

Work Environment Profile

Code: 1962DDBB

Center Name: Anywhere Child Care

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Date: August 15, 2015

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City, State, Zip: Anywhere, IL 60000

Total administrative, teaching, and support staff: 15

Number of staff completing survey: 15

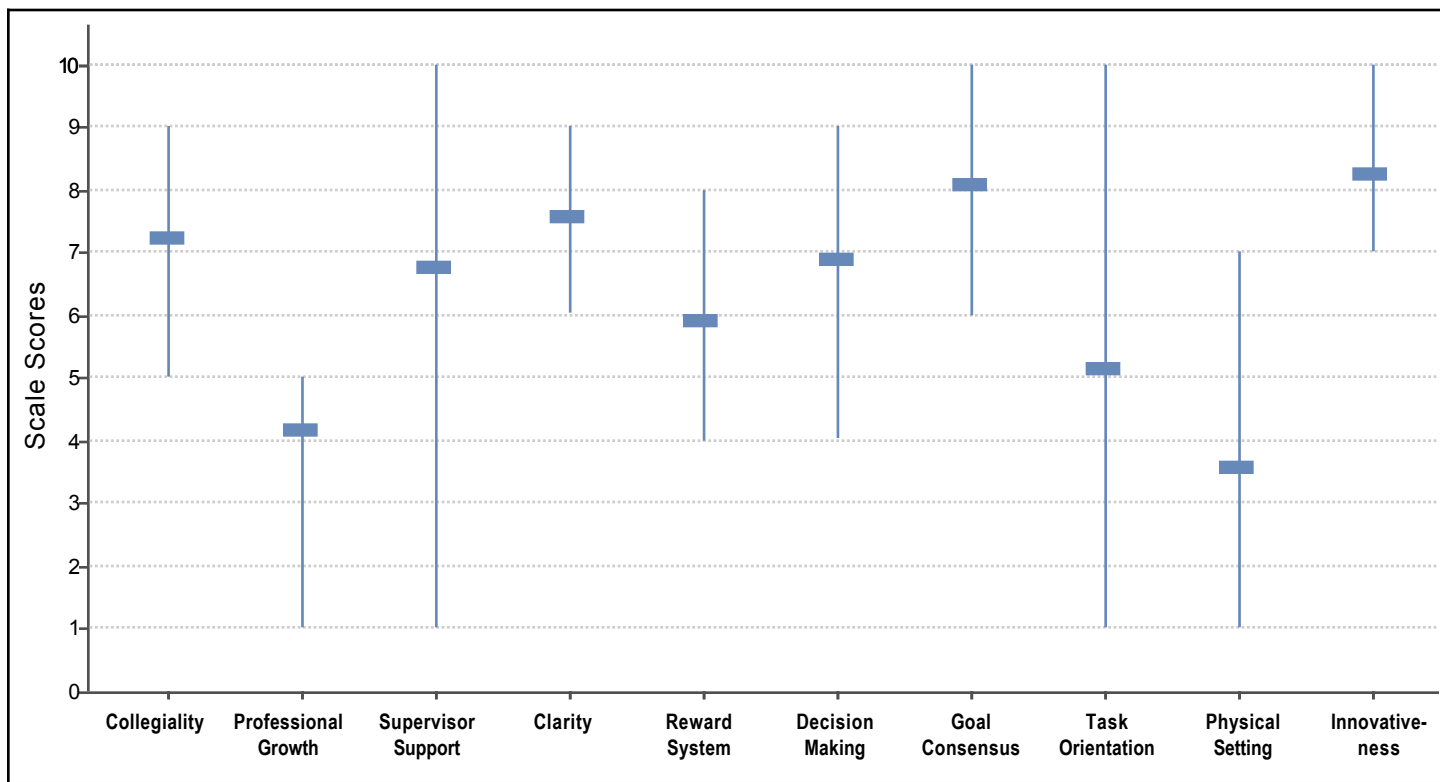
Employment pattern of respondents:

10 employed full-time (35 hours per week or more)

5 employed part-time (10 - 34 hours per week)

SAMPLE

PART A. STAFF'S RATINGS OF THE ORGANIZATIONAL CLIMATE (N = 15)



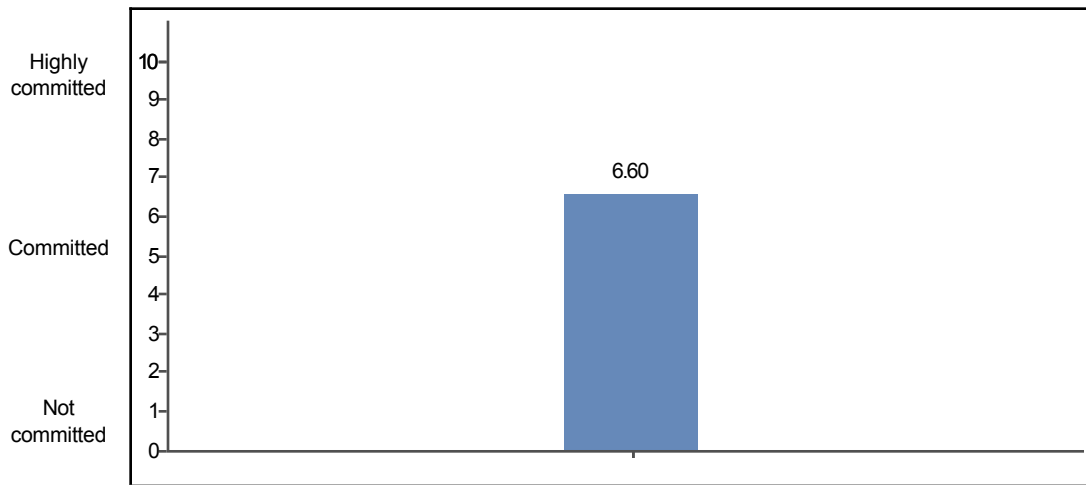
The vertical line for each dimension represents the range of scores for subjects in this sample. The ■ symbol on the vertical line represents the average score for this dimension for subjects included in this sample.

