**McCORMICK TRIBUNE CENTER FOR EARLY CHILDHOOD LEADERSHIP**

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# WORK ENVIRONMENT PROFILE

**Name:** ANYWHERE CHILD CARE                          **Date:** January 1, 2005

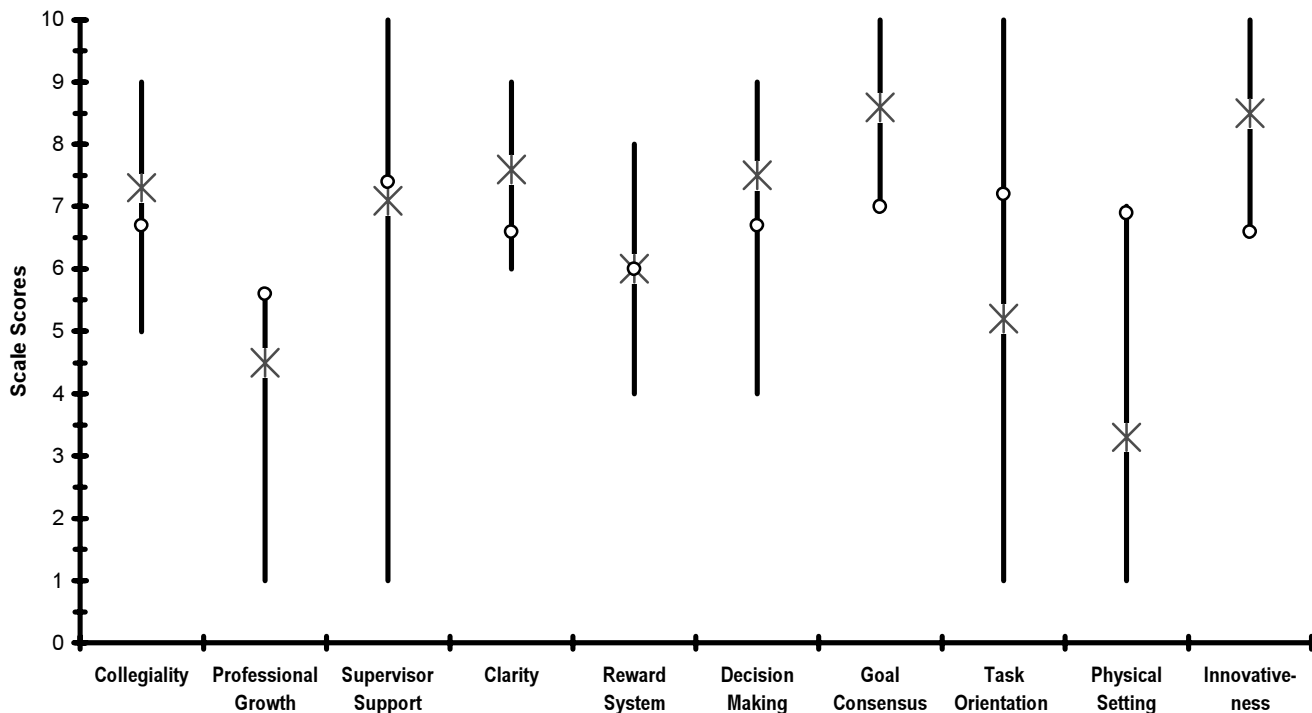**Total administrative, teaching, and support staff:** 15          **Code:** 0000

**Number of staff completing survey:** 15

   **Employment pattern of respondents:**

   __8__    **employed full-time (35 hours per week or more)**

   __7__    **employed part-time (10-34 hours per week)**

   __0__    **data not provided by respondent**

**PART A. ORGANIZATIONAL CLIMATE (N=15 )**



The **X** represents the average score for this dimension for subjects included in this sample.

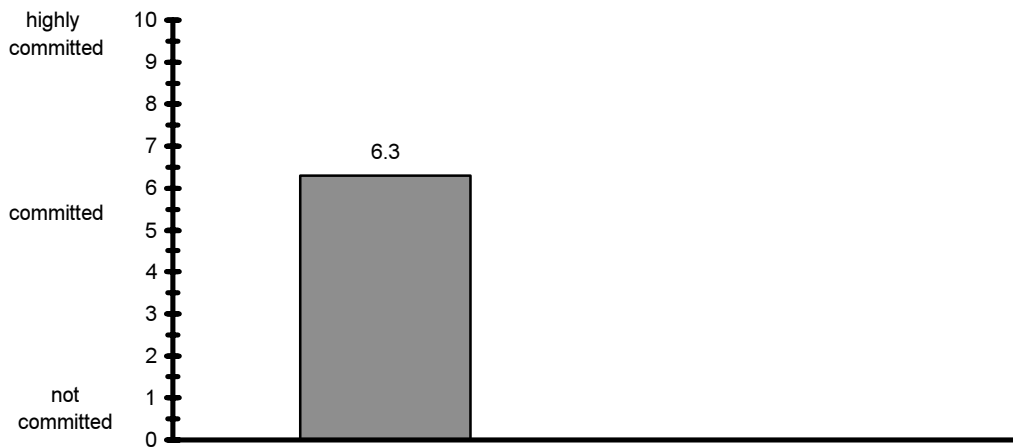The **O** represents the norm for this dimension based on responses of 5,251 workers in 421 centers.

