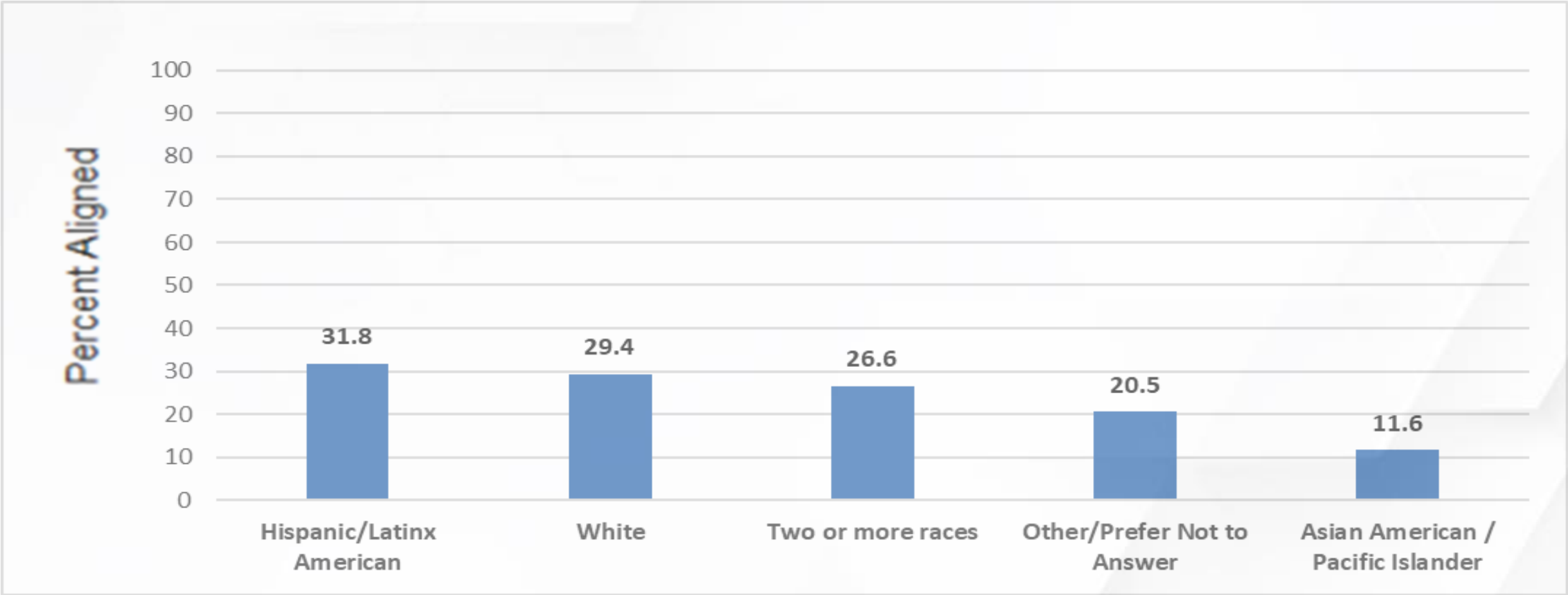
# Orgametrics® Data Review

Results  
Demographic Comparisons



Race/Ethnicity

ORGAMETRICS SCORE - demo 05



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

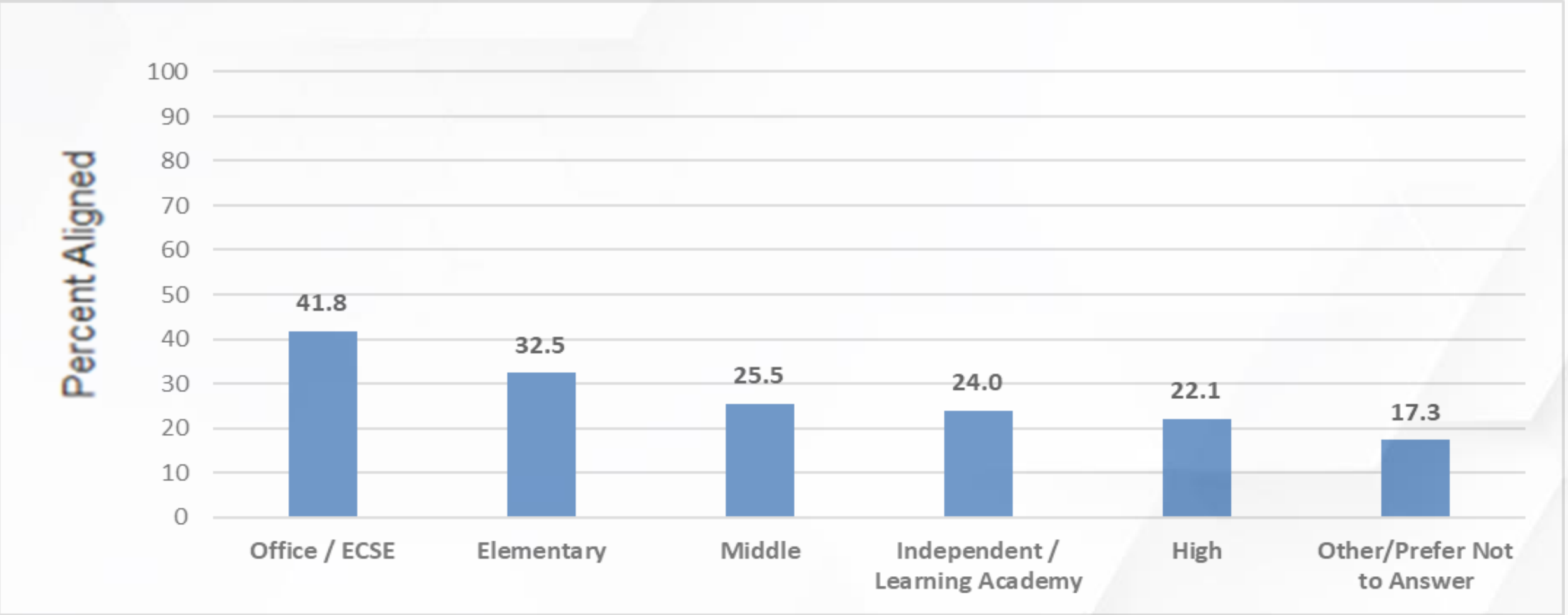
# Orgametrics® Data Review

Results  
Demographic Comparisons



ORGAMETRICS SCORE - demo 06

Location Type



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





Gaps within Scales

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

Employees have a very strong sense of personal accountability (67.4% Aligned). A sense of shared accountability, however, is not as high (30.8% Aligned).

Current Year Accountability Gap: 36.6 points



Gaps within Scales

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

Work within teams is very strong (47% Aligned). Work between/across teams, however, is not as strong (21% Aligned).

Current Year Teamwork Gap: 26 points



Gaps within Scales

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

Employees have a very strong sense of personal autonomy (50.1% Aligned).  
A sense of system-wide autonomy, however, is not as high (26.5% Aligned).

Current Year Empowerment Gap: 23.6 points



### 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



Strengths, Links and Opportunities

### Semi-Aligned

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

### Mis-Aligned

- **Teamwork**
- **Leadership**
- **Best Practices**
- **Development**
- **Creativity**
- **Communication**



### Strengths, Links and Opportunities

#### Leverage Strengths

- **Personal Accountability**
- **Empowerment**
- **Mission & Vision**

#### Links

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

#### Scale Gaps

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



## STRATEGIC Areas of Focus

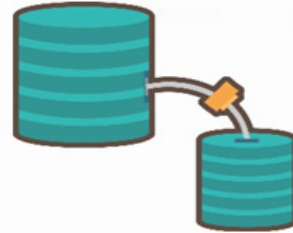
Prioritization

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**





# Alignment wins the race.

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





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