PART B. STAFF'S RATINGS OF THE IMPORTANCE OF EACH DIMENSION (N = 15)

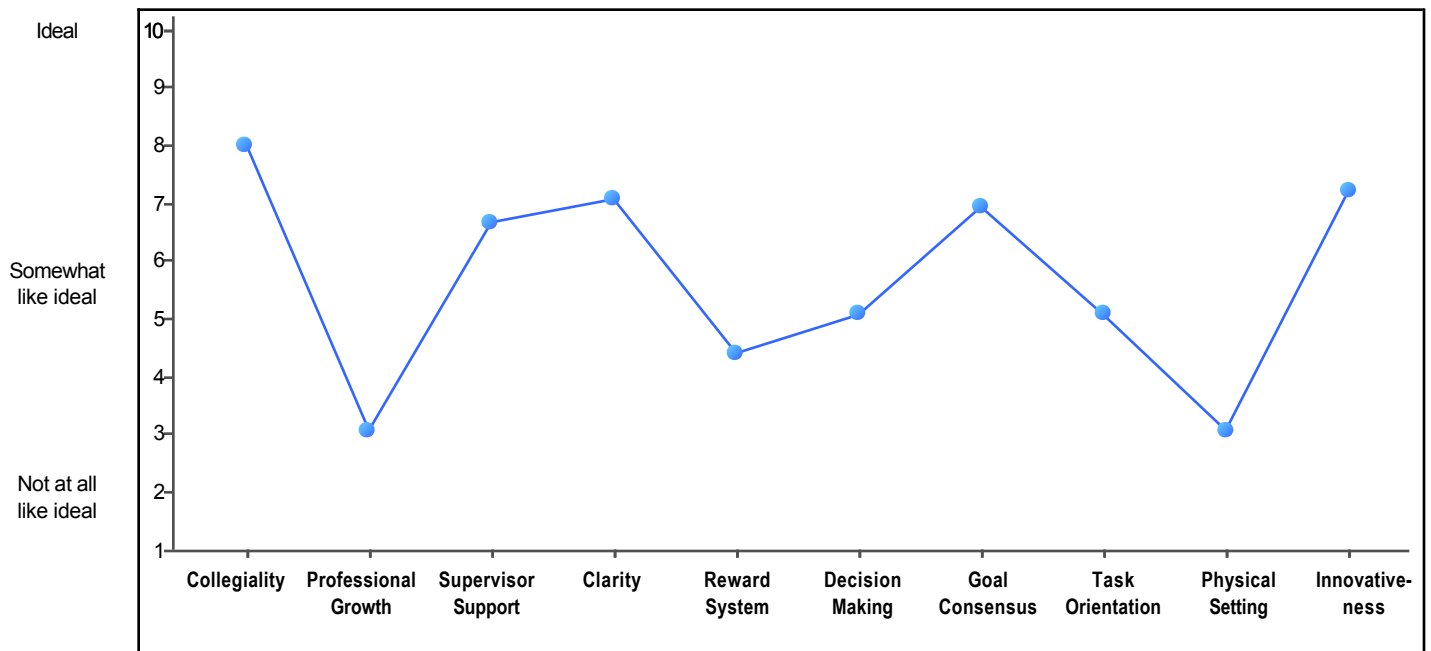
Number of employees who indicated each dimension as being one of the three most important to them.

| | |
|---|---|
| <u> 3 </u> Collegiality, co-worker relations | <u> 5 </u> Involvement in decision making |
| <u> 12 </u> Opportunities for professional growth | <u> 2 </u> Consensus on program goals and objectives |
| <u> 4 </u> Support and feedback from supervisor | <u> 2 </u> Accomplishing work in an efficient manner |
| <u> 3 </u> Clarity in policies and procedures | <u> 7 </u> Physical setting, sufficient materials |
| <u> 5 </u> Equitable pay, benefits, and promotions | <u> 2 </u> Innovativeness and creative expression |

PART C. OVERALL COMMITMENT TO THE ORGANIZATION (N = 15)



PART D. HOW THE CURRENT WORK ENVIRONMENT RESEMBLES THE IDEAL (N = 15)

