

CESA #9 Straight A Leadership Assessment Results

Studer Education-January 2015

Alignment

Number Survey Respondents

Board of Control 7

Agency Administrative Team 5

Directors/Coordinators 7

Total Respondents 19/25 76%

Organizational Strengths

1. Financial and Fiscal Responsibility
2. Improving Member Districts
3. Consistency in Leadership

Challenges to Higher Performance

1. Time and Priorities
2. Lack of Funding and Resources
3. Industry Accountability Pressures

Opportunities for Improvement

1. Improving Member Districts
2. Technology
3. Focus on Strategic Direction and Improving the Organization

External Environment Last 5 Years

- Difficult: 50%
- Normal: 38.9%

External Environment Next 5 Years

- Difficult: 63.2%
- Normal: 26.3%
- The New Normal?
- Studer Group notes that in health care, most board and executive team members rate this as “very difficult” while other leaders rate this as normal. Not so at CESA #9. Pretty good alignment between the three groups on “difficult.”

Readiness for Change

Future Results--Same Performance

- Very Good: 42.1%
- Good: 42.1%
- We may not share a perception that change may be required to meet the demands of external environment (which over 70% of us agreed would be difficult or very difficult).
- Navigating Change, Nimbleness, Adaptability is the Nature of CESA #9

Fundamentals

Evaluation & Leader Accountability

- Excellent: 15.8%
- Good: 68.4%
- Intrinsic motivation (vs. evaluation) linked to accountability (i.e. it's not my annual review that holds me accountable; it's the relevance of the work and internal high expectations of self?)

How Well Does Current Leadership Development Prepare You for Leadership

- Excellent: 15.8%
- Good: 36.8%
- Fair: 36.8%
- We have room to grow together and thus the excitement about partnership with Studer Education

Self-Awareness

Rate Organization: Staff Perspective

1=Worst in Class

10=Best in Class

Average by Group

- Board of Control: 9.33
- Administrative Team: 8.80
- Directors/Coordinators: 9.14
- Overall: 9.07

Rate Organization: Superintendent & Principal Perspective

1=Worst in Class

10=Best in Class

Average by Group

- Board of Control: 9.00
- Administrative Team: 8.80
- Directors/Coordinators: 8.57
- Overall: 8.75

Consistency

Skill of Organization-Standardizing Best Leadership Practices

1=Worst in Class

10=Best in Class

Average by Group

- Board of Control: 9.00
- Administrative Team: 8.40
- Directors/Coordinators: 8.57
- Overall: 8.68

Consistency of Organization-Standardizing Best Leadership Practices

1=Worst in Class

10=Best in Class

Average by Group

- Board of Control: 9.57
- Administrative Team: 8.20
- Directors/Coordinators: 8.29
- Overall: 8.74

Accountability

Performance Management-Number of Employees Supervised

None: 11

1-10: 5

11-20: 1 (Matt-itinerant staff)

21-30: 1 (Karen-agency staff)

61-70: 1 (WVS teachers)

Performance Management-Under-Performing Employees

Not Meeting Expectations

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Formal Disciplinary or Corrective Action

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