The vertical line for each dimension represents the range of scores for subjects in this sample.
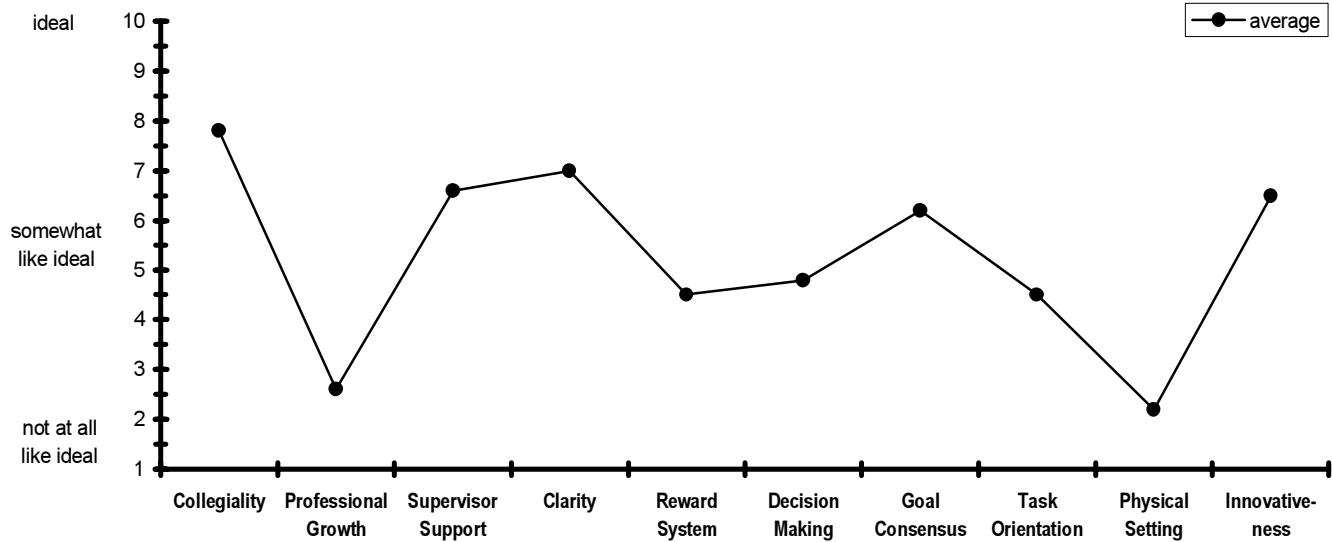
## PART B. SUMMARY OF WORKER VALUES (N=15 )

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

| | | | |
|---|---|---|---|
| 3 | Collegiality, co-worker relations | 5 | Involvement in decision making |
| 10 | Opportunities for professional growth | 2 | Consensus on program goals, objectives |
| 4 | Support and feedback from supervisor | 2 | Accomplishing work in efficient manner |
| 3 | Clarity in policies and procedures | 9 | Physical setting, sufficient materials |
| 5 | Equitable pay, benefits, and promotions | 2 | Innovativeness and creative expression |

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

Bar chart showing overall commitment value of 6.3 on a scale from 0 (not committed) to 10 (highly committed).

## PART D. SUMMARY OF HOW CURRENT WORK ENVIRONMENT RESEMBLES IDEAL (N=14 )

Line chart (average) on a scale from 1 (not at all like ideal) to 10 (ideal):
- Collegiality: 7.8
- Professional Growth: 2.6
- Supervisor Support: 6.6
- Clarity: 7.0
- Reward System: 4.5
- Decision Making: 4.8
- Goal Consensus: 6.2
- Task Orientation: 4.5
- Physical Setting: 2.2
- Innovativeness: 6.5

**PART E.  RANKING OF VARIOUS EDUCATIONAL GOALS AND OBJECTIVES (N=14 )**

| To help children develop... | Number of subjects who ranked item as | | | | | |
|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| *language and problem solving skills* | 0 | 1 | 2 | 6 | 5 | 0 |
| *strong friendships, skills in sharing* | 3 | 0 | 4 | 3 | 2 | 2 |
| *concepts needed for reading and math* | 0 | 1 | 0 | 1 | 2 | 10 |
| *independence in caring for themselves* | 0 | 10 | 3 | 0 | 1 | 0 |
| *physical skill and coordination* | 0 | 1 | 3 | 4 | 4 | 2 |
| *positive self-concepts and self-esteem* | 11 | 1 | 2 | 0 | 0 | 0 |

**PART F.  DEGREE OF INFLUENCE OF THE TEACHING STAFF REGARDING
VARIOUS ORGANIZATIONAL DECISIONS (N=15 )**



□ **perceived degree of decision-making influence (current)**

■ **desired degree of decision-making influence**