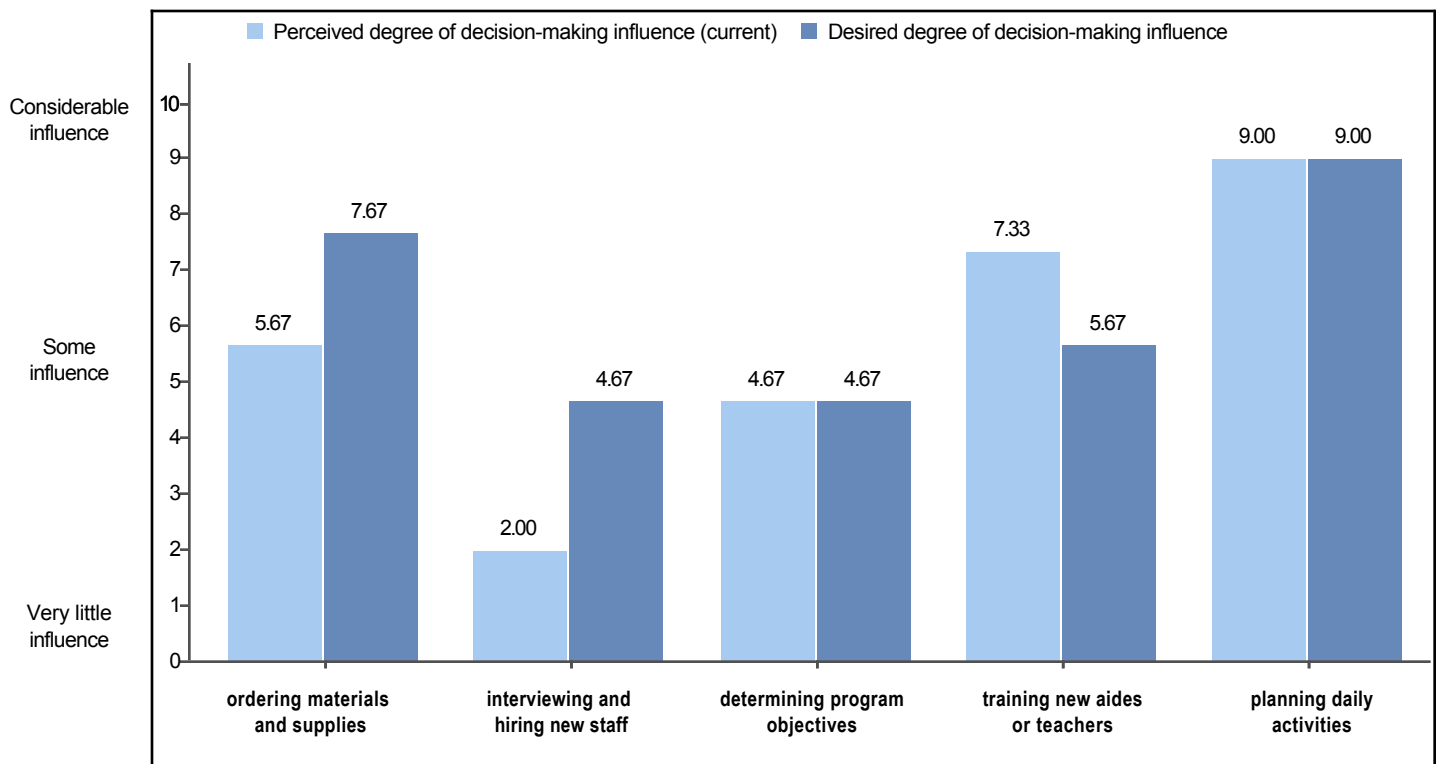


PART E. RANKING OF EDUCATIONAL GOALS AND OBJECTIVES (N = 15)

Number of people who ranked item as:
 most important (1) least important (6)

| In our program, it is important to promote children's... | 1 | 2 | 3 | 4 | 5 | 6 |
|---|----|---|---|---|---|---|
| <i>language and literacy skills</i> | 1 | 1 | 2 | 6 | 5 | 0 |
| <i>social-emotional well-being, friendships, and positive self-esteem</i> | 11 | 2 | 2 | 0 | 0 | 0 |
| <i>concepts and skills needed for math, science, and technology</i> | 0 | 1 | 1 | 1 | 3 | 9 |
| <i>self-help skills and independence in caring for themselves</i> | 1 | 9 | 3 | 1 | 1 | 0 |
| <i>health, wellness, and physical development</i> | 0 | 1 | 3 | 4 | 4 | 3 |
| <i>creativity, critical thinking, and problem solving skills</i> | 2 | 1 | 4 | 3 | 2 | 3 |

PART F. TEACHERS' DECISION-MAKING INFLUENCE (N = 15)



PART G. STAFF'S SUMMARY OF THE CENTER AS A PLACE TO WORK (N = 15)

| | | | |
|----------------|-------------------|-----------------|-------------------|
| Caring (4) | Collaborative (2) | Competitive (2) | Fair (6) |
| Fast-paced (5) | Flexible (4) | Friendly (8) | Goal-oriented (3) |
| Nurturing (1) | Professional (6) | Stimulating (1) | Supportive (3) |