WORK ENVIRONMENT PROFILE

Name: ANYWHERE CHILD CARE
Date: January 1, 2005

Total administrative, teaching, and support staff: 15
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
- 10 Opportunities for professional growth
- 4 Support and feedback from supervisor
- 3 Clarity in policies and procedures
- 5 Equitable pay, benefits, and promotions
- 5 Involvement in decision making
- 2 Consensus on program goals, objectives
- 2 Accomplishing work in efficient manner
- 9 Physical setting, sufficient materials
- 2 Innovativeness and creative expression

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

![Bar chart showing overall commitment to the organization with a score of 6.3]

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

![Line chart showing how the current work environment resembles the ideal for different dimensions]

- Collegiality
- Professional Growth
- Supervisor Support
- Clarity
- Reward System
- Decision Making
- Goal Consensus
- Task Orientation
- Physical Setting
- Innovativeness
PART E. RANKING OF VARIOUS EDUCATIONAL GOALS AND OBJECTIVES (N=14)

<table>
<thead>
<tr>
<th>To help children develop...</th>
<th>Number of subjects who ranked item as</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
</tr>
<tr>
<td>language and problem solving skills</td>
<td>0</td>
</tr>
<tr>
<td>strong friendships, skills in sharing</td>
<td>3</td>
</tr>
<tr>
<td>concepts needed for reading and math</td>
<td>0</td>
</tr>
<tr>
<td>independence in caring for themselves</td>
<td>0</td>
</tr>
<tr>
<td>physical skill and coordination</td>
<td>0</td>
</tr>
<tr>
<td>positive self-concepts and self-esteem</td>
<td>11</td>
</tr>
</tbody>
</table>

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

- Ordering materials and supplies: perceived = 5.8, desired = 7.3
- Interviewing and hiring new staff: perceived = 2, desired = 5
- Determining program objectives: perceived = 5, desired = 5
- Training new aides or teachers: perceived = 7.3, desired = 6.3
- Planning daily activities: perceived = 9.5, desired = 9.5