



**orgametrics®**

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

**Lake Tahoe Unified School District  
February-March 2023**

Powered by  **infinity**  
systems

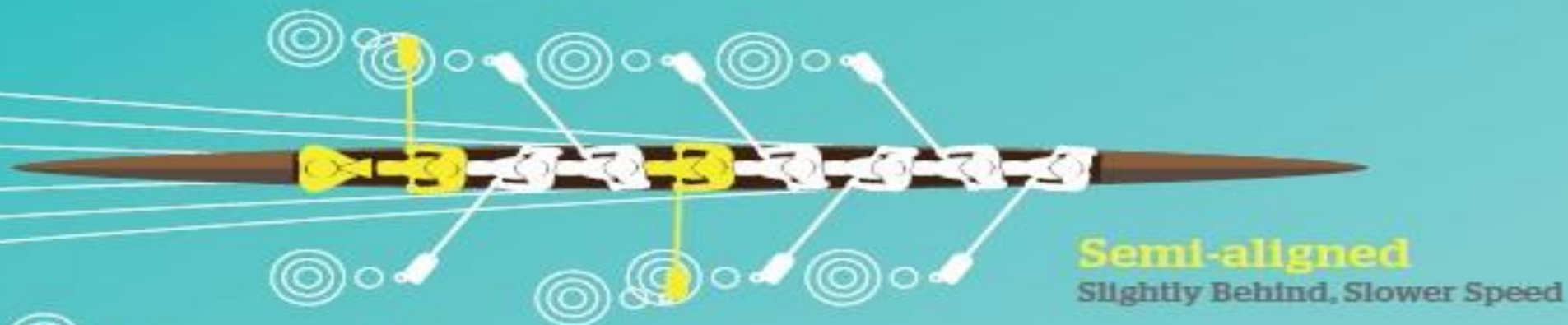
# Data Review Agenda

- Your Perspective - Areas of Focus, Goals, Etc.
- Survey Details
- Overall Score / (Year 1-2-3 comparisons)
- Scale Review / (Year 1-2-3 comparisons)
- Item Review / (Year 1-2-3 comparisons)
- 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**

## **Survey Details**



## **Lake Tahoe Unified School District February-March 2023**

**Responses: 378**

**Emails in File: 450**

**Response: 84%**

**\* Responses up from: 353 in 2022, 347 in 2021**

# Orgametrics® Data Review

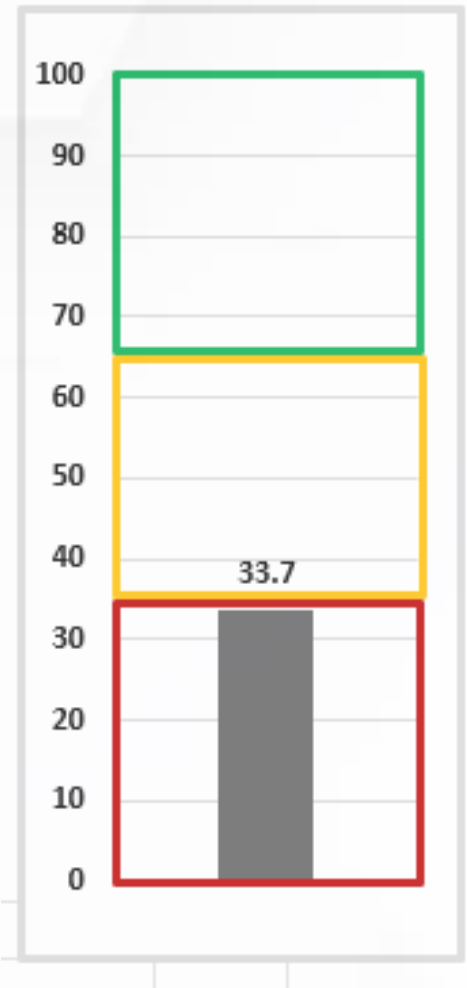
## Results



Overall Score

2023

33.7



% of Strongly Agree (9-10) Responses

Normative  
Comparison

31.1

K-12



# Orgametrics® Data Review

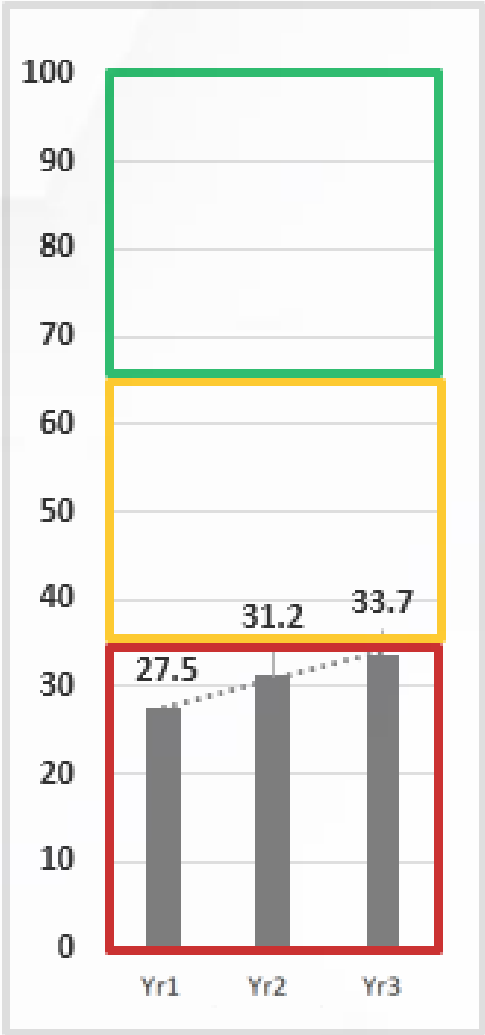
## Results



Overall Score  
Year 1-Year 2-Year 3

2021	2022	2023
27.1	31.2	33.7

% of Strongly Agree (9-10) Responses



% of Strongly Agree (9-10) Responses

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



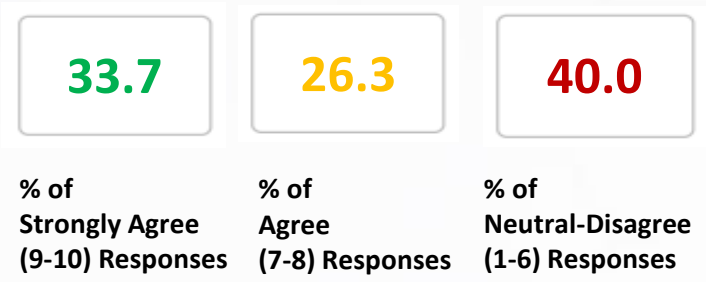
# Orgametrics® Data Review

## Results



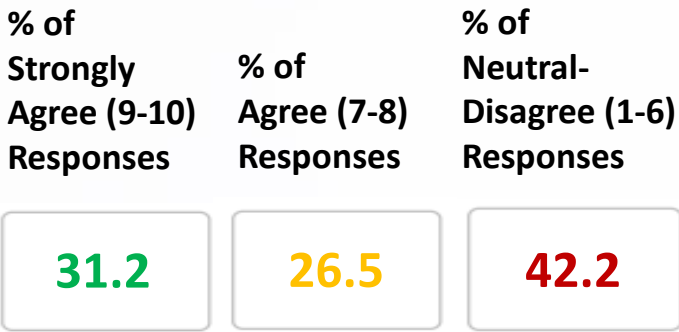
### Response Distribution

2023

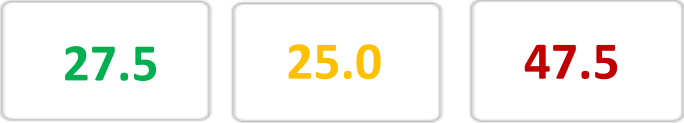


### Response Distribution Year 1-Year 2-Year 3

2022



2021



# Orgametrics® Data Review

## Results



### Focus Area Scores

Accountability	51.5
Mission & Vision	43.4
Teamwork	43.0
Empowerment	42.9
Development	28.8
Leadership	27.6
Best Practices	25.8
Creativity	23.3
Communication	19.7
Orgametrics® Score	33.7

Alignment 20.8

% of Strongly Agree (9-10) Responses



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

# Orgametrics® Data Review

## Results



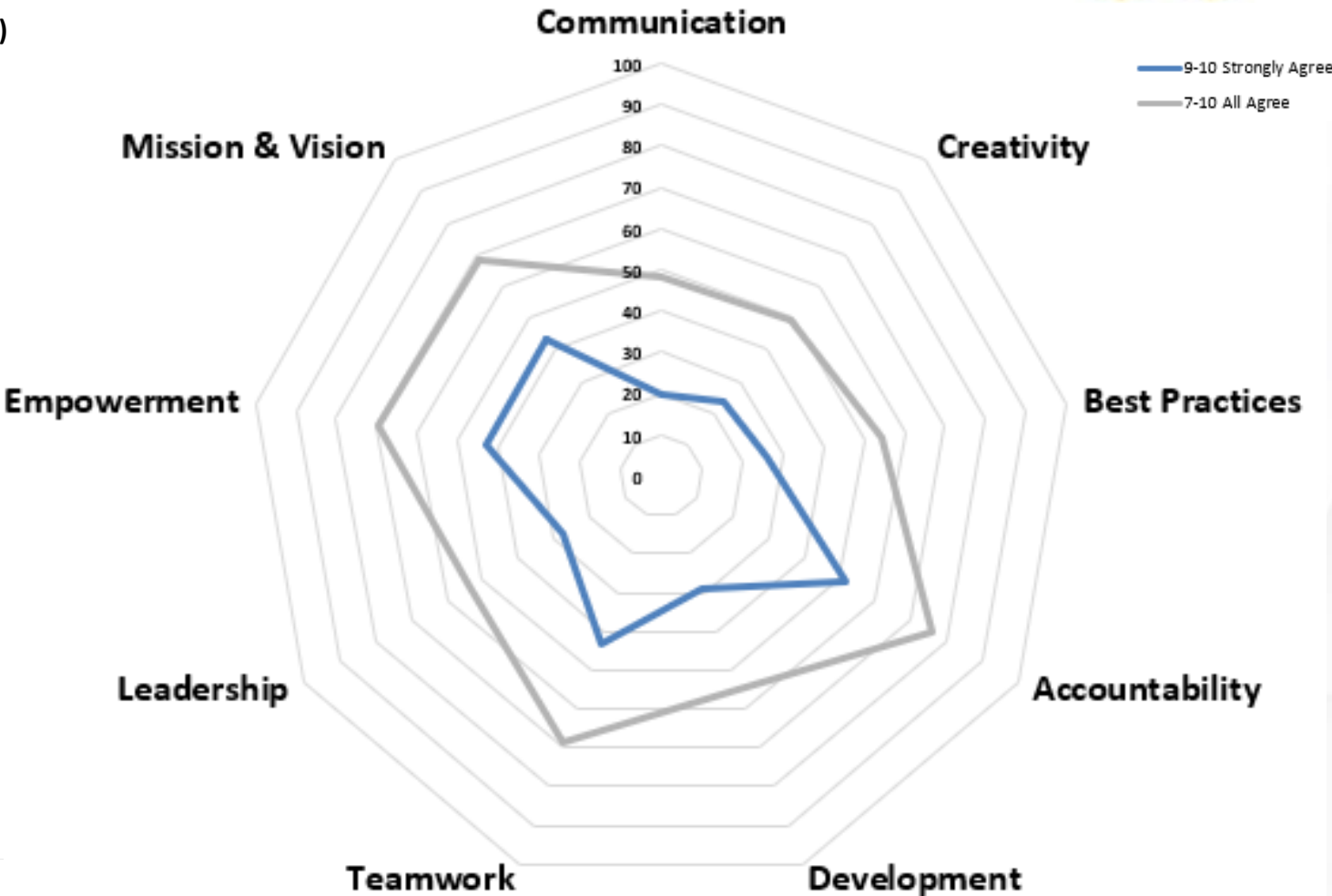
### Focus Area Scores

Strongly Agree (9-10) All Agree (7-10)

Accountability	51.5	75.7
Mission & Vision	43.4	68.7
Teamwork	43.0	68.8
Empowerment	42.9	69.4
Development	28.8	53.4
Leadership	27.6	55.2
Best Practices	25.8	54.6
Creativity	23.3	48.4
Communication	19.7	49.1
Orgametrics® Score	33.7	60.0

Alignment 20.8 43.3

% of Strongly Agree (9-10) Responses % of All Agree (7-10) Responses



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

# Orgametrics® Data Review

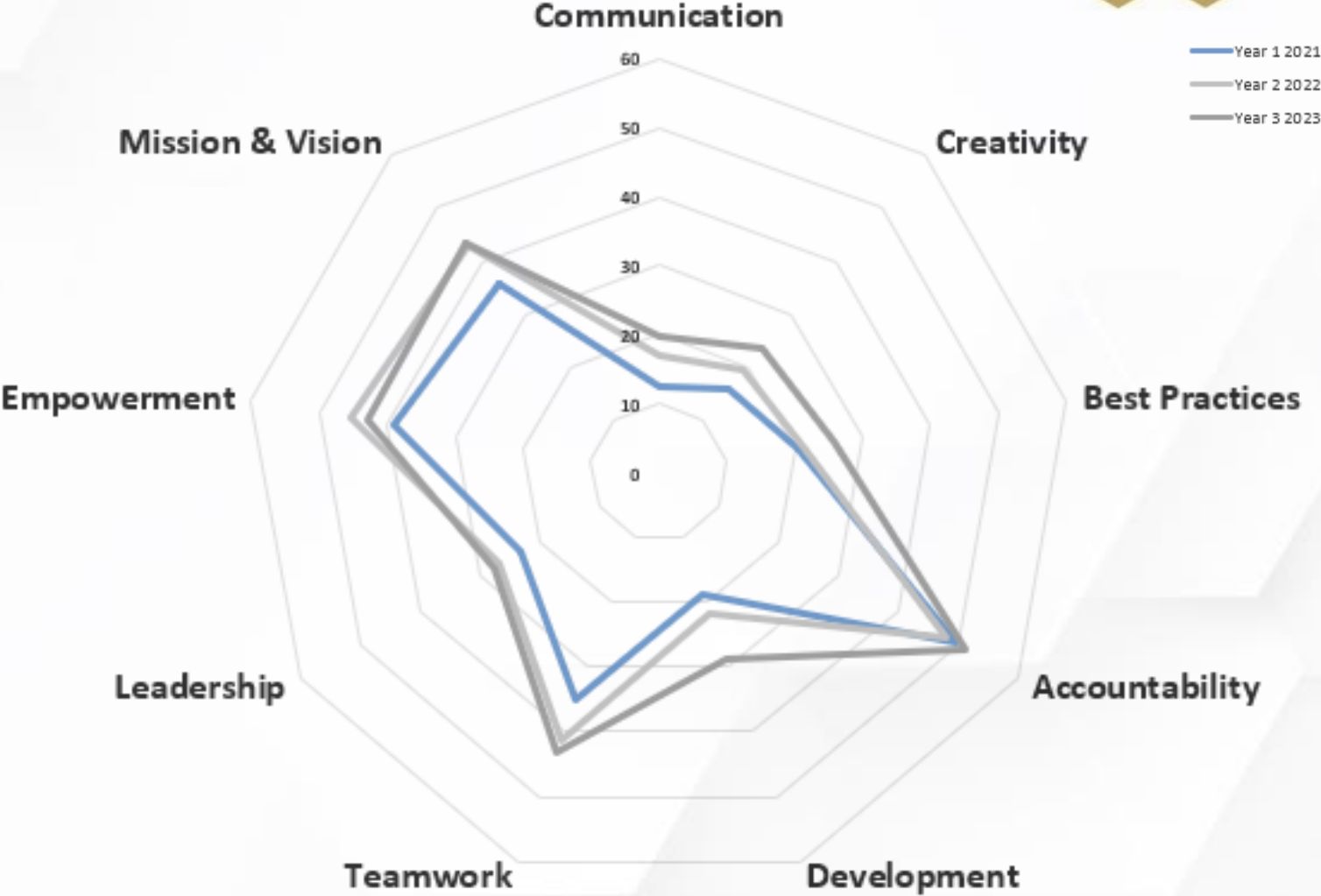
## Results



### Focus Area Scores

	Year 1 (2021) Strongly Agree (9-10)	Year 2 (2022) Strongly Agree (9-10)	Year 3 (2023) Strongly Agree (9-10)
Accountability	● 49.6	● 48.2	● 51.5
Mission & Vision	● 35.7	● 42.8	● 43.4
Teamwork	● 35.2	● 41.2	● 43.0
Empowerment	● 39.0	● 45.5	● 42.9
Development	● 18.9	● 21.7	● 28.8
Leadership	● 23.2	● 26.7	● 27.6
Best Practices	● 20.3	● 21.2	● 25.8
Creativity	● 15.9	● 27.9	● 23.3
Alignment	● 8.9	● 13.2	● 20.8
Communication	● 12.4	● 16.9	● 19.7
Orgametrics® Score	● 27.5	● 31.2	● 33.7

% of Strongly Agree (9-10) Responses



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

# Orgametrics® Data Review

## Results



### Focus Area Scores

	Year 1 (2021)		Year 2 (2022)		Year 3 (2023)	
	Strongly Agree (9-10)	All Agree 7-10)	Strongly Agree (9-10)	All Agree 7-10)	Strongly Agree (9-10)	All Agree 7-10)
Accountability	49.6	73.3	48.2	74.6	51.5	75.7
Mission & Vision	35.7	62.4	42.8	70.5	43.4	68.7
Teamwork	35.2	61.4	41.2	68.1	43.0	68.8
Empowerment	39.0	65.0	45.5	72.8	42.9	69.4
Development	18.9	40.8	21.7	49.2	28.8	55.2
Leadership	23.2	47.9	26.7	50.0	27.6	53.4
Best Practices	20.3	47.3	21.2	48.4	25.8	54.6
Creativity	15.9	45.2	27.9	47.2	23.3	49.1
Alignment	8.9	26.7	13.2	57.2	20.8	43.3
Communication	12.4	31.6	16.9	42.9	19.7	48.4
Orgametrics® Score	27.5	52.5	31.2	57.8	33.7	60.0
	9-10	7-10	9-10	7-10	9-10	7-10
	Year 1 (2021)		Year 2 (2022)		Year 3 (2023)	

% of Strongly Agree (9-10) Responses

% of All Agree (7-10) Responses

>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 Items

Strongly Agree (9-10)	Agree (7-8)	Neutral-Disagree (1-6)	Avg.
64.6	19.3	16.1	8.3
55.3	22.0	22.8	7.9
52.4	24.3	23.3	7.6
43.9	23.5	32.5	7.3

Overall: **33.7**

- Accountability (Personal)
- Empowerment (Personal/Manager)
- Teamwork (Within each team)
- Mission & Vision (Understanding)

#### Top Items

Strongly Agree (9-10)	Agree (7-8)	Neutral-Disagree (1-6)	Avg.
63.5	22.8	13.7	8.6
56.7	27.2	16.1	8.2
55.5	25.1	19.4	8.1
42.2	27.2	28.0	7.4

- Accountability (Personal)
- Empowerment (Personal/Manager)
- Teamwork (Within each team)
- Mission & Vision (Understanding)

#### Top Items

Strongly Agree (9-10)	Agree (7-8)	Neutral-Disagree (1-6)	Avg.
67.4	19.3	13.3	8.9
51.2	29.5	19.3	7.9
47.0	26.1	26.9	7.7
37.5	30.1	32.4	7.3

- Accountability (Personal)
- Empowerment (Personal/Manager)
- Teamwork (Within each team)
- Mission & Vision (day to day impact)

2023

2022

2021

# Orgametrics® Data Review

## Results



### Orgametrics® Item Scores

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

1-6  
Responses

#### Bottom Items

	Strongly Agree (9-10)	Agree (7-8)	Neutral-Disagree (1-6)	Avg.
2. We regularly receive information on how well my work group is performing and meeting goals.	17.7	26.5	55.8	5.7
3. In my organization, we have effective methods for generating new ideas to improve our work.	21.4	26.7	51.9	6.0
4. Employee ideas and suggestions are valued.	25.1	24.9	50.0	6.1
6. We look outside our organization to learn better ways to do our work.	21.4	29.4	49.2	6.1

Overall: **40.0**

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

#### Bottom Items

	Strongly Agree (9-10)	Agree (7-8)	Neutral-Disagree (1-6)	Avg.
2. We regularly receive information on how well my work group is performing and meeting goals.	13.9	24.6	61.5	5.3
6. We look outside our organization to learn better ways to do our work.	16.7	24.8	58.5	5.7
14. Leadership has a good plan in place to guide our organization into the future.	23.7	23.9	52.4	5.8
9. I receive the training and development I need to perform my job well.	20.8	27.9	51.3	5.8

- Communication (of performance)
- Best Practices (Looking outside org for Ideas)
- Leadership (Plan/Future)
- Development (Job Training)

#### Bottom Items

	Strongly Agree (9-10)	Agree (7-8)	Neutral-Disagree (1-6)	Avg.
2. We regularly receive information on how well my work group is performing and meeting goals.	14.3	22.6	63.1	5.1
1. In my organization, we regularly talk about our Mission and Vision.	14.1	25.1	60.8	5.3
6. We look outside our organization to learn better ways to do our work.	19.5	25.2	55.3	5.6
10. My manager and I discuss ways for me to develop my skills and career.	18.7	29.1	52.2	5.7

- Communication (of performance)
- Communication (Mission & Vision)
- Best Practices (Looking outside org)
- Development (Career)

2023

2022

2021



# Orgametrics® Data Review

## Results - Additional Items - Alignment Scale



- Resources
- Rewards and Recognition

2023

Strongly Agree (9-10)	Agree (7-8)	Neutral- Disagree (1-6)	Avg.
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Alignment	20.8	22.5	56.7	5.6
20. In my organization, resources (e.g. money, people, etc.) are well aligned to meet our strategic goals and fulfill our Mission and Vision.	21.7	24.1	54.2	5.8
21. In my organization, rewards and recognition programs recognize performance that is aligned with our Mission and Vision.	19.8	20.9	59.3	5.4

2022

Strongly Agree (9-10)	Agree (7-8)	Neutral- Disagree (1-6)	Avg.
--------------------------	-------------	----------------------------	------

Alignment	13.2	19.6	64.5	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

2021

Strongly Agree (9-10)	Agree (7-8)	Neutral- Disagree (1-6)	Avg.
--------------------------	-------------	----------------------------	------

Alignment	8.7	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

# Orgametrics® Data Review

## Results - Demographic Comparisons

Overall Score: **33.7**

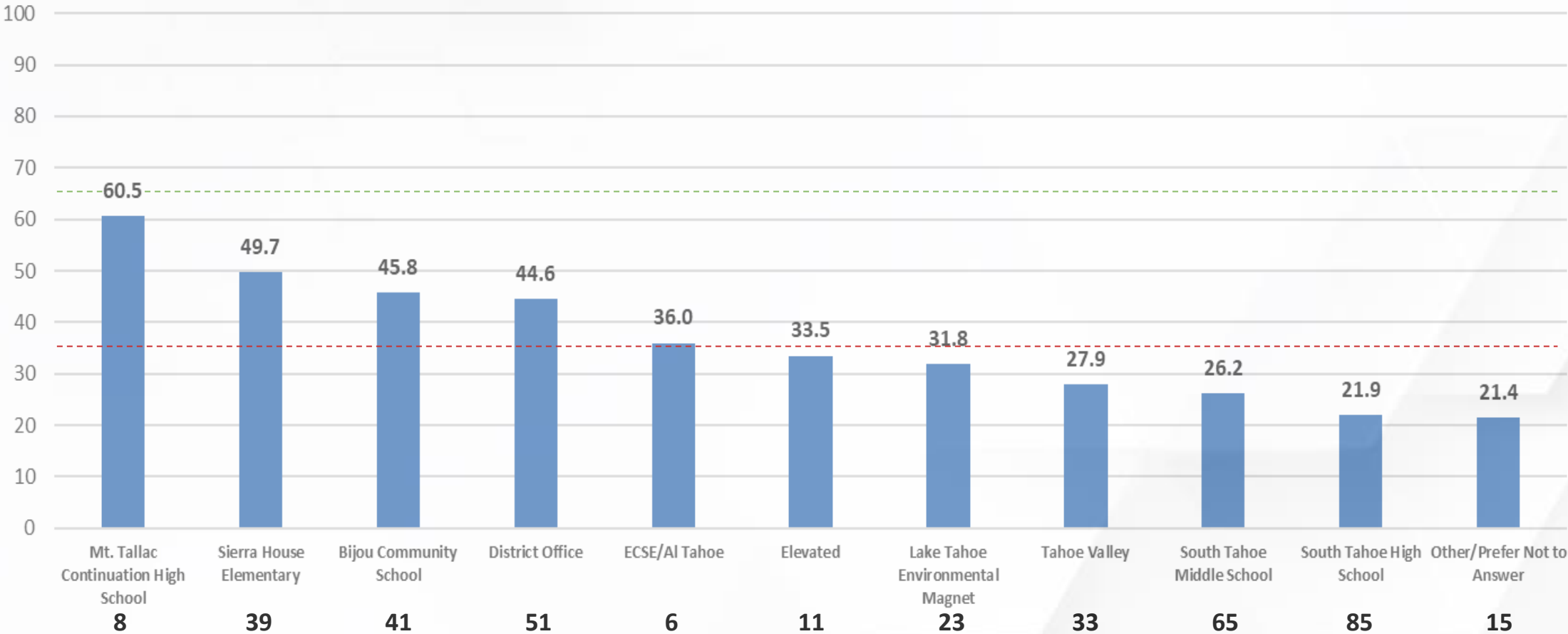


**DEMO 01**  
**School Site / Location**

2023

Orgametrics® Score

Percent Aligned

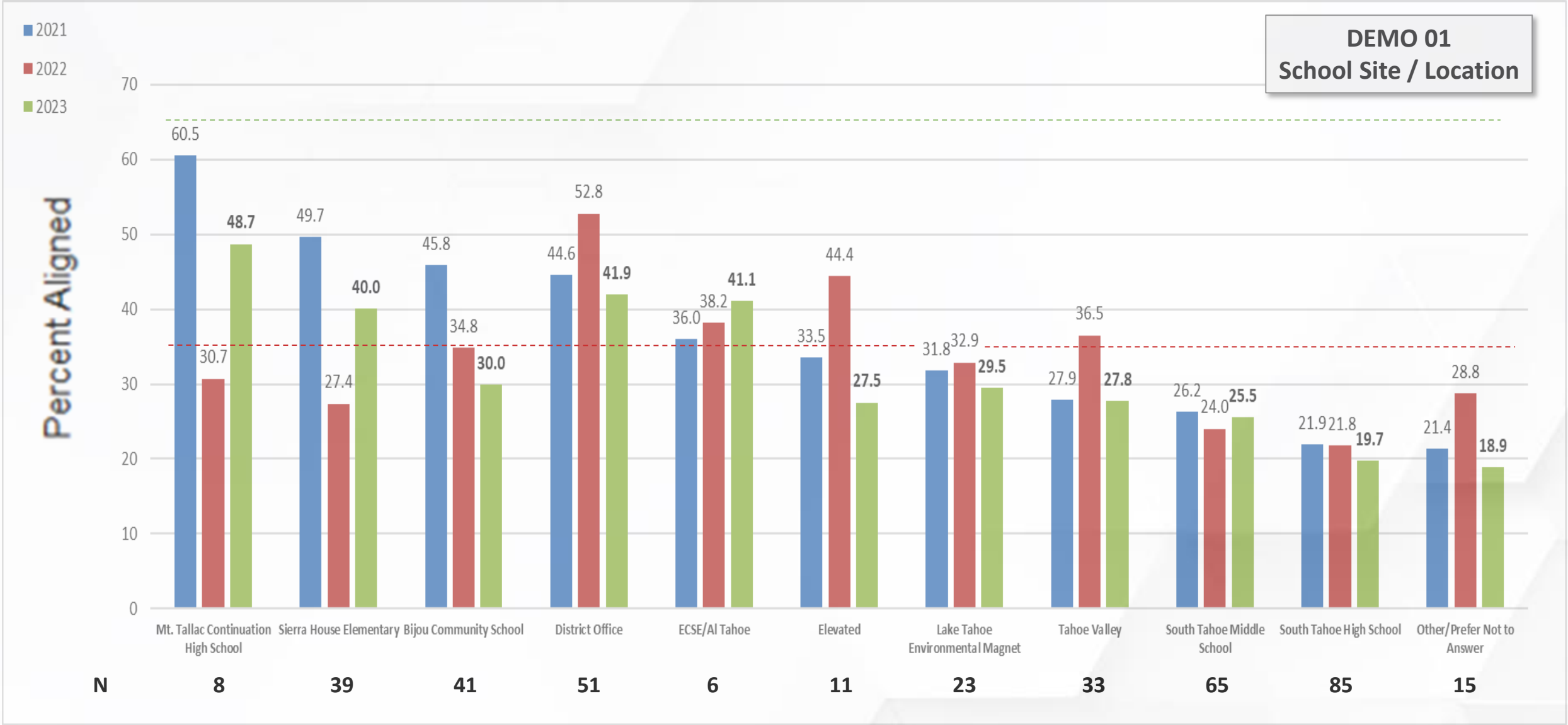


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# Orgametrics® Data Review

## Results - Demographic Comparisons

Overall Score: **33.7**

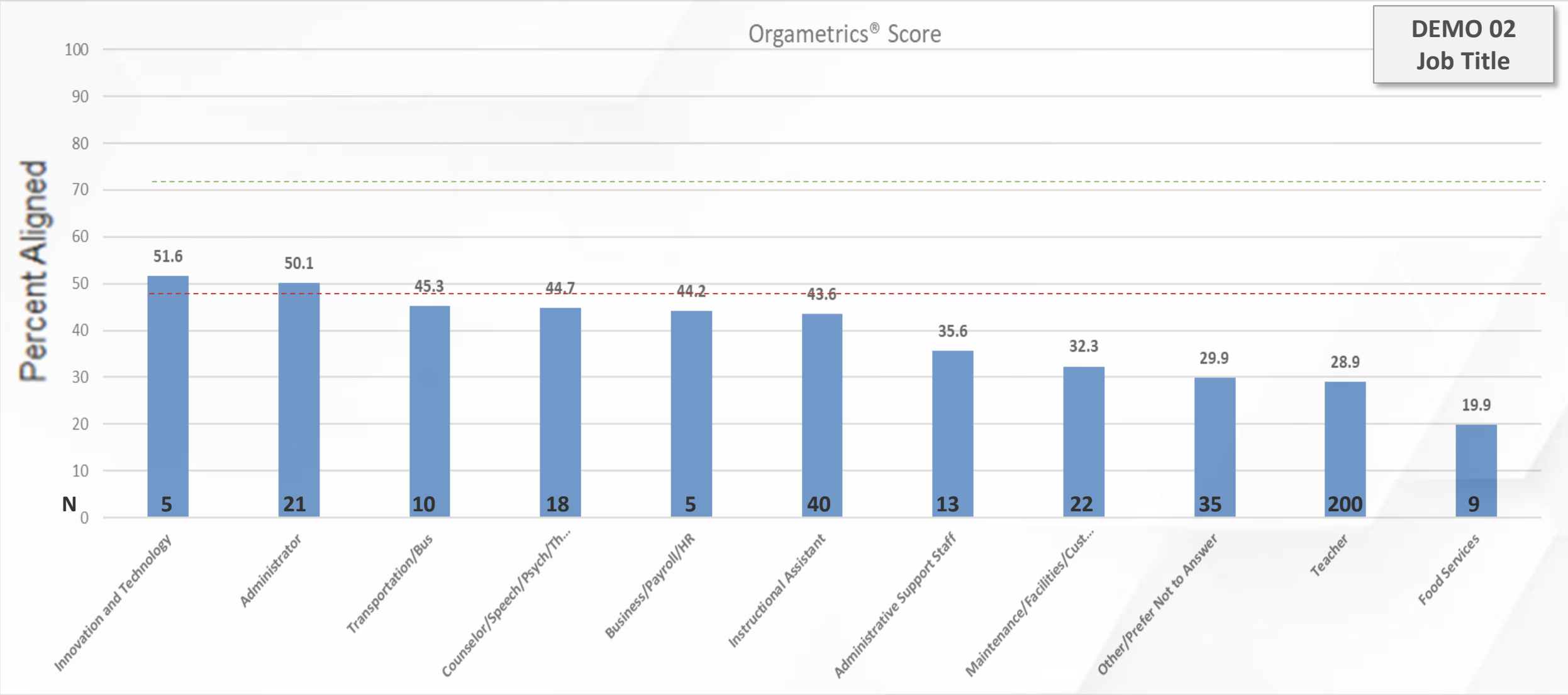


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# Orgametrics® Data Review

## Results - Demographic Comparisons

Overall Score: **33.7**



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

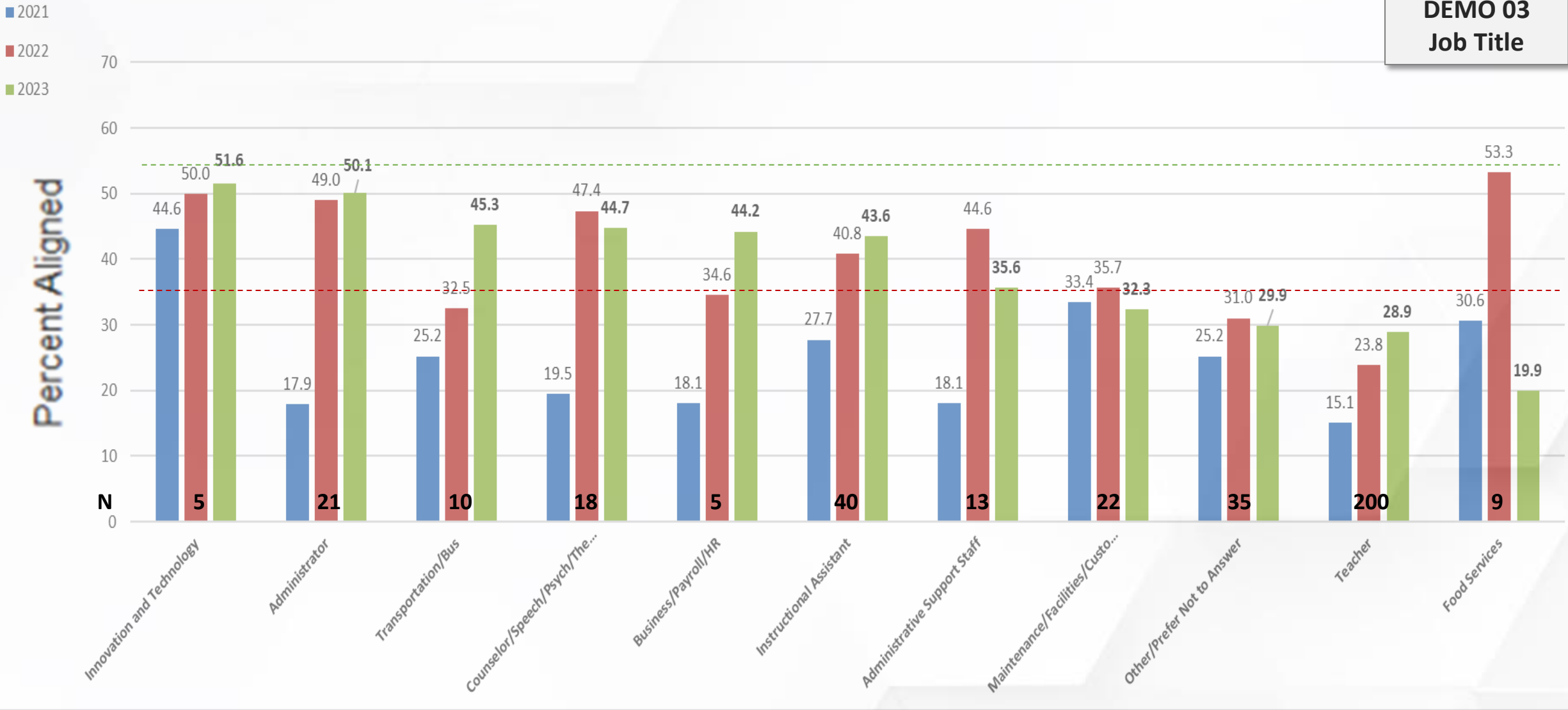
# Orgametrics® Data Review

## Results - Demographic Comparisons

Overall Score: **33.7**



**DEMO 03**  
**Job Title**



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

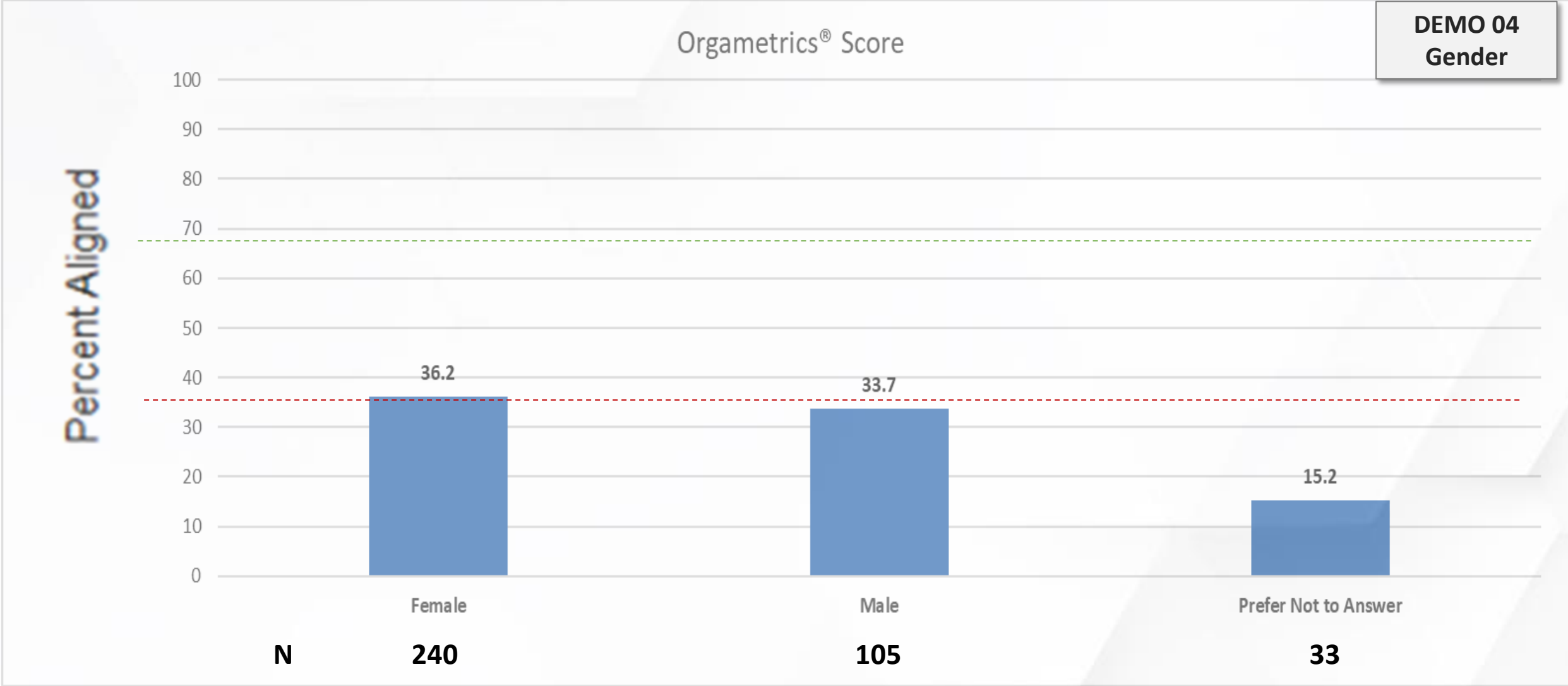
# Orgametrics® Data Review

## Results - Demographic Comparisons

Overall Score: **33.7**



**DEMO 04**  
**Gender**



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

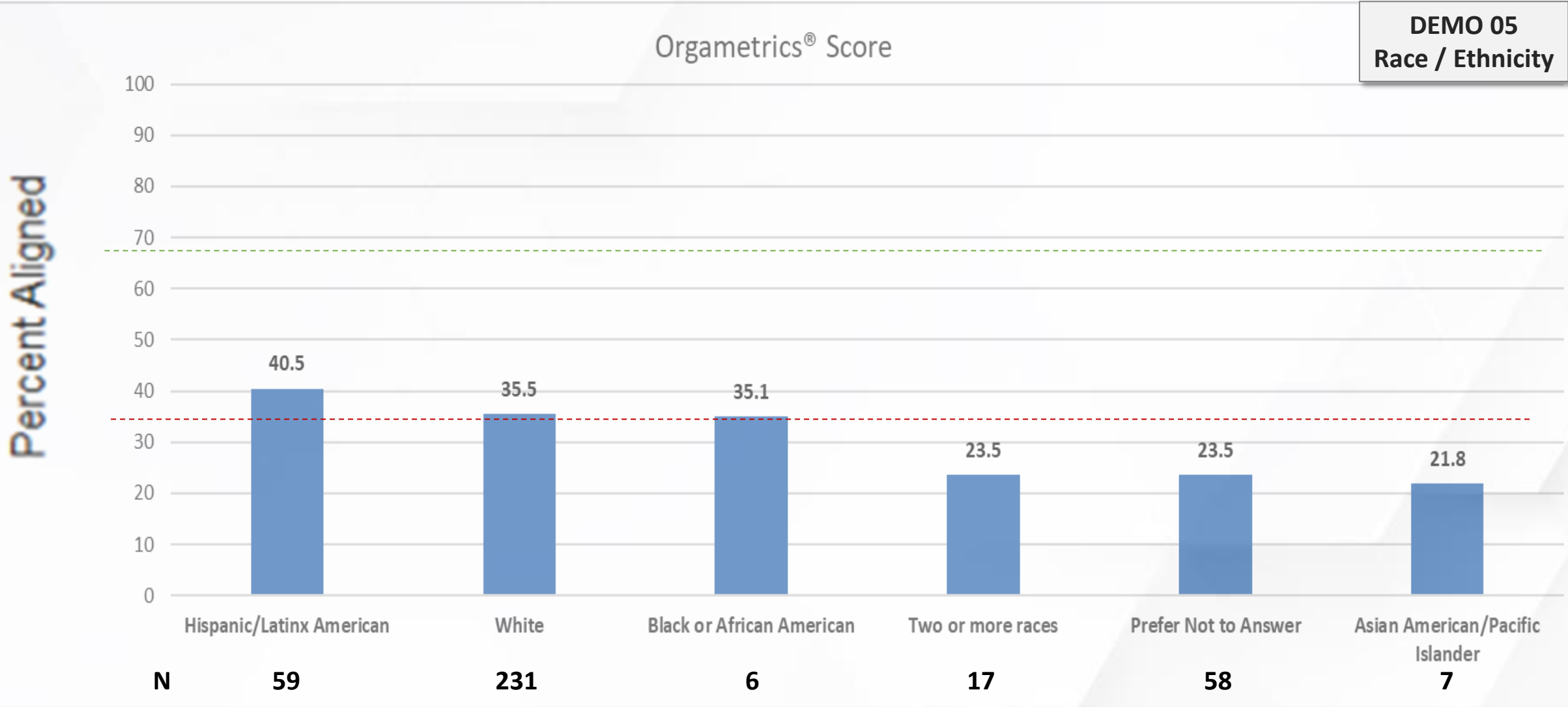
# Orgametrics® Data Review

## Results - Demographic Comparisons

Overall Score: **33.7**



**DEMO 05**  
**Race / Ethnicity**



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



# Orgametrics® Data Review

## Results - Demographic Comparisons

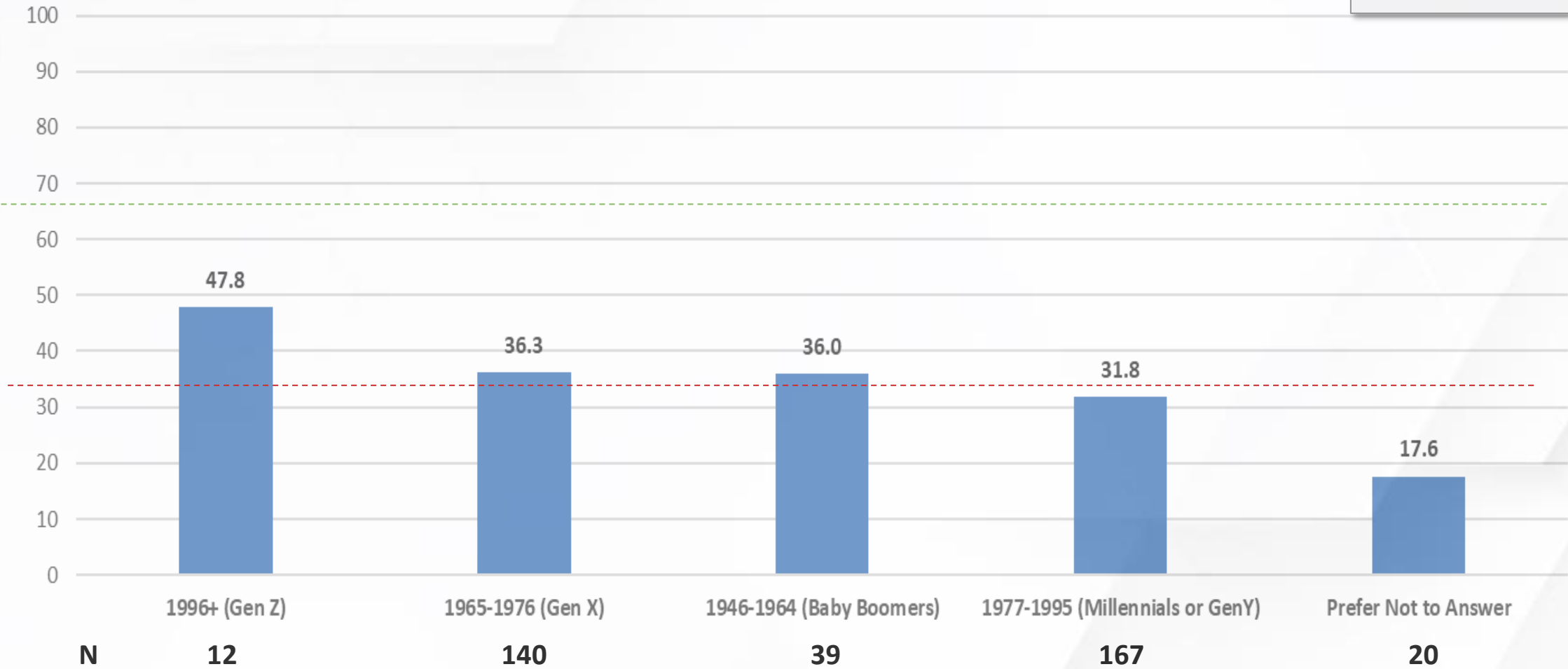
Overall Score: **33.7**



**DEMO 06**  
**Generation**

Orgametrics® Score

Percent Aligned



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

# Orgametrics® Data Review

## Results - Key Observations



	Strongly Agree (9-10)	Agree (7-8)	Neutral- Disagree (1-6)	Avg.
<b>Accountability</b>	<b>51.5</b>	<b>24.2</b>	<b>24.3</b>	<b>7.7</b>
7. I feel a strong sense of responsibility to meet my performance goals and objectives.	64.6	19.3	16.1	8.3
8. In my work group, we hold each other accountable to achieve our goals.	38.4	29.1	32.5	7.1

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

Accountability Gap: 26.2 points

# Orgametrics® Data Review

## Results - Key Observations



	Strongly Agree (9-10)	Agree (7-8)	Neutral- Disagree (1-6)	Avg.
<b>Teamwork</b>	<b>43.0</b>	<b>25.8</b>	<b>31.2</b>	<b>7.3</b>
11. In my work group, we work well together as a team.	55.3	22.0	22.8	7.9
12. In my organization, we work well across departments and teams.	30.7	29.6	39.7	6.7

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

Teamwork Gap: 24.6 points

# Orgametrics® Data Review

## Results - Key Observations



	Strongly Agree (9-10)	Agree (7-8)	Neutral- Disagree (1-6)	Avg.
<b>Empowerment</b>	<b>42.9</b>	<b>26.6</b>	<b>30.6</b>	<b>7.1</b>
16. I have the authority to do my job without being micromanaged.	52.4	24.3	23.3	7.6
17. I am empowered to do my job without getting slowed down by bureaucracy.	33.3	28.8	37.8	6.7

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

Empowerment Gap: 19.1 points

# Orgametrics® Data Review

## Results - Comments



## Comment Themes

- **Communication:** Several commentors were looking for more formal communication from “administration”, particularly surrounding the mission and vision of the district.
- **Creativity/Best Practices:** Ideas, but not sure how we are getting them into practice
- **Accountability:** Self-Accountability vs. Team-Accountability (clarity on how to hold each other accountable)
- **Best Practices/Development:** Content-specific support for PD
- **Teamwork:** Several comments were made surrounding the desire to collaborate across departments.
- **Leadership:** Consistency across District (“ “ 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

# Orgametrics® Data Review

## Recommendations



### Strengths, Links and Opportunities

#### Leverage Strengths

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

#### Links

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

#### Scale Gaps

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



### **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 - Metrics that Matter

## Metrics Correlation



### STRATEGIC Areas of Focus

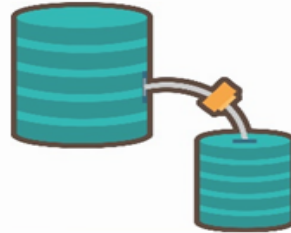
Prioritization

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**





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



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**Orgametrics® Powered by Infinity Systems**

333 Washington Ave N, Suite 300 | Minneapolis, MN 55401

Phone: 855.57.ALIGN | Email: [info@orgametrics.net](mailto:info@orgametrics.net) | Website: [orgametrics.net](http://orgametrics